

USDA FNS SNAP E&T STATE PLAN

STATE NAME	STATE CODE	FEDERAL FISCAL YEAR	VERSION
Wyoming	WY	2026	Original Submission

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KEY PROGRAM STAFF

Provide one contact person for the State E&T Program.

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AMENDMENT LOG

NOTE: THE AMENDMENT LOG IS ONLY APPLICABLE WHEN SUBMITTING AN AMENDMENT TO A STATE PLAN

ACRONYMS

State agencies may consider including acronyms for the SNAP State agency, SNAP E&T program name, State's management information system, and SNAP E&T providers or contractors.

The below list includes common acronyms utilized within this plan.

Acronym	Definition
ABAWD	Able-Bodied Adult without Dependents
CLIMB	Climb Wyoming
DADS	DADS Making a Difference
DFS	Wyoming Department of Family Services
E&T	Employment and Training
EPICS	Eligibility System
ESGW	Easterseals - Goodwill Northern Rocky Mountain Inc.

FNS	Food and Nutrition Service
FY	Fiscal Year
GA	General Assistance
ITO	Indian Tribal Organization
SNAP	Supplemental Nutrition Assistance Program
TANF	Temporary Assistance for Needy Families
USDA	United States Department of Agriculture
WIOA	Workforce Innovation and Opportunity Act
WYSAC	Wyoming Survey and Analysis Center

SUMMARY OF PROGRAM

Provide the vision and mission of the State E&T program. In addition, describe how your State agency's E&T program meets the purpose of E&T which is to:

- Increase the ability of SNAP participants to obtain regular employment
- Meet State or local workforce needs

Wyoming Department of Family Services (DFS) SNAP Employment & Training (E&T) Program

Vision:

Keep families safe at home by increasing their economic stability through regular employment for SNAP participants, reducing financial hardship and household instability.

Give families opportunities for success by equipping SNAP participants with education, training, job search assistance, and supportive services to secure employment and advance their careers, fostering economic mobility.

Support the people who support the families by investing in experienced partners like Climb Wyoming (CLIMB), DADS Making a Difference (DADS) and Easterseals -Goodwill Northern Rocky Mountain, Inc. (ESGW) to deliver effective employment and training services to SNAP families.

Mission:

To increase the ability of SNAP participants to obtain regular employment and meet State or local workforce needs through targeted programs and partnerships.

Alignment with E&T Program Purposes:

Increase the ability of SNAP participants to obtain regular employment: The Wyoming DFS SNAP E&T program directly addresses this purpose by providing participants with the necessary skills, training, and support to secure and maintain regular employment. Partnerships with organizations like CLIMB, DADS and ESGW offer specialized assistance to diverse participant populations, enhancing their employability.

Meet State or local workforce needs: By focusing on employment outcomes, the E&T program contributes to meeting the workforce needs of Wyoming. As SNAP participants gain skills and secure jobs, they contribute to the local economy and potentially fill in-demand positions. The program's focus on providing pathways to economic mobility aligns with the broader goal of a thriving workforce within the state.

Is the State's E&T program administered at the State or county level?

State

County

Provide the web addresses (URLs) of State E&T policy resources used such as handbooks and State administrative code, if available. Enter a single URL per row.

URL	Resource Type
Link to resource	Policy Manual, section 710, 711, 712

PROGRAM CHANGES

Summarize changes for the upcoming Federal fiscal year (FY) from the prior FY. Significant changes may include new initiatives, changes in funding or funding sources, policy changes, or significant changes to the number of partners or participants. Significant changes could include those made as a result of management evaluation findings or participation in program improvement initiatives, such as SNAP to Skills. It is not necessary to include changes made as a result of new Federal rulemaking.

The State of Wyoming has brought on Easterseals as an E&T Program provider. They will be serving Sheridan and Park Counties. They will also serve surrounding counties when the opportunity arises.

Highlight any changes from above that the State agency is making to the E&T program based on the prior year's performance, for instance changes made as a result of E&T outcome and participation data.

Easterseals in Sheridan and Park Counties will be able to serve voluntary E&T participants with tailored approach to E&T.

CONSULTATION AND COORDINATION WITH THE WORKFORCE DEVELOPMENT SYSTEM

State agencies must design the E&T program in consultation with the State workforce development board and operate the E&T program through the statewide workforce development system (7 CFR 273.7(c)(5)). The goal of this section is to explain the relationship between the State agency and other organizations it plans to consult and coordinate with for the provision of services, including organizations in the statewide workforce development system. The statewide workforce development system refers to a network of providers, which may include government and the public sector; community-based organizations and non-profits; employers and industry; occupational training providers; and post-secondary institutions, such as community colleges. Please note the State workforce development board is an entity that establishes Regional strategic plans and sets funding priorities for their area. They are distinct from State workforce agencies.

Consultation

Consultation with the workforce development system generally includes discussions to learn about services provided in the community and how each organization functions and coordinates with others in the community. State agencies can demonstrate they consulted with their State workforce development board by noting the dates of conversations, who they spoke with, what they spoke about, and how they incorporated this information into the design of their E&T program.

Did the State agency consult the State workforce development board?

Yes

No

Describe how the State agency consulted with the State workforce development board in designing its SNAP E&T program. Include the names, dates and outcomes of the consultation.

Date	State Workforce Development Board Name	Title(s) of Person Consulted	Outcome of Consultation
06/11/2025	Wyoming Workforce Development Council	Katie Hogarty, CLIMB's CEO	The state agency (DFS) and their vendors (CLIMB and DWS) have representatives on the board and/or have attendees present at the Wyoming Workforce Development Council (WWDC). Through the participation in meetings with the board, the agency and their vendors utilize the market data presented and provided to inform their decisions on training and job development. The data presented helps the agency and vendors know where they need to strengthen or offer new trainings in the local employment target market.

Coordination

Coordination with the workforce development system consists of efforts to partner with workforce providers to directly serve SNAP E&T participants or to align the flow or types of services offered across programs.

Describe any special State initiatives (i.e. Governor-initiated or through State legislation) that include SNAP E&T. Describe any efforts taken by the State agency to coordinate these programs, services, partners, and/or activities with the State's E&T program.

The State of Wyoming has no special initiatives at this time.

Describe the extent to which the State agency is carrying out SNAP E&T programs in coordination with title I programs under the Workforce Innovation and Opportunity Act (WIOA).

The Department of Workforce Services program, DADS Making a Difference, enhances employment services and increases funding by co-enrolling all eligible SNAP E&T participants in WIOA Title 1. CLIMB and ESGW support participants in accessing WIOA when applicable. However CLIMB and ESGW do not access WIOA funding at this time.

Is SNAP E&T included as a partner in the State's WIOA Combined Plan?

- Yes
- No

Describe how the State agency is coordinating with TANF/GA programs, services, partners, and/or activities. Describe any TANF/GA special initiatives targeting specific populations and any actions taken to coordinate with these efforts.

The Wyoming Department of Family Services (DFS) coordinates its SNAP E&T program with the Temporary Assistance for Needy Families (TANF) program, known as the POWER Program, through a close partnership between program managers and a system of shared service providers. The SNAP E&T and TANF program managers work alongside one another to actively support both programs, meeting as needed to discuss program changes. They demonstrate this collaboration by jointly attending key events, such as a Food and Nutrition Service (FNS) E&T training on March 26, 2025, and the DADS Program graduation on July 31, 2025, and co-presenting at social service meetings. This partnership extends to educating providers like Climb Wyoming (CLIMB) and DADS Making a Difference (DADS) on SNAP, SNAP E&T, and TANF eligibility. At the service delivery level, both CLIMB and DADS hold contracts with Wyoming TANF, which allows their E&T participants to receive TANF services if eligible. The SNAP E&T program only reimburses these providers for eligible SNAP E&T clients and expenses. Another E&T provider, Easterseals-Goodwill (ESGW), does not hold a contract with Wyoming TANF.

Describe how the State agency is coordinating its SNAP E&T program with any other Federal or State employment program (e.g. HUD, child support, re-entry, refugee services).

While there is nothing formal in place all three subrecipients will make referral to programs such as child support when appropriate.

CONSULTATION WITH INDIAN TRIBAL ORGANIZATIONS (ITOs)

State agencies are required to consult with Tribes about the SNAP State Plan of Operations, which includes the E&T State Plan, per 7 CFR 272.2(b) and 272.2(e)(7). The consultations must pertain to the unique needs of Tribal members. State agencies are required to document the availability of E&T programs for Tribal members living on reservations in accordance with 7 CFR 273.7(c)(6)(xiii). The goal of this section is to describe how the State agency consulted with Indian Tribal Organizations (ITOs), describe the results of the consultation, and document the availability of E&T programs for Tribal members living on reservations.

Did the State agency consult with ITOs in the State?

- Yes
- Yes, but not all ITOs
- No
- There are no ITOs in my State

List the ITOs consulted and describe the outcomes of the consultation(s). Provide specific examples of how the State agency incorporated feedback from ITOs into the design of the E&T program (e.g. unique supportive service, new component, in-demand occupation). Include the title of the person you consulted and the date.

Date	Name of ITO	Title(s) of Person Consulted	Outcome of Consultation
06/05/2025	Eastern Shoshone Tribe	Chairman Wayland Large	The Wyoming Department of Family Services (DFS) sent a letter from the Director, Korin A. Schmidt, to the chairman on June 5, 2025. The letter was requesting information regarding the correct contact information to complete a Supplemental Nutrition Assistance Program (SNAP) Consultation. The letter sent to Wayland Large, Chairman of the Eastern Shoshone Business Council, requesting a response by June 20, 2025, a response was never received.
06/05/2025	Northern Arapaho Tribe	Chairman Lloyd Goggles	The Wyoming Department of Family Services (DFS) sent a letter from the Director, Korin A. Schmidt, to the chairman on June 5, 2025. The letter was requesting information regarding the correct contact information to complete a Supplemental Nutrition Assistance Program (SNAP) Consultation. The letter sent to Lloyd Goggles, Chairman of the Northern

		Arapaho Tribe, requesting a response by June 20, 2025, a response was never received.
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Will the State agency be seeking enhanced reimbursement for E&T services (75%) for ITO members who are residents of reservations, either on or off the reservation?

- Yes
- No

UTILIZATION OF STATE OPTIONS

State agencies have the flexibility to implement policy options to adapt and meet the unique needs of State populations. Check which options the State agency will implement.

Does the State agency offer an E&T program statewide?

- Yes
- No

Indicate the type of E&T program the State agency operates.

- Mandatory per 7 CFR 273.7(e)
- Voluntary per 7 CFR 273.7(e)(5)(i)
- Combination of mandatory and voluntary

Does the State agency serve the following populations? Select all that apply.

- Applicants per 7 CFR 273.7(e)(2)
- Exempt members of zero benefit households that volunteer for SNAP E&T per 7 CFR 273.10(e)(2)(iii) (B)(7)
- Categorically eligible households per 7 CFR 273.2(j)

Does the State agency enable ABAWDs to regain SNAP eligibility through E&T and verify that the ABAWD will meet the work requirement within 30 days?

- Yes
- No

CHARACTERISTICS OF INDIVIDUALS SERVED BY E&T

State agencies are required to include information about the categories and types of individuals they plan to exempt from mandatory E&T participation (7 CFR 273.7 (c)(6)(iv)), as well as the characteristics of the population they plan to place in E&T (7 CFR 273.7 (c)(6)(v)).

What are the characteristics of the population the State agency intends to serve in E&T (e.g. target population)? This question applies to both mandatory and voluntary participants.

- ABAWDs
- Homeless
- Veterans
- Students
- Single parents
- Returning citizens (aka: ex-offenders)
- Underemployed
- Those that reside in rural areas
- Individuals in recovery
- Custodial or non custodial fathers

Estimated Participant Levels

Project participation in E&T for the upcoming Federal fiscal year. In determining the estimated participation, it is important to be as accurate as possible. As appropriate, projections should be based upon actual figures from the current Federal fiscal year.

QUESTION	RESPONSE FIELD
Anticipated number of work registrants	9,143

State Exemptions

List State exemptions from E&T and the participation, such as individuals to be exempted under each category.

EXEMPTION	TOTAL INDIVIDUALS
Wyoming runs a voluntary E&T program, therefore all individuals are exempt from mandatory E&T participation.	9,143

QUESTION	RESPONSE FIELD
Total estimated number of work registrants exempt from mandatory E&T	9,143
Percent of all work registrants exempt from E&T	100.00%

ABAWDs

QUESTION	RESPONSE FIELD
Anticipated number of ABAWDs in the State	3,896
Anticipated number of ABAWDs in waived areas of the State	0
Anticipated number of ABAWDs to be exempted under the State's ABAWD discretionary exemption allowance	0
Anticipated number of ABAWDs in the State who meet the criteria under 7 CFR 273.7(d)(3)(i)	3,896

E&T Participants

QUESTION	RESPONSE FIELD
Anticipated number of mandatory E&T participants	0
Anticipated number of voluntary E&T participants	117
Total anticipated number of E&T participants	117
Anticipated number of ABAWDs to be served in E&T	23

How frequently will the State plan to re-evaluate these exemptions from mandatory E&T?

- Annually
- Bi-annually
- Other

ORGANIZATIONAL RELATIONSHIPS

State agencies are required to include information on the organizational relationship between the units responsible for certification and the units operating the E&T components, including units of the statewide workforce development system, if available. For the purposes of the questions below, E&T providers are considered to include units of the statewide workforce development system. FNS is specifically interested in ensuring that the lines of communication are efficient and that, if applicable, noncompliance with mandatory E&T is reported to the certification unit within 10 working days after the noncompliance occurs, per 7 CFR 273.7(c)(4). State agencies must also include information on the relationship between the State agency and other organizations it plans to coordinate with for the provision of services.

The following questions are about how the E&T program is structured in your State agency.

Indicate which division within the SNAP State agency is responsible for the E&T program. (i.e. establishes E&T policy, contracts for E&T services, monitors providers). For example, explain if the E&T program unit is separate from the SNAP certification unit, and if there are separate E&T units at the county level.

The Economic Security Division within the Department of Family Services is responsible for the SNAP E&T Program. The SNAP Program Manager is responsible for establishing Employment and Training (E&T) policies, contracting for E&T services, monitoring providers, and handling provider determinations and referrals. This role also includes administering and overseeing the SNAP E&T Program through regular communication with granting entities and careful review of financial and program outcome reports. Furthermore, the Program Manager assists CLIMB, DADS and ESGW in effectively partnering with local DFS offices for referrals and access to benefits. It is important to note that eligibility workers, not E&T staff, are responsible for making referrals and other eligibility determinations.

How does the E&T unit coordinate and communicate on an ongoing basis with the units responsible for certification policy?

The Program Management Team coordinates changes and policy procedures to implement training for eligibility workers, vendors if needed, and other partners that service E&T participants through channels such as email clarifications, structured training, and/or in scheduled meetings.

Describe the State's relationships and communication with intermediaries or E&T providers.

The SNAP Program Manager meets with E&T vendors, CLIMB, DADS, and ESGW for quarterly meetings at a minimum. This is in addition to having email and phone communication regarding policy changes and other issues affecting the work being done under this contract. The program manager and E&T vendors communicate participant data and information shared through spreadsheets, and email communications.

Describe how the State agency shares new policies, procedures, or other information with the intermediary or other E&T provider.

The SNAP Program Manager communicates new policies, procedures, or other information with other E&T providers via email with follow up meetings if needed for clarification.

Describe how the State agency, intermediaries, and E&T providers share participant data and information. Include the names of any MIS systems (or other modes of communication) used.

Partners do not have access to the internal system EPICS; any participant data and information shared or needed comes through the Program Manager as needed manually through spreadsheets, email communications, or phone calls.

If the State uses a MIS system, describe the E&T related data that is tracked and stored in those systems (e.g. referrals, noncompliance with program requirements, provider determination, etc.), and whether the system(s) interact with each other.

N/A

Describe the State agency's process for monitoring E&T providers' program and fiscal operations. Include plans for direct monitoring such as visits, as well as indirect monitoring such as reviewing program data, financial invoices, etc.

DFS monitors participant activity on a monthly basis with CLIMB staff to ensure that the clients being served by CLIMB under this contract are actively approved for SNAP services. CLIMB also submits SNAP success stories on a regular basis. Additionally, CLIMB submits monthly financial invoices through a DFS approved template. DFS receives and reviews quarterly outcome reports that detail CLIMB component participation, program completion, and employment outcomes of participants. DFS and CLIMB also meet quarterly to share qualitative information and updates regarding the E&T program.

DFS monitors participant activity on a monthly basis with DADS staff to ensure that clients are being served by DADS under this contact are actively approved for SNAP services. DADS submits financial invoices through a DFS approved template periodically throughout the contact period.

DFS will monitor participant activity, component hours, and service engagement metrics on a monthly basis with ESGW staff to ensure that clients being served by ESGW under this contract are actively approved for SNAP services. ESGW will submit financial invoices through a DFS approved template periodically throughout the contact period. Additionally ESGW will provide quarterly outcome progress reports (e.g., job placements, credential completions), and barrier resolution tracking. Annually they will provide a comprehensive program performance review and financial reconciliation.

Additionally, DFS conducts an annual Management Evaluation for fiscal and program operations for contractors providing E&T services. The annual Management Evaluation are as follows: CLIMB on odd years , DADS on even years, and ESGW on odd years.

How frequently does the State agency monitor E&T providers' program and fiscal operations?

- Daily
- Weekly
- Monthly
- Quarterly
- Bi-Annually
- Annually
- Other

Describe how the State agency evaluates the performance of providers in achieving the purpose of E&T (assisting members of SNAP households in gaining skills, training, work, or experience that will increase their ability to obtain regular employment and meets State or local workforce needs).

CLIMB delivers quarterly participant reports detailing individual progress toward program goals, which the SNAP Program Manager reviews. CLIMB also provides a program report on group success after each program completion annually, as well as an annual impact report. Upon request, CLIMB supplies the SNAP Program Manager with summary data on career fields, completion rates, participant numbers, wage progression, and reduced SNAP usage. DFS and CLIMB maintain regular communication for timely updates. CLIMB undergoes an E&T Management Evaluation every other year; CLIMB on odd years.

DADS conducts one to two classes annually and performs yearly evaluations with end-of-year reporting. Similar to CLIMB, DADS undergoes an E&T Management Evaluation every other year; DADS on even years.

ESGW will deliver monthly participant activity summaries, component hours, and service engagement metrics. Quarterly they will provide outcome progress reports (e.g., job placements, credential completions), barrier resolution tracking. Annually they will provide comprehensive program performance review and financial reconciliation. ESGW undergoes an E&T Management Evaluation every other year; ESGW on odd years.

How frequently does the State agency evaluate the performance of providers in achieving the purpose of E&T?

- Daily
- Weekly
- Monthly
- Quarterly
- Bi-Annually
- Annually
- Other

SCREENING FOR WORK REGISTRATION

State agency eligibility staff must screen for federal exemptions from work registration, per 7 CFR 273.7(a).

Describe how the State agency screens applicants to determine if they are work registrants.

SNAP eligibility workers determine whether work registrants are exempt or non-exempt at initial application, recertification, and when changes are reported based on information on the application and information gained during the interview. We read the consolidated work script and send the consolidated work notice at initial application, recertification and as needed when changes are reported and an applicant is no longer exempt from work registration. Work registration scripts, policy manuals, and training prepare workers to determine statuses during certification, recertification, and change reporting conversation with participants. They document in case notes via the appropriate narrative template. All screening is based on work registration policy.

How does the State agency work register non-exempt individuals?

By signing the application, all non-exempt clients are agreeing to work register with the Wyoming Department of Workforce Services.

At what point in the certification process does the State agency provide the written explanation of the applicable work requirements? Select all that apply.

- Point of Intake
- Point of Certification
- Reported change in the work registrant status of household members
- Point of Recertification
- State does not provide written explanation

At what point in the certification process does the State agency provide the oral explanation of the applicable work requirements? Select all that apply.

- Point of Intake
- Point of Certification
- Reported change in the work registrant status of household members
- Point of Recertification
- State does not provide oral explanation

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 per 7 CFR 273.7 (c)(2). State agencies may operate program components in which individuals elect to participate, per 7 CFR 273.7(e)(4).

List the State-specific criteria eligibility workers use to screen individuals to determine if it is appropriate to refer them to the State's SNAP E&T program.

Individuals receiving SNAP Benefits, not receiving TANF, who are work-eligible, are interested in voluntarily E&T services, and who have a basic English language and literary comprehension are referred. For CLIMB, referrals must be single mothers. "Single" is defined as never married, currently separated, divorced, or widowed. For DADS, referrals can include married or single fathers, whether they are the custodial or non-custodial parent. ESGW referrals will be for any SNAP recipient who volunteers to participate in an E&T program in Sheridan or Park Counties.

What information does the State provide to a SNAP recipient to explain SNAP E&T participation criteria?

State eligibility workers verbally tell the SNAP recipients about any voluntary E&T programs they would meet the criteria for and provide the E&T Providers contact information. For CLIMB, referrals must be single mothers. "Single" is defined as never married, currently separated, divorced, or widowed. For DADS, referrals can include married or single fathers, whether they are the custodial or non-custodial parent. ESGW referrals will be for any SNAP recipient who volunteers to participate in an E&T program in Sheridan or Park Counties.

How does the State document that the information has been provided?

The eligibility worker narrates on our narrative (new application, recertification, or change) and lastly completes the E&T Referral Google form referral to CLIMB, DADS or ESGW.

What is the State's model for screening and referral to SNAP E&T? Select all that apply.

- Reverse Referral
- Direct Referral

When does screening for referral to E&T occur? Select all that apply.

- Initial Certification
- Recertification
- Reported change in the work registrant status of households
- Other

Describe the process for screening for direct referral to E&T, including the staff involved.

The eligibility worker informs the participant about work requirements, SNAP E&T program services, and determines their appropriateness for Wyoming's SNAP E&T program. The eligibility worker narrates the conversation with the participant, ensuring the participant has been informed of work registration requirements, their appropriate E&T vendor, and then completes the SNAP E&T referral in Google Forms, which includes the participant's name, case number, phone number, and email address; upon submission of the form by the eligibility worker, the Program Manager receives a PDF version of the referral via email; which is then emailed to appropriate E&T vendor.

When does the screening for a reverse referral request occur?

The E&T vendor refers participant to apply for SNAP benefits to determine eligibility for the SNAP Program. During initial SNAP application or recertification interview, the SNAP eligibility worker informs the participant about work requirements, SNAP E&T program services, and determines their appropriateness for Wyoming's SNAP E&T program.

When our E&T providers receive direct referrals from outside entities. Once the participant makes contact with the E&T provider the E&T provider reaches out to the program manager with the participants release of information to confirm if the participant is currently on SNAP. If the participant is not on SNAP they will refer them to apply for SNAP.

Describe the process for screening during the reverse referral request process, including the staff involved.

The E&T vendor refers participant to apply for SNAP benefits to determine eligibility for the SNAP Program. During initial SNAP application or recertification interview, the SNAP eligibility worker informs the participant about work requirements, SNAP E&T program services, and determines their appropriateness for Wyoming's SNAP E&T program. The eligibility worker narrates the conversation with the participant, ensuring the participant has been informed of work registration requirements, and their appropriate E&T vendor.

Are participants informed about participant reimbursements before the individual is referred to E&T by eligibility staff?

- Yes
- No

How are participants informed about participant reimbursements?

CLIMB and ESGW both provide participant reimbursements. The participants are informed by the eligibility worker of the possible participant reimbursements offered when they are discussing the CLIMB Program and will be discussing the participant reimbursements for ESGW Program once we go live with the ESGW Program. More in depth explanation is explained by CLIMB and will be explained by ESGW during their intake and orientation. CLIMB participants will never receive cash reimbursements. ESGW will be making direct vendor payments and will not be reimbursing the participants directly.

REFERRAL TO E&T

In accordance with 7 CFR 273.7(c)(2), in order to participate in SNAP E&T, the State agency must make the referral. The referral method may vary from participant to participant.

What information does the State provide to E&T participants when they are referred? Select all that apply.

- Information about accessing E&T services
- Case Management
- Dates
- Contact information
- Other

How is the referral communicated? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Emails
- Text Messages
- Other

If the State receives a reverse referral request from an E&T provider, what steps does the State take?

Right now reverse referrals are done by DADS and CLIMB having potential participants, not currently on SNAP, submit an application for SNAP benefits to see if they are eligible. CLIMB and DADS then follow up with the Program Manager to see if the participant has been approved for SNAP. ESGW plans to follow a similar process. Often the E&T Providers will assist potential participants with the SNAP application to expedite the process.

How does the State communicate to the SNAP participant that they are in SNAP E&T? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Emails
- Text Messages
- Other

How does the State communicate to the SNAP participant about their rights to receive participant reimbursements? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Emails
- Text Messages
- Other

How is information about the referral communicated to E&T providers, as applicable?

Once the Program Manager receives the E&T Google form referral they are forwarded via email it to the appropriate E&T Provider.

How is information about the referral communicated within the State agency?

All referrals are documented in the case narrative for each client that all eligibility staff have access to. The E&T program manager is notified of the referral via the E&T Referral Form (which comes from the eligibility worker). All E&T referral are tracked on the Google E&T referral sheet.

After referral, what additional steps does the E&T participant take to access the program? Select all that apply.

- Assessment
- Orientation
- Meet with case manager
- Other

Is orientation mandatory?

- Yes
- No

Who runs the orientation? Select all that apply.

- State Agency
- Intermediary
- E&T Provider
- County or Local Office

How is the orientation conducted? Select all that apply.

- In Person
- Virtually
- Online
- Self-Paced
- Other

What happens during the orientation?

During the orientation a program overview, requirements, expectations and all other pertinent information specific to that E&T Provider are reviewed.

ASSESSMENT

Does the State require or provide an assessment?

- Yes
- No

Who conducts the assessment? Select all that apply.

- State Agency
- E&T Provider
- Self-Assessment
- Intermediary
- Local Office
- Other

When are participants assessed?

During enrollment and intake and reassessments as needed throughout the duration of the E&T Program.

Describe the assessment. List the tools used in the assessment.

Various assessment tools are used by E&T providers to determine eligibility, component participation, determine barriers, employment history, education, and other information to inform case management. All information gathered is used in service of employment for the participant.

Participants complete employment readiness assessments to evaluate work history and skill set, educational background, and resource assessments to identify current barriers (e.g., transportation, housing, childcare), and employment interests.

Based on assessment results, staff and participants co-develop an Individual Employment Plan (IEP) that outlines career goals, training needs, support services, and clear timeframes. These plans include measurable milestones and are used to guide ongoing case management and service coordination.

ESGW also provides personality assessments, IBM Skill build Career Assessments and offer a self directed assessment tool called My Next Move Career Assessment from O*NET Resource Center.

CLIMB also provides mental health assessments which evaluates the participants' safety and participants' executive functioning skills pre- and post-program.

Does the assessment result in the completion of an individual employment plan?

- Yes
- No

How are assessment results shared with State agency staff? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- MIS System
- Email
- Other
- Assessment is not shared with State agency staff

Explain why assessment results are not shared with State agency staff.

Each E&T Provider provides their own variety of assessments and does their own case management. They decide the appropriate components and determine what supportive services or resources are needed.

How are assessment results shared with E&T providers? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- MIS System
- Email
- Other
- Assessment is not shared with E&T providers

How are assessment results shared with E&T participants? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Email
- Other
- Assessment is not shared with E&T participants

Are participants reassessed?

- Yes
- No

When are participants reassessed?

Reassessments as needed throughout the duration of the E&T Program.

How are participants reassessed?

Each E&T Provider uses their case management meetings with participants to assess the need for participants to be reassessed in any areas on a case by case basis.

CONCILIATION PROCESS

In accordance with 7 CFR 273.7(c)(3), State agencies have the option to offer a conciliation period to noncompliant E&T participants. The conciliation period provides mandatory E&T participants with an opportunity to comply before the State agency sends a notice of adverse action. The conciliation process is not a substitute for the determination of good cause when a client fails to comply.

Does the State agency offer a conciliation process?

- Yes
- No

CASE MANAGEMENT SERVICES

The State E&T program must provide case management services to all E&T participants. In accordance with 7 CFR 273.7(c)(6)(ii), State agencies are required to include specific information about the provision of case management services in the E&T State plan.

What types of E&T case management services will be offered to the participant? Select all that apply.

- Comprehensive Intake Assessments
- Individualized Service Plans
- Progress Monitoring
- Coordination with Service Providers
- Reassessment
- Other

Who delivers the case management services in your State? Select all that apply.

- SNAP State agency
- Local Office(s)
- Intermediary
- E&T Providers

How are case management services delivered in your State? Select all that apply.

- Group Meeting (virtual)
- Group Meeting (in person)
- Individual (virtual)
- Individual (in person)
- Phone
- Text
- Email
- Other

Describe how E&T case managers coordinate with other staff and services. Coordination can involve tracking E&T participation, sharing information that may be relevant to participation in E&T (e.g. information related to good cause or a work exemption), and referral to additional services.

QUESTION	RESPONSE FIELD
How do E&T case managers coordinate with: SNAP eligibility staff	The majority of the coordination between the E&T case managers and the SNAP eligibility staff involve determining if applications have been approved or denied. DFS eligibility staff discuss voluntary E&T programs with clients during eligibility determinations and submit referrals to E&T Providers via a google form. DFS eligibility staff do not have ongoing monthly communications with E&T participants outside of their SNAP/TANF eligibility determinations.
How do E&T case managers coordinate with: State E&T staff	E&T providers are in regular communication with State E&T staff to report E&T participation, outcomes, and share information regarding the E&T Program. The SNAP Program Manager tracks participants' SNAP involvement monthly through a shared Google sheet document.
How do E&T case managers coordinate with: Other E&T providers	E&T providers do not coordinate with each other, but are aware of each others E&T Programs. CLIMB serves single mothers, DADS serves fathers, and ESGW will serve Sheridan and Park Counties. All E&T providers communicate directly with DFS.
How do E&T case managers coordinate with: Community resources	CLIMB's expertise in rural poverty alleviation and 2-Generation impact includes connecting single mothers to community partners and networks across the State of Wyoming. These collaborators are a cornerstone of the CLIMB model and play a critical role in the success of participants. To provide increased recruitment success, CLIMB collaborates with DFS, Department of Workforce Services (DWS), and other local entities serving a similar population. CLIMB continues to prioritize not duplicating services in the community and instead partners with dozens of individuals, agencies, and organizations to help candidates, participants, and graduates address barriers to success. CLIMB has established strong relationships with parenting instructors, life skills speakers, and industry specific trainers throughout the state. CLIMB also refers participants to outside agencies for additional long-term mental health support or community support (i.e., substance abuse services) as needed. DADS program co-enrolls participants in other DWS Programs, such as TANF, Wagner Peyser, Vocational Rehabilitation, WIN, and WIOA. DADS participants are also provided with nationally recognized life skills training on topics such as co-parenting, healthy relationships, financial literacy, credit recovery, job seeking skills and techniques, employment retention, resource development, problem solving, and more. ESGW Staff will assist participants in accessing local supports such as food, housing, transportation, and mental health services. In addition to direct referrals, they will actively build partnerships with employers, community colleges, and nonprofit organizations to strengthen available resources and support long-term employment outcomes within the SNAP E&T model.

How does the State agency ensure E&T participants receive targeted case management services through an efficient administrative process, per 7 CFR 273.7(c)(6)(ii)?

The types of case management the State agency will provide includes comprehensive intake assessments, individualized service plans, progress monitoring, and coordination with service providers

Comprehensive intake include things such as:

- Current client circumstances;
- Barriers to success in program; and
- Client's interest and background to make sure training selected is a good match for the client.

Comprehensive employability assessments include things such as:

- Applied academic skills;
- Interpersonal skills;
- Communication skills; and
- Barriers to work.

Individualized service plans include things such as:

- Short-term and long-term goal planning;
- Activities to overcome barriers to short-term and long-term goals;
- Client action items; and
- Case manager action items.

Progress Monitoring include things such as:

- Quick weekly check-ins, and
- Monthly meetings that are more in-depth on client's progress and needs.

Referrals to other providers including but not limited to:

- Referrals to WIOA, Vocational Rehabilitation, or Veterans Services;
- Referrals to appropriate community resources (i.e. food banks, clothing providers, housing providers); and
- Collaboration with community partners through periodic meetings and communications.

How do your offered case management services support the participant in the E&T program and provide activities and resources that help the participant achieve program goals?

Case management services are provided by our E&T Providers. The role of DFS is coordinating referrals.

The case management services provided by our E&T Providers are designed to provide holistic support to every participant in the Employment and Training (E&T) program. Through a structured and personalized approach, we empower individuals to identify and achieve their program goals. The services are built on a foundation of comprehensive intake assessments, individualized service plans, diligent progress monitoring, and strategic coordination with a network of service providers.

Comprehensive Intake and Employability Assessments: Building a Strong Foundation

The journey for each E&T participant begins with a comprehensive intake assessment. This initial step is crucial for understanding the individual's unique circumstances, including their current situation, potential barriers to success, and personal interests and background. By thoroughly exploring these areas, they ensure that the training and services selected are a strong match for the participant's aspirations and capabilities.

This is complemented by a comprehensive employability assessment, which evaluates applied academic skills, interpersonal and communication skills, and any specific barriers to work. This dual assessment process provides a 360-degree view of the participant, enabling our case managers to tailor support from the very beginning.

Individualized Service Plans: A Roadmap to Success

Following the assessments, they collaborate with each participant to develop an individualized service plan (ISP). This plan serves as a roadmap, clearly outlining the path to achieving their employment goals. The ISP includes:

Short-term and Long-term Goal Planning: They work with participants to set realistic and ambitious goals, breaking them down into manageable steps.

Barrier Mitigation Strategies: The plan identifies specific activities and resources needed to overcome the barriers identified during the intake process.

Clearly Defined Action Items: The ISP details a shared set of responsibilities, with clear action items for both the participant and the case manager, fostering a partnership in the journey toward self-sufficiency.

Progress Monitoring: Ensuring Accountability and Providing Support

To ensure participants remain on track and receive timely support, they implement a robust progress monitoring system. This includes:

Quick Weekly Check-ins: These brief interactions allow for real-time adjustments and provide a consistent touch point for support and encouragement.

In-depth Monthly Meetings: These more comprehensive reviews focus on the participant's progress toward their goals, addressing any emerging needs or challenges and celebrating milestones.

Coordination with Service Providers: A Network of Support

They recognize that achieving program goals often requires a collaborative effort. The case managers are dedicated to coordinating with a wide range of service providers to ensure participants have access to all necessary resources. This includes:

Referrals to Key Partners: They facilitate connections to programs such as the Workforce Innovation and Opportunity Act (WIOA), Vocational Rehabilitation, and Veterans Services to leverage specialized employment and training resources.

Community Resource Navigation: They provide referrals to essential community resources, including food banks, clothing providers, and housing assistance, to address immediate needs that could otherwise hinder program participation.

Active Collaboration: They maintain strong relationships with community partners through regular meetings and communications, ensuring a seamless and integrated support system for the participants.

Through this multi-faceted case management approach, they provide a supportive and structured environment that empowers E&T participants to overcome barriers, develop new skills, and ultimately achieve their employment and self-sufficiency goals.

How does the SNAP State agency ensure the case management services offered do not act as an impediment to successful participation in E&T?

Each E&T Provider submits a statement of work which is carefully reviewed before we enter into a formal contract with them. This review includes ensuring case management services do not impede successful participation in E&T. The State agency ensures that these services facilitate, rather than impede, successful participation in the E&T program through a proactive, individualized, and supportive framework.

Below is a breakdown of how our three providers address potential barriers:

Preventing Mismatched Goals and Services

The Comprehensive Intake and Employability Assessments are the first line of defense against creating impediments. By investing time upfront to conduct a "360-degree view of the participant," they mitigate the risk of assigning individuals to training or activities that are a poor fit for their skills, interests, or circumstances. A one-size-fits-all approach is a common pitfall that leads to disengagement and failure. The tailored approach ensures that the participant's journey begins with a strong, relevant foundation, fostering

buy-in from the start.

Empowering Participants and Ensuring Clarity

The development of Individualized Service Plans (ISPs) in collaboration with each participant is crucial. This process transforms case management from a top-down directive into a partnership. By co-creating the plan, they ensure that participants have agency and a clear understanding of their path forward. Key elements that prevent the ISP from becoming an impediment include:

Shared Ownership: Collaboration fosters a sense of responsibility and motivation in the participant.

Clear Expectations: Outlining specific action items for both the participant and the case manager eliminates confusion and ensures that everyone understands their role.

Proactive Barrier Mitigation: By identifying potential obstacles and building mitigation strategies directly into the plan, they address challenges before they can derail progress.

Maintaining Momentum and Providing Real-Time Support

The Progress Monitoring system, with its blend of "quick weekly check-ins" and "in-depth monthly meetings," is designed to be a supportive scaffold, not a rigid compliance tool. This frequent and consistent contact ensures that participants remain engaged and that small issues are resolved before they become significant impediments. This approach allows for:

Timely Intervention: Quick check-ins enable case managers to address emerging challenges, such as a transportation issue or a scheduling conflict, in real-time.

Sustained Encouragement: Regular communication provides a consistent source of support and helps celebrate small victories, which is vital for maintaining motivation.

Adaptability: The regular meetings allow for adjustments to the ISP as circumstances change, ensuring the plan remains a relevant and useful tool.

Addressing Holistic Needs Through a Coordinated Network

Recognizing that a participant's success in E&T is often tied to factors outside the program, the Coordination with Service Providers is a critical function. Case management that ignores external life challenges can inadvertently create insurmountable barriers. Our approach prevents this by:

Leveraging a Wider Support System: Actively referring participants to partners like WIOA and Vocational Rehabilitation expands the resources available to them.

Solving Foundational Problems: By providing referrals for essential needs such as housing, food, and clothing, you help stabilize the participant's life, allowing them to focus on their E&T goals.

Creating a Seamless Experience: Active collaboration with community partners ensures that participants experience an integrated support system, rather than a fragmented and confusing series of appointments and agencies.

In essence, the case management services are designed to be a primary driver of success by being deeply participant-centered. By anticipating and actively working to remove barriers, providing clear and collaborative planning, offering consistent support, and addressing the holistic needs of each individual, they ensure that the case management process itself is a powerful tool for empowerment, not an impediment to progress.

GOOD CAUSE

In accordance with 7 CFR 273.7(i), the State agency is responsible for determining good cause when a SNAP recipient fails or refuses to comply with SNAP work requirements. Since it is not possible for FNS to enumerate each individual situation that should or should not be considered good cause, the State agency must take into account the facts and circumstances, including information submitted by the employer and by the household member involved, in determining whether or not good cause exists.

How does the State agency reach out to the SNAP participant to determine good cause? Select all that apply.

- Phone Call
- Email
- Text Message
- Physical Form

How does the State agency reach out to the employers to determine good cause? Select all that apply.

- Phone Call
- Email
- Text Message
- Physical Form

How does the State agency reach out to E&T providers to determine good cause? Select all that apply.

- Phone Call
- Email
- Text Message
- Physical Form
- MIS System

How many attempts are made to reach out to the SNAP participant for additional information?

- One
- Two
- Three
- More than three

What is the State agency's criteria for good cause?

Grant good cause under the following conditions:

Circumstances are beyond the individual's control such as, but not limited to:

Illness;

Illness of another assistance unit member requiring the presence of the member;

An assistance unit emergency;

The unavailability of transportation; or

The lack of adequate child care for children who have reached age six (6), but are under age 12.

Discrimination by an employer based on age, race, sex, color, disability, religious beliefs, national origin or political beliefs.

Work demands or conditions that render continued employment unreasonable, such as working without being paid on schedule.

Acceptance by any assistance unit member of employment or enrollment of at least half-time in any recognized school, training program or institution of higher education that requires the member to leave employment and/or move.

Resignations by persons under the age of 60 which are recognized by the employer as retirement.

Acceptance of a bona fide offer of employment of more than 30 hours a week or in which the weekly earnings are equivalent to the Federal minimum wage multiplied by 30 hours which, because of circumstances beyond the control of the wage earner, subsequently either does not materialize or results in less than 30 hours a week or weekly earnings of less than Federal minimum wage multiplied by 30 hours.

Leaving a job in connection with patterns of employment in which workers frequently move from one (1) employer to another such as migrant farm labor or construction work.

Employment that is no longer suitable as defined in Section 704 Suitable Employment

Describe the State agency's process to determine good cause if there is not an appropriate and available opening for an E&T participant.

In Wyoming E&T is voluntary therefor a client/participant would not be denied E&T participation as it is not mandatory.

PROVIDER DETERMINATIONS

In accordance with 7 CFR 273.7(c)(18) a State agency must ensure that E&T providers are informed of their authority and responsibility to determine if an individual is ill-suited for a particular E&T component.

Describe the process used by E&T providers to communicate provider determinations to the State agency.

The State agency has three E&T providers with CLIMB, DADS, and ESGW; if a participant is ill-suited for their E&T program, they are instructed to notify the SNAP E&T Program Manager, who will communicate next steps for the Agency to take.

Describe how the State agency notifies clients of a provider determination.

Once the State Agency is notified that a participant is ill-suited for an E&T program, the SNAP program manager reaches out to the client to review the case for possible work registration or ABAWD exemptions and then notifies the participant through a written provider determination notice (F012). At this time, Wyoming is a voluntary E&T program and will work with participants if circumstances change to refer potential participants to future E&T programs .

What is the timeframe for contacting clients after receiving a provider determination?

- 1-3 Days
- 4-7 Days
- 8-10 Days

DISQUALIFICATION POLICY FOR GENERAL WORK REQUIREMENTS

This section applies to the General Work Requirements, not just to E&T, and should be completed by all States, regardless of whether they operate a mandatory or voluntary E&T program.

All work registrants are subject to SNAP work requirements at 7 CFR 273.7(a). A nonexempt individual who refuses or fails to comply without good cause, as defined at 7 CFR 273.7(2), (3), and (4), with SNAP work requirements will be disqualified and subject to State disqualification periods. Noncompliance with SNAP work requirements includes voluntarily quitting a job or reducing work hours below 30 hours a month, and failing to comply with SNAP E&T (if assigned by the State agency).

What period before application does the State agency use to determine voluntary quit and/or reduction in work effort without good cause per 7 CFR 273.7(j)(1)?

- 30 Days
- 60 Days

For all occurrences of non-compliance discussed below, must the individual also comply to receive benefits again?

- Yes
- No

For the first occurrence of non-compliance per 7 CFR 273.7(f)(2), the individual will be disqualified until the later of:

- One month or until the individual complies, as determined by the State agency
- Up to 3 months

For the second occurrence of non-compliance per 7 CFR 273.7(f)(2)(ii), the individual will be disqualified until the later of:

- Three months or until the individual complies, as determined by the State agency
- Up to 6 months

For the third or subsequent occurrence per 7 CFR 273.7(f)(2)(iii), the individual will be disqualified until the later of:

- 6 months or until the individual complies, as determined by the State agency
- A date determined by the State agency
- Permanently

The State agency will disqualify the:

- Individual
- The entire household if the head of household is an ineligible individual

PARTICIPANT REIMBURSEMENTS

In accordance with 7 CFR 273.7(d)(4), State agencies are required to pay for or reimburse participants for expenses that are reasonable, necessary, and directly related to participation in E&T. State agencies may impose a maximum limit for reimbursement payments. If a State agency serves mandatory E&T participants, it must meet all costs associated with mandatory participation. If an individual's expenses exceed those reimbursements available by the State agency, the individual must be placed into a suitable component or must be exempted from mandatory E&T.

QUESTION	RESPONSE FIELD
Estimated number of E&T participants to receive participant reimbursements	105
Estimated number of E&T participants to receive reimbursements for dependent care participation costs	0
Estimated number of E&T participants to receive reimbursements for transportation and other participation costs	105
Percentage of participants expected to receive reimbursements	89.74%
Estimated budget for E&T participant reimbursements in upcoming FY	\$40,000.00
Estimated budget per participant in fiscal year	\$380.95
Estimated number of E&T participants to receive participant reimbursements per month	12
Estimated budget of participant reimbursements per E&T participant per month	\$277.78

PARTICIPANT REIMBURSEMENT DETAILS

Complete the table below with information on each participant reimbursement offered/permited by the State agency (do not indicate information for each provider). A description of each category is included below. If the participant reimbursement is provided by multiple entities (such as State agencies and E&T providers) or has multiple methods of payment, a separate entry in the table must be completed.

- **Allowable Participant Reimbursements.** Every State agency must include child care and transportation in this table, as well as other major categories of reimbursements (examples of categories include, but are not limited to: tools, test fees, books, uniforms, license fees, electronic devices, etc.). Mandatory States must meet all costs associated with participating in an E&T program, or else they must exempt individuals from E&T.
- **Participant Reimbursement Caps (optional).** States have the option to establish maximum levels (caps) for reimbursements available to individuals. Indicate any caps on the amount the State agency will provide for the participant reimbursement.
- **Who provides the participant reimbursements?** Indicate if the participant reimbursement is provided by the State agency, a provider, or an intermediary. The State agency remains ultimately responsible for ensuring individuals receive participant reimbursements, even if it has contracted with another entity to provide them.
- **What is the payment method for Participant Reimbursements?** Indicate the mechanism used to disburse payment to E&T participants.
- **Method of disbursement.** Indicate if the participant receives the participant reimbursement in advance or as a reimbursement. Also indicate if the amount of the participant reimbursement is an estimated amount or the actual amount.

Allowable Participant Reimbursements	Participant Reimbursement Caps (Optional)	Who Provides the Participant Reimbursement?	What is the payment method for Participant Reimbursements?	Method of Disbursement
Fees associated with drug/background screenings required as part of the employment process	N/A	SNAP E&T Provider	Direct payment to vendor(s)	Reimbursement Actual Amount
Gas cards	N/A	SNAP E&T Provider	Direct payment to vendor(s)	Reimbursement Actual Amount
Licenses/testing fees/certifications related to employment	N/A	SNAP E&T Provider	Direct payment to vendor(s)	Reimbursement Actual Amount
Required work clothing	N/A	SNAP E&T Provider	Direct payment to vendor(s)	Reimbursement Actual Amount
Safety items	N/A	SNAP E&T Provider	Direct payment to vendor(s)	Reimbursement Actual Amount
Supplies required for employment training	N/A	SNAP E&T Provider	Direct payment to vendor(s)	Reimbursement Actual Amount

Is dependent care provided? Select yes even if E&T funds are not being used.

- Yes
- No

How does the State agency ensure that the participant has the necessary participant reimbursements to begin participation in the E&T program?

The only E&T Program that offers participant reimbursement is CLIMB Wyoming. Once referred to the Climb program the E&T participant works with CLIMB to determine what participant reimbursements would be appropriate for their specific case.

WORK REGISTRANT DATA

The SNAP general work requirements are described at 7 CFR 273.7(a). Individuals who do not meet a federal exemption from the general work requirements, as listed in 7 CFR 273.7(b)(1), are subject to the general work requirement and must register for work. In accordance with 7 CFR 273.7(c)(10), the State agency must submit to FNS the number of work registrants in the State as of October 1st. This information is submitted on the first quarter E&T Program Activity Report (FNS-583).

Describe the process the State agency uses to count all work registrants in the State as of the first day of the new fiscal year (October 1).

Work registrants are tracked in Wyoming's eligibility system EPICS. The work registration coding follows the client in the eligibility system using the unique identifying number in EPICS. EPICS is coded to ensure that eligible clients (by age) have a field available to assign when the client is nonexempt or exempt from work registration. For those mandatory work registrants, there is a field available to document the date the client verified compliance with work registration. The report used to capture registrant data is created by using the clients' unique identification number. A report is requested each year to pull the number of all work registrants in EPICS on October 1, then a report is pulled from October 2-31, and a monthly report is generated from EPICS to capture all new work registrants throughout the year.

Provide information about how work registrant data is pulled from the eligibility system, including the date the data is pulled.

Work registrants are tracked in Wyoming's eligibility system EPICS. The work registration coding follows the client in the eligibility system using the unique identifying number in EPICS. EPICS is coded to ensure that eligible clients (by age) have a field available to assign when the client is nonexempt or exempt from work registration. For those mandatory work registrants, there is a field available to document the date the client verified compliance with work registration. The report used to capture registrant data is created by using the clients' unique identification number. A report is requested each year to pull the number of all work registrants in EPICS on October 1, then a report is pulled from October 2-31, and a monthly report is auto generated from EPICS to capture all new work registrants throughout the year.

The work registration numbers as of October 1st and October 2-31 are requested annually in November via an email to the EPICS programmer. Then a monthly report is generated from EPICS to capture all new work registrants throughout the year. The monthly work registration report is sent to the program manager monthly on the 1st of each month.

How are work registrants identified in the eligibility system?

The work registration coding follows the client in the eligibility system using the unique identifying number in EPICS. EPICS is coded to ensure that eligible clients (by age) have a field available to assign when the client is nonexempt or exempt from work registration. For those mandatory work registrants, there is a field available to document the date the client verified compliance with work registration.

Describe measures taken to prevent duplicate counting of work registrants within the federal fiscal year.

Since the eligibility system is used, duplicate counting is not possible because each client has a unique identification number. Only work registrants on October 1st are pulled and as each client has a unique

identification number can not be counted more than one (1) time; only one day's worth of data is pulled.

OUTCOME REPORTING MEASURES

Indicate the data source used for the national reporting measures. Select all that apply.

Outcome Reporting Measures	Employment & Earnings Measures	Attainment of Credential / Certificate	Measurable Skill Gains
Quarterly Wage Records (QWR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Directory of New Hires (NDNH)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
State Management Information System (MIS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manual Follow-up with SNAP E&T Participants	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Random Sample	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the data source used for the State-specific component measures. Select all that apply.

- Quarterly Wage Records (QWR)
- National Directory of New Hires (NDNH)
- State Management Information System (MIS)
- Manual Follow-up with SNAP E&T Participants
- Random Sample

Indicate the methods used to manually follow up. Select all that apply.

- Verbal Contact
- Physical Forms
- Text
- Email

Describe the process for manual follow up.

E&T program staff track pre-program activities; case management activities; participants who enroll in and complete any and all E&T components; and employment outcomes such as hours worked, hourly wage,

childcare assistance, food stamps, cash assistance, and health care status before and after the program to evaluate economic mobility.

To ensure data integrity, Climb also prioritizes external validation of statistics through partnerships with DFS, Wyoming Department of Health, and Wyoming Survey and Analysis Center (WYSAC).

On previous state plans in 2025, 2024, 2023 the program manager at that time, did mark this section as using NDNH, Quarterly Wage Reports, and manual follow-up with participants. Prior to those years the program manager at that time in 2022 and 2021 marked the outcome measuring section as manual follow-up with participants only. I am new to this position but the notes from my predecessor do not indicate that we would access this information for outcome reporting. We rely on our E&T Providers to each complete their own annual report and then the results are compiled for the actual annual report we submit.

COMPONENTS OVERVIEW

Which non-education, non-work components does the State agency plan to offer? Select all that apply.

- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- Workfare

Which educational components does the State agency plan to offer? Select all that apply.

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Other Educational Program
- Work Readiness Training

Which work experience components does the State agency plan to offer? Select all that apply.

- Work Activity
- Work-Based Learning

Which type of Work-Based Learning components are offered?

- Apprenticeship
- Customized Training
- Incumbent Worker Training
- Internship
- On-the-job Training
- Pre-Apprenticeship
- Transitional Jobs

NON-EDUCATION, NON-WORK COMPONENT: JOB RETENTION

Description of the component. Provide a summary of the activities and services.

The state agency ensures compliance with the regulations of this component through Contractual obligations. The expected requirements of this component are as follows:

The state agency and its E&T providers understand that E&T participants need to be in this component for a minimum of 30 days and a maximum of 90 days under the SNAP E&T parameters.

Climb provides job retention services that are provided for 90 days post-program to E&T participants who have obtained employment. The State agency verifies that participants in this component received SNAP benefits in the month of or the month before the start of job retention. Job Retention services include continued support with access to basic needs and services, job coaching, and support with conflict or barriers to success as needed for both the E&T participant and the employer.

ESGW provides job retention and re-engagement: ESGW staff provide proactive check-ins at 30, 60, 90, 180, and 365 days postemployment. If a participant separates from their job, they are re-engaged quickly to identify the cause and return to job search or training.

These models support participants staying at work while also being prepared for and navigating the cliff-effect and loss of benefits.

The DADS Program does not offer this component.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Individuals meet the program's licensing and certification criteria, including training specific to currently offered E&T programs such, but not limited to; CDL, CNA, among other available training offerings. E&T participants who have found job placement as a result of E&T participation and were receiving SNAP benefits in the month of or month before the start of job retention.

Will this component be offered statewide?

Yes
 No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input checked="" type="checkbox"/> Sheridan County
<input type="checkbox"/> Big Horn County	<input checked="" type="checkbox"/> Johnson County	<input checked="" type="checkbox"/> Sublette County
<input checked="" type="checkbox"/> Campbell County	<input checked="" type="checkbox"/> Laramie County	<input checked="" type="checkbox"/> Sweetwater County
<input checked="" type="checkbox"/> Carbon County	<input checked="" type="checkbox"/> Lincoln County	<input checked="" type="checkbox"/> Teton County
<input checked="" type="checkbox"/> Converse County	<input checked="" type="checkbox"/> Natrona County	<input type="checkbox"/> Uinta County
<input checked="" type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	<input type="checkbox"/> Washakie County
<input type="checkbox"/> Fremont County	<input checked="" type="checkbox"/> Park County	<input checked="" type="checkbox"/> Weston County
<input type="checkbox"/> Goshen County	<input checked="" type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

100

Estimated Annual Component Administrative Cost

\$107,294.39

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)

Percentage employed	<p>Numerator will include E&T Program participants who are employed at program end during the period of 10/01/2025 - 09/30/2026.</p> <p>Denominator will include all participants enrolled in the job retention component with the E&T program during the period of 10/01/2025 - 09/30/2026.</p>
Percent increase in wages	<p>Numerator will include E&T Program participants who experienced increased wages from program start to program end during the period of 10/01/2025 - 09/30/2026.</p> <p>Denominator will include all participants enrolled in the job retention component with the E&T program during the period of 10/01/2025 - 09/30/2026.</p>
Percent of wages doubled	<p>Numerator will include E&T Program participants who doubled their wages from program start to program end during the period of 10/01/2025 - 09/30/2026.</p> <p>Denominator will include all participants enrolled in the job retention component with the E&T program during the period of 10/01/2025 - 09/30/2026</p>
Decrease of SNAP usage	<p>Numerator will include CLIMB participants who experienced a decrease in SNAP benefits from program start to 90 days post program during the period of 10/01/2025 - 09/30/2026.</p> <p>Denominator will include all participants enrolled in the CLIMB program during the period of 10/01/2025 - 09/30/2026</p>

NON-EDUCATION, NON-WORK COMPONENT: SUPERVISED JOB SEARCH

Provide a summary of the State guidelines implementing supervised job search.

The state agency ensures compliance with the regulations of this component through Contractual obligations. The expected requirements of this component are as follows:

CLIMB directly supervise and track timing of the activities of participants through approved locations, via online, in person, etc. on a minimum of once monthly basis or more as needed. Priority is given to staff members at each site who serve as the Business Liaison, prioritizing working with both the participant and the employer to create a partnership for long-term success. During supervised job search, the Business Liaison works to understand the needs of each employer and matches this need with the strengths and priorities of participants during the job matching phase of the program. The Business Liaison will coordinate interviews with participants and employers. All participants will engage in a mock interview process to prepare for their job interviews. Individualized job search plans are critical to long-term career success and are designed to support the participants' skills and abilities.

ESGW will directly supervise and track timing of the activities of participants through approved locations, via online, in person, etc. Participants will complete at least one job readiness or skill-building activity increased job search confidence and interview readiness (measured through pre and post testing). ESGW staff will help participants build a portfolio of core employment materials that reflect their qualifications, support job applications, and improve their ability to compete in the job market. This portfolio is a key deliverable of the Growth and Development phase and includes:

- A tailored resume/Cover letter
- Master job application
- Elevator pitch
- Thank-you note template
- Reference list

These assets are developed through guided workshops and one-on-one support, ensuring each participant leaves with tools that are ready for use in job searches, interviews, or employment onboarding. Building these assets is essential for improving placement outcomes and supporting long-term employability.

DADS does not offer this component.

Describe the direct path to employment.

Supervised job search leads to gainful employment by providing participants the opportunity to search jobs/positions that are best for participants while working with employers to meet their needs in the job market.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Individuals meet the program's licensing and certification criteria, including training specific to currently offered E&T programs such, but not limited to; CDL, CNA, among other available training offerings.

Multiple trainings are offered in a variety of industries for various backgrounds, interests, and levels of education and literacy.

Will this component be offered statewide?

- Yes
- No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input type="checkbox"/> Sheridan County
<input type="checkbox"/> Big Horn County	<input type="checkbox"/> Johnson County	<input type="checkbox"/> Sublette County
<input type="checkbox"/> Campbell County	<input type="checkbox"/> Laramie County	<input type="checkbox"/> Sweetwater County
<input type="checkbox"/> Carbon County	<input type="checkbox"/> Lincoln County	<input type="checkbox"/> Teton County
<input type="checkbox"/> Converse County	<input type="checkbox"/> Natrona County	<input type="checkbox"/> Uinta County
<input type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	<input type="checkbox"/> Washakie County
<input type="checkbox"/> Fremont County	<input type="checkbox"/> Park County	<input type="checkbox"/> Weston County
<input type="checkbox"/> Goshen County	<input type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

105

Estimated Annual Component Administrative Cost

\$144,041.65

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
Percentage employed	<p>Numerator will include E&T Program participants who are employed at program end during the period of 10/01/2025 - 09/30/2026.</p> <p>Denominator will include all participants enrolled in the Job Search component with the E&T program during the period of 10/01/2025 - 09/30/2026.</p>
Percent increased wages	<p>Numerator will include E&T Program participants who experienced increased wages from program start to program end during the period of 10/01/2025 - 09/30/2026.</p> <p>Denominator will include all participants enrolled in the Job Search component with the E&T program during the period of 10/01/2025 - 09/30/2026.</p>

NON-EDUCATION, NON-WORK COMPONENT: WORKFARE

Description of the component. Provide a summary of the activities and services.

The Workfare through E&T component is a core element of the SNAP E&T program designed to help participants meet federal participation requirements. This is achieved by providing opportunities for individuals to volunteer at non-profit or government organizations. The primary goals of this component are to help participants build relevant work skills, develop positive workplace behaviors, and establish professional references, thereby strengthening their resumes and preparing them for future employment.

Summary of Activities and Services

The program, administered by ESGW, aligns with Wyoming's state plan and federal guidelines from the USDA Food and Nutrition Service (FNS). Participants are matched to activities based on their Individualized Employment Plan (IEP), eligibility, and overall readiness.

Core Activities:

Community-Based Workfare: Participants will volunteer at non-profit or government partner sites in Sheridan and Park Counties to gain hands-on experience.

Skills Development: The program focuses on building foundational skills, which can include preparation for a high school equivalency.

Career and Technical Training: Opportunities for more specialized job training are available to participants.

Work-Based Learning: This will include practical experiences such as internships and apprenticeships.

Job Readiness and Retention: Services are provided to prepare individuals for the workplace and support their long-term success in a job.

Implementation and Support:

Partnerships: ESGW will identify and establish formal agreements with non-profit and government organizations to serve as workfare sites.

Structured Agreements: These agreements will clearly define supervision responsibilities, participant roles, and reporting requirements.

Individualized Matching: Participants will be placed at sites that align with their specific career goals and skill development needs as outlined in their IEP.

Progress Monitoring: ESGW staff will continuously monitor participant progress and update their employment plans as required by SNAP E&T regulations.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

For Workfare, participants need to have an Individualized Employment Plan (IEP). Participation must align with the goals and skill development needs identified in the participant's unique IEP. The participant must be eligible for the SNAP E&T program. ESGW staff will assess a participant's readiness to engage in workfare activities.

Will this component be offered statewide?

- Yes
- No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input checked="" type="checkbox"/> Sheridan County
<input type="checkbox"/> Big Horn County	<input type="checkbox"/> Johnson County	<input type="checkbox"/> Sublette County
<input type="checkbox"/> Campbell County	<input type="checkbox"/> Laramie County	<input type="checkbox"/> Sweetwater County
<input type="checkbox"/> Carbon County	<input type="checkbox"/> Lincoln County	<input type="checkbox"/> Teton County
<input type="checkbox"/> Converse County	<input type="checkbox"/> Natrona County	<input type="checkbox"/> Uinta County
<input type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	<input type="checkbox"/> Washakie County
Fremont County	<input checked="" type="checkbox"/> Park County	<input type="checkbox"/> Weston County
Goshen County	<input type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

5

Estimated Annual Component Administrative Cost

\$16,703.30

EDUCATIONAL COMPONENT: BASIC / FOUNDATIONAL SKILLS INSTRUCTION

Description of the component. Provide a summary of the activities and services.

Climb works to improve the employability of participants by supporting them in obtaining their high school equivalency certificate. Climb staff connect prospective participants, participants, and graduates to community resources and tutors as necessary to complete this component. Climb staff also connect participants to adult basic education or basic literacy as needed to support improvement in employability and long-term career success.

ESGW will work to build a participant's readiness for employment. Including supporting participants in obtaining their high school equivalency. The primary objective is to equip individuals with essential supports and a clear plan before they move into more intensive training or work activities. It serves as the initial step in a participant's journey by assessing their needs and addressing potential obstacles to success. Staff will conduct in-depth evaluations to understand a participant's current situation and help guide the creation of realistic employment goals. This component focuses on identifying specific challenges that could prevent a participant from succeeding, such as lack of transportation, childcare, or necessary personal documentation. Staff will actively work to connect participants with stabilizing resources to resolve identified barriers, ensuring they have the support needed to participate fully. A personalized plan will be created for each participant, outlining the specific goals and services that will guide their path toward employment.

DADS does not offer this component.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Participants do not currently have a high school equivalency certificate. Training and/or jobs in the related field require a high school equivalency certificate.

Will this component be offered statewide?

Yes
 No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input checked="" type="checkbox"/> Sheridan County
<input type="checkbox"/> Big Horn County	<input checked="" type="checkbox"/> Johnson County	<input checked="" type="checkbox"/> Sublette County
<input checked="" type="checkbox"/> Campbell County	<input checked="" type="checkbox"/> Laramie County	<input checked="" type="checkbox"/> Sweetwater County
<input checked="" type="checkbox"/> Carbon County	<input type="checkbox"/> Lincoln County	<input type="checkbox"/> Teton County
<input checked="" type="checkbox"/> Converse County	<input checked="" type="checkbox"/> Natrona County	<input type="checkbox"/> Uinta County
<input checked="" type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	<input type="checkbox"/> Washakie County
<input type="checkbox"/> Fremont County	<input checked="" type="checkbox"/> Park County	<input checked="" type="checkbox"/> Weston County
<input type="checkbox"/> Goshen County	<input checked="" type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

10

Estimated Annual Component Administrative Cost

\$47,035.15

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

SNAP E&T funds used for vocational training tuition are paid directly to the training provider by both CLIMB and ESGW.

Specific to CLIMB, since the comprehensive Climb structure includes tuition as part of the overall services provided to participants and the tuition is negotiated and paid directly to the trainer for an entire group, the risk of supplanting is mitigated. In addition, Climb has a Certified Public Accountant on staff who oversees

fiscal responsibility and requirements. A third party audit is conducted annually for Climb and the organization has never had an audit finding.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

Tuition costs paid for participant training are equivalent, regardless of whether the tuition is paid for by SNAP E&T or another funding source.

EDUCATIONAL COMPONENT: CAREER / TECHNICAL EDUCATION PROGRAMS OR OTHER VOCATIONAL TRAINING

Description of the component. Provide a summary of the activities and services.

The state agency ensures compliance with the regulations of this component through Contractual obligations. The expected requirements of this component are as follows:

As program staff prepare for training, an evaluation of the local workforce is a critical first step. The program collaborates with local employers and workforce experts to determine which industries are projected to have high growth and which industries are experiencing workforce shortages. Each location does thorough research specific to their community to determine in demand jobs and then works collaboratively to develop training to meet this demand. The program partners with industry trainers across the state to provide the highest quality industry specific pre-employment training. Staff maintain essential partnerships with workforce experts at the local, state, regional, and national levels to ensure that participants are trained in high demand occupations with opportunities for growth in their careers. By providing robust industry and life skills training, participants take marketable and transferable skills with them into the workforce. Flexibility in training design driven by industry needs is a must. Recent training has included construction trades, truck driving, Certified Nursing Assistant, Certified Medical Assistant, medical office careers, and professional office careers. Tuition is paid to entities that deliver customized training curriculums that include the skills and knowledge critical to success in the workplace. In addition, during the vocational training phase of the program participants receive comprehensive services such as work readiness training, life skills training, parenting skills training, mental health services, financial fitness, OSHA, First Aid, community involvement and volunteerism (paid through other funding streams) and individualized case management.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Individuals meet the program's licensing and certification criteria, including training specific to currently offered E&T programs such, but not limited to; CDL, CNA, among other available training offerings.

Multiple trainings are offered each year in a variety of industries for various backgrounds, interests, and levels of education and literacy. Climb, DADs, and ESGW staff work with potentially eligible E&T participants on acquiring needed skill sets such as, but not limited to: GED completion, computer literacy, ELA, and other required skills in the currently offered E&T program.

Will this component be offered statewide?

- Yes
- No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input checked="" type="checkbox"/> Sheridan County
<input checked="" type="checkbox"/> Big Horn County	<input checked="" type="checkbox"/> Johnson County	<input checked="" type="checkbox"/> Sublette County
<input checked="" type="checkbox"/> Campbell County	<input checked="" type="checkbox"/> Laramie County	<input checked="" type="checkbox"/> Sweetwater County
<input checked="" type="checkbox"/> Carbon County	<input checked="" type="checkbox"/> Lincoln County	<input checked="" type="checkbox"/> Teton County
<input checked="" type="checkbox"/> Converse County	<input checked="" type="checkbox"/> Natrona County	<input type="checkbox"/> Uinta County
<input checked="" type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	<input type="checkbox"/> Washakie County
<input checked="" type="checkbox"/> Fremont County	<input checked="" type="checkbox"/> Park County	<input checked="" type="checkbox"/> Weston County
<input checked="" type="checkbox"/> Goshen County	<input checked="" type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

102

Estimated Annual Component Administrative Cost

\$162,674.60

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

SNAP E&T funds used for vocational training tuition are paid directly to the training provider by DADS, CLIMB and ESGW.

Specific to CLIMB, since the comprehensive Climb structure includes tuition as part of the overall services provided to participants and the tuition is negotiated and paid directly to the trainer for an entire group, the risk of supplanting is mitigated since no other state or federal funds are used to pay for this service. In addition, Climb has a Certified Public Accountant on staff who oversees fiscal responsibility and requirements.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

E&T provider tuition costs are comparable with other providers in the area.

Tuition costs paid for participant training are equivalent, regardless of whether the tuition is paid for by SNAP E&T or another funding source.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
Percent completed for the whole Federal Fiscal Year.	Numerator will include participants who completed all phases of the E&T program during the period of 10/01/2025 - 09/30/2026. Denominator will include all participants enrolled in the Vocational Training component with the E&T program during the period of 10/01/2025 - 09/30/2026.

EDUCATIONAL COMPONENT: ENGLISH LANGUAGE ACQUISITION

Description of the component. Provide a summary of the activities and services.

To improve employability of participants, Climb staff connect participants to resources to support English language acquisition. Climb staff connect participants to community resources and tutors to increase their skills in reading, writing, speaking, and comprehension of the English language.

Easterseals and DADS do not offer this component.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Participants are multi-language learners. Training and/or jobs in the related field require additional English language acquisition for employability.

Will this component be offered statewide?

- Yes
- No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input type="checkbox"/> Sheridan County
<input type="checkbox"/> Big Horn County	<input type="checkbox"/> Johnson County	<input type="checkbox"/> Sublette County
<input type="checkbox"/> Campbell County	<input type="checkbox"/> Laramie County	<input type="checkbox"/> Sweetwater County
<input type="checkbox"/> Carbon County	<input type="checkbox"/> Lincoln County	<input type="checkbox"/> Teton County
<input type="checkbox"/> Converse County	<input type="checkbox"/> Natrona County	<input type="checkbox"/> Uinta County
<input type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	<input type="checkbox"/> Washakie County
<input type="checkbox"/> Fremont County	<input type="checkbox"/> Park County	<input type="checkbox"/> Weston County
<input type="checkbox"/> Goshen County	<input type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

10

Estimated Annual Component Administrative Cost

\$9,085.70

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

Since the comprehensive Climb structure includes tuition as part of the overall services provided to participants and the tuition is negotiated and paid directly to the trainer for an entire group, the risk of supplanting is mitigated. In addition, Climb has a Certified Public Accountant on staff who oversees fiscal responsibility and requirements. A third party audit is conducted annually for Climb and the organization has never had an audit finding.

SNAP E&T funds used for vocational training tuition are paid directly to the training provider.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

Tuition costs paid for a program at Climb are equivalent regardless of whether the tuition is paid for by SNAP E&T or another funder.

Tuition costs paid for participant training are equivalent, regardless of whether the tuition is paid for by SNAP E&T or another funding source.

EDUCATIONAL COMPONENT: WORK READINESS TRAINING

Description of the component. Provide a summary of the activities and services.

E&T programs include training connected to foundational cognitive skills. This includes skill building in all areas of executive functioning; emotional regulation, organization, attention, self-monitoring, working memory, planning, initiation, and flexibility. Work readiness also includes soft skills and behavioral skills that enhance employability and job retention. In addition, during the program participants receive comprehensive services such as resume building, professional job application, workplace priorities, interview prep, mock interviews, communication skills, time management, computer training, life skills training, parenting skills training, mental health services, financial fitness, OSHA, First Aid, community involvement and volunteerism (paid through other funding streams) and individualized case management.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Individuals meet the program's licensing and certification criteria, including training specific to currently offered E&T programs such, but not limited to; CDL, CNA, among other available training offerings.

Multiple trainings are offered each year in a variety of industries for various backgrounds, interests, and levels of education and literacy. E&T program staff work with potentially eligible E&T participants on acquiring needed skill sets such as, but not limited to: GED completion, computer literacy, ELA, and other required skills in the currently offered E&T program.

Will this component be offered statewide?

Yes
 No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Albany County		<input checked="" type="checkbox"/> Sheridan County
Big Horn County	<input checked="" type="checkbox"/> Johnson County	<input checked="" type="checkbox"/> Sublette County
<input checked="" type="checkbox"/> Campbell County	<input checked="" type="checkbox"/> Laramie County	<input checked="" type="checkbox"/> Sweetwater County
<input checked="" type="checkbox"/> Carbon County	<input checked="" type="checkbox"/> Lincoln County	<input checked="" type="checkbox"/> Teton County
<input checked="" type="checkbox"/> Converse County	<input checked="" type="checkbox"/> Natrona County	Uinta County
<input checked="" type="checkbox"/> Crook County	Niobrara County	Washakie County
Fremont County	<input checked="" type="checkbox"/> Park County	<input checked="" type="checkbox"/> Weston County
Goshen County	<input checked="" type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

100

Estimated Annual Component Administrative Cost

\$210,854.85

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

SNAP E&T funds used for work readiness training tuition are paid directly to the training provider for CLIMB and ESGW.

Specific to CLIMB, since the comprehensive CLIMB structure includes tuition as part of the overall services provided to participants and the tuition is negotiated and paid directly to the trainer for an entire group, the risk of supplanting is mitigated. In addition, CLIMB has a Certified Public Accountant on staff who oversees fiscal responsibility and requirements. A third party audit is conducted annually for CLIMB and the organization has never had an audit finding.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

Tuition costs paid for participant training are equivalent, regardless of whether the tuition is paid for by SNAP E&T or another funding source.

Tuition costs paid for a program at Climb are equivalent regardless of whether the tuition is paid for by SNAP E&T or another funder.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
Percent completed for the whole Federal Fiscal Year.	Numerator will include participants who completed all phases of the E&T program during the period of 10/01/2026 - 09/30/2026. Denominator will include all participants enrolled in the Work Readiness Training component with the E&T program during the period of 10/01/2025 - 09/30/2026.

WORK EXPERIENCE COMPONENT: APPRENTICESHIP

Description of the component. Provide a summary of the activities and services.

The apprenticeship component is categorized as a work-based learning experience. It is designed to guide participants through the exploration and enrollment in career-aligned apprenticeship programs that support their long-term employment goals. This component is crucial for enhancing participants' competitiveness in high-growth sectors and preparing them for specific job roles through credentialed, self-paced content.

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

The workplace priorities and qualifications of the participant align with the requirements of an already established apprenticeship program.

Will this component be offered statewide?

Yes
 No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Albany County		Hot Springs County
Big Horn County	<input checked="" type="checkbox"/> Johnson County	<input checked="" type="checkbox"/> Sublette County
<input checked="" type="checkbox"/> Campbell County	<input checked="" type="checkbox"/> Laramie County	<input checked="" type="checkbox"/> Sweetwater County
<input checked="" type="checkbox"/> Carbon County	<input checked="" type="checkbox"/> Lincoln County	<input checked="" type="checkbox"/> Teton County
<input checked="" type="checkbox"/> Converse County	<input checked="" type="checkbox"/> Natrona County	Uinta County
<input checked="" type="checkbox"/> Crook County	Niobrara County	Washakie County
Fremont County	<input checked="" type="checkbox"/> Park County	<input checked="" type="checkbox"/> Weston County
Goshen County	<input checked="" type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

2

Estimated Annual Component Administrative Cost

\$6,681.32

WORK EXPERIENCE COMPONENT: INTERNSHIP

Description of the component. Provide a summary of the activities and services.

E&T provider places participants in a workplace that is a structured learning experience for a limited period of time. This improves employability and enables participants to move promptly into regular employment supplemented with a curriculum and instruction. These activities are conducted in a structured workplace environment that includes sustained interactions with the industry. These activities foster in-depth firsthand engagement with the tasks required in a given career field. These activities must have specific training objectives (i.e., goals for what a participant is expected to learn and be able to do by the completion of the training). An internship must operate in compliance with all applicable labor laws, not displace or replace existing employment of individuals not participating in E&T and provide the same benefits and working conditions as non-E&T participants doing comparable work for comparable hours

DADS does not offer this component.

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

E&T program participants have demonstrated barriers to employment that indicate that a planned, time limited, structured learning experience will improve employability. Participants may have already obtained industry certifications, and the purpose of the internship is to focus on job retention skills for future job placement.

Will this component be offered statewide?

Yes
 No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input checked="" type="checkbox"/> Sheridan County
<input type="checkbox"/> Big Horn County	<input checked="" type="checkbox"/> Johnson County	<input checked="" type="checkbox"/> Sublette County
<input checked="" type="checkbox"/> Campbell County	<input checked="" type="checkbox"/> Laramie County	<input checked="" type="checkbox"/> Sweetwater County
<input checked="" type="checkbox"/> Carbon County	<input checked="" type="checkbox"/> Lincoln County	<input checked="" type="checkbox"/> Teton County
<input checked="" type="checkbox"/> Converse County	<input checked="" type="checkbox"/> Natrona County	<input type="checkbox"/> Uinta County
<input checked="" type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	<input type="checkbox"/> Washakie County
<input type="checkbox"/> Fremont County	<input checked="" type="checkbox"/> Park County	<input checked="" type="checkbox"/> Weston County
<input type="checkbox"/> Goshen County	<input checked="" type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

7

Estimated Annual Component Administrative Cost

\$15,767.02

WORK EXPERIENCE COMPONENT: ON-THE-JOB TRAINING

Description of the component. Provide a summary of the activities and services.

The state agency ensures compliance with the regulations of this component through Contractual obligations. The expected requirements of this component are as follows:

E&T participants earn industry specific certifications and skills through work-based learning. Examples of industry specific, technical skills and certifications provided to include Certified Nursing Assistant (CNA) testing and licensing, CPR certification, Microsoft Word, ® Excel, ® medical office management software, Commercial Driver's Licensing (CDL), and Forklift Operation. These trainings are included in relation to the specific program offered (i.e. CNA, Office Careers, Construction Trades, CDL). Once participants receive the necessary certifications, job placements are made by program staff. Once a participant has been placed in a job and is participating in work, the level of effort is equal to full time employment. The E&T funds support program staff time to place the participants in positions for long-term employment and to conduct evaluations in partnership with the employer and participant to acknowledge where the participant is succeeding, to ensure that feedback is provided effectively and productively, and to provide support as needed.

DADS does not offer this component.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Individuals meet the program's licensing and certification criteria, including training specific to currently offered E&T programs such, but not limited to; CDL, CNA, among other available training offerings.

Multiple trainings are offered each year in a variety of industries for various backgrounds, interests, and levels

of education and literacy. Staff work with potentially eligible E&T participants on acquiring needed skill sets such as, but not limited to: GED completion, computer literacy, ELA, and other required skills in the currently offered E&T program.

Will this component be offered statewide?

Yes
 No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input checked="" type="checkbox"/> Sheridan County
<input type="checkbox"/> Big Horn County	<input checked="" type="checkbox"/> Johnson County	<input checked="" type="checkbox"/> Sublette County
<input checked="" type="checkbox"/> Campbell County	<input checked="" type="checkbox"/> Laramie County	<input checked="" type="checkbox"/> Sweetwater County
<input checked="" type="checkbox"/> Carbon County	<input checked="" type="checkbox"/> Lincoln County	<input checked="" type="checkbox"/> Teton County
<input checked="" type="checkbox"/> Converse County	<input checked="" type="checkbox"/> Natrona County	<input type="checkbox"/> Uinta County
<input checked="" type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	<input type="checkbox"/> Washakie County
<input type="checkbox"/> Fremont County	<input checked="" type="checkbox"/> Park County	<input checked="" type="checkbox"/> Weston County
<input type="checkbox"/> Goshen County	<input checked="" type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

87

Estimated Annual Component Administrative Cost

\$97,538.32

WORK EXPERIENCE COMPONENT: PRE-APPRENTICESHIP

Description of the component. Provide a summary of the activities and services.

Climb partners with industry leaders to provide the basic and technical skills necessary to enter an apprenticeship program and to improve their employability and enable participants to move promptly into regular employment supplemented with a curriculum and instruction. These activities are conducted in a structured workplace environment that includes sustained interactions with the industry. These activities foster in-depth firsthand engagement with the tasks required in a given career field. These activities must have specific training objectives (i.e., goals for what a participant is expected to learn and be able to do by the completion of the training).

A pre-apprenticeship must operate in compliance with all applicable labor laws, not displace or replace existing employment of individuals not participating in E&T and provide the same benefits and working conditions as non-E&T participants doing comparable work for comparable hours.

DADS and ESGW do not offer this component.

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Custodial or non custodial fathers
- Homeless
- Individuals in recovery
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

The workplace priorities and qualifications of the participant align with the requirements of an already established pre-apprenticeship or apprenticeship program

Will this component be offered statewide?

- Yes
- No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input type="checkbox"/> Sheridan County
Big Horn County	<input checked="" type="checkbox"/> Johnson County	<input checked="" type="checkbox"/> Sublette County
<input checked="" type="checkbox"/> Campbell County	<input checked="" type="checkbox"/> Laramie County	<input checked="" type="checkbox"/> Sweetwater County
<input checked="" type="checkbox"/> Carbon County	<input checked="" type="checkbox"/> Lincoln County	<input checked="" type="checkbox"/> Teton County
<input checked="" type="checkbox"/> Converse County	<input checked="" type="checkbox"/> Natrona County	Uinta County
<input checked="" type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	Washakie County
Fremont County	<input type="checkbox"/> Park County	<input checked="" type="checkbox"/> Weston County
Goshen County	<input checked="" type="checkbox"/> Platte County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

5

Estimated Annual Component Administrative Cost

\$9,085.70

CONTRACTS OVERVIEW

The State agency must enter every contract or third-party partner. Additionally, the State agency must report if an intermediary directly holds subcontracts with employment and training providers for the delivery of SNAP E&T services. The table below summarizes overall information across all contracts.

Total Number of Contracts + Subcontracts	Total Participants to be Served by Contracts	Total Admin Costs	Total Participant Reimbursement Costs	Total Budget
3	117	\$1,172,762.00	\$40,000.00	\$1,212,762.00

CONTRACTOR: CLIMB WYOMING

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Will this E&T service be offered statewide?

- Yes
- No

Indicate the counties where the service is offered by this contractor.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input type="checkbox"/> Sheridan County
<input type="checkbox"/> Big Horn County	<input checked="" type="checkbox"/> Johnson County	<input checked="" type="checkbox"/> Sublette County
<input checked="" type="checkbox"/> Campbell County	<input checked="" type="checkbox"/> Laramie County	<input checked="" type="checkbox"/> Sweetwater County
<input checked="" type="checkbox"/> Carbon County	<input checked="" type="checkbox"/> Lincoln County	<input checked="" type="checkbox"/> Teton County
<input checked="" type="checkbox"/> Converse County	<input checked="" type="checkbox"/> Natrona County	<input type="checkbox"/> Uinta County
<input checked="" type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	<input type="checkbox"/> Washakie County
<input type="checkbox"/> Fremont County	<input type="checkbox"/> Park County	<input checked="" type="checkbox"/> Weston County
<input type="checkbox"/> Goshen County	<input checked="" type="checkbox"/> Platte County	

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

85

Are participant reimbursements provided by the Contractor?

Yes

No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$20,000.00

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$68,285.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$752,000.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: DEPARTMENT OF WORKFORCE SERVICES - DADS PROGRAM

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Will this E&T service be offered statewide?

- Yes
- No

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

7

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$0.00

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$38,411.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: EASTERSEALS

Is this Contractor an Intermediary with subcontractors?

Yes
 No

Indicate the service type

Consulting
 E&T Services
 Automation/IT
 Marketing
 Other

Will this E&T service be offered statewide?

Yes
 No

Indicate the counties where the service is offered by this contractor.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Albany County	<input type="checkbox"/> Hot Springs County	<input checked="" type="checkbox"/> Sheridan County
<input type="checkbox"/> Big Horn County	<input type="checkbox"/> Johnson County	<input type="checkbox"/> Sublette County
<input type="checkbox"/> Campbell County	<input type="checkbox"/> Laramie County	<input type="checkbox"/> Sweetwater County
<input type="checkbox"/> Carbon County	<input type="checkbox"/> Lincoln County	<input type="checkbox"/> Teton County
<input type="checkbox"/> Converse County	<input type="checkbox"/> Natrona County	<input type="checkbox"/> Uinta County
<input type="checkbox"/> Crook County	<input type="checkbox"/> Niobrara County	<input type="checkbox"/> Washakie County
<input type="checkbox"/> Fremont County	<input checked="" type="checkbox"/> Park County	<input type="checkbox"/> Weston County
<input type="checkbox"/> Goshen County	<input type="checkbox"/> Platte County	

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

25

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$20,000.00

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$0.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$314,066.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

WBL PROGRAMS OVERVIEW

State agencies must report on each provider that plans to offer a Work-Based Learning (WBL) component, whether it is unsubsidized or subsidized by SNAP E&T funds.

WBL ACTIVITY: EASTERSEALS

PROVIDER: EASTERSEALS

COMPONENT: WBL - APPRENTICESHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Line

What is the projected annual number of participants to participate?

2

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Apprenticeship programs can help individuals gain skills to move into a paid apprenticeship program. Over time apprenticeship programs lead to wage increases and self sufficiency. The majority of apprenticeship programs are in high demand areas, opening up employment to an individual.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: CLIMB WYOMING

PROVIDER: CLIMB WYOMING

COMPONENT: WBL - INTERNSHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Industries as needed by community

What is the projected annual number of participants to participate?

5

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Climb places moms in a workplace that is a structured learning experience for a limited period of time. This improves employability and enables participants to move promptly into regular employment supplemented with a curriculum and instruction. These activities are conducted in a structured workplace environment that includes sustained interactions with the industry. These activities foster in-depth firsthand engagement with the tasks required in a given career field. These activities must have specific training objectives (i.e., goals for what a participant is expected to learn and be able to do by the completion of the training). An internship must operate in compliance with all applicable labor laws, not displace or replace existing employment of individuals not participating in E&T and provide the same benefits and working conditions as non-E&T participants doing comparable work for comparable hours.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: EASTERSEALS

PROVIDER: EASTERSEALS

COMPONENT: WBL - INTERNSHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Technical

What is the projected annual number of participants to participate?

2

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Internships allow individuals to gain both skills and experience that is sometimes needed to earn a credit in school or meet requirements. Over time this can lead participants to self-sufficiency through training, additional credentials can lead to increased wages. It is not uncommon for an individual to be hired by the organization they are interning with.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: CLIMB WYOMING

PROVIDER: CLIMB WYOMING

COMPONENT: WBL - ON-THE-JOB TRAINING

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Industries as needed by community

What is the projected annual number of participants to participate?

85

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

E&T participants earn industry specific certifications and skills through work-based learning. Examples of industry specific, technical skills and certifications provided to Climb participants include Certified Nursing Assistant (CNA) testing and licensing, CPR certification, Microsoft Word, ® Excel, ® medical office management software, Commercial Driver's Licensing (CDL), and Forklift Operation. These trainings are included in relation to the specific program offered (i.e. CNA, Office Careers, Construction Trades, CDL). Once participants receive the necessary certifications, job placements are made by Climb program staff. Once a participant has been placed in a job and is participating in work, the level of effort is equal to full time employment. The E&T funds support Climb Staff time to place the participants in positions for long-term employment and to conduct evaluations in partnership with the employer and participant to acknowledge where the participant is succeeding, to ensure that feedback is provided effectively and productively, and to provide support as needed.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: EASTERSEALS

PROVIDER: EASTERSEALS

COMPONENT: WBL - ON-THE-JOB TRAINING

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

2

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

On the job training helps an individuals gain skills and credentials that can lead to wage increases or experience which can lead to employment. It is not uncommon for an employer to hire trainees, some are already employed but gaining additional skills for wage increases.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: CLIMB WYOMING

PROVIDER: CLIMB WYOMING

COMPONENT: WBL - PRE-APPRENTICESHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Climb partners with industry leaders to provide the basic and technical skills necessary to enter an apprenticeship program and to improve their employability and enable participants to move promptly into regular employment supplemented with a curriculum and instruction. These activities are conducted in a structured workplace environment that includes sustained interactions with the industry. These activities foster in-depth firsthand engagement with the tasks required in a given career field. These activities must have specific training objectives (i.e., goals for what a participant is expected to learn and be able to do by the completion of the training).

A pre-apprenticeship must operate in compliance with all applicable labor laws, not displace or replace existing employment of individuals not participating in E&T and provide the same benefits and working conditions as non-E&T participants doing comparable work for comparable hours.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

OPERATING BUDGET

The regulations at 7 CFR 273.7(c)(6) outline State agencies must include an operating budget for the year. Complete all cost categories, as applicable. Note that the cost categories, outside of the contractual or county administered program line items, apply only to the State agency costs. The calculated values will automatically display upon selecting the Quick Save button.

Direct Program and Admin Costs

	Non-Federal Share	Federal Share	Total
Salary/Wages (State agency only)	\$10,593.50	\$10,593.50	\$21,187.00

List Full Time Equivalent (FTE) staff positions, percentage of time spent on the project, and average annual salary of each position. Example: E&T Manager - \$60,000 * .50 FTE = \$30,000; 5 E&T Counselors = \$25,000 * 1.00 FTEs * 5 = \$125,000.

Manager- Salary \$90,000 X .03 FTE= \$7500; Program Manager- \$70,680 X .013 = \$9187; Fiscal/Contract Management - \$54,000 X 0.03 = \$4500; includes federal and non-federal share.

	Non-Federal Share	Federal Share	Total
Fringe Benefits	\$5,674.50	\$5,674.50	\$11,349.00

Explain how fringe benefits are calculated and clearly explain how the amount listed was determined. If charging fringe benefits to the E&T program, provide the approved fringe rates.

0.5357% Program team (Program Manager, Manager, fiscal, Contract Management); includes federal and non-federal share.

	Non-Federal Share	Federal Share	Total
Non-Capital Equipment	\$0.00	\$0.00	\$0.00

Describe non-capital equipment and supplies to be purchased with E&T funds.

N/A

	Non-Federal Share	Federal Share	Total
Materials	\$0.00	\$0.00	\$0.00

Describe materials to be purchased with E&T funds.

N/A

	Non-Federal Share	Federal Share	Total
Travel	\$2,000.00	\$2,000.00	\$4,000.00

Describe the purpose and frequency of staff travel charged to the E&T program. This should not include E&T participant reimbursements for transportation. Include planned staff training and registration costs for training that will be charged to E&T funds.

Cost covers once a year travel for ME evaluations for the E&T program, once a year staff training. (Travel for up to two (2) state staff for conference only-E&T) and site visits for current and potential new vendors; includes federal and non-federal share.

	Non-Federal Share	Federal Share	Total
Building Space	\$0.00	\$0.00	\$0.00

Explain how building space is calculated and clearly explain how the amount listed above was determined. If charging building space to the E&T program, describe the method used to calculate space value.

N/A

	Non-Federal Share	Federal Share	Total
Equipment and other capital expenditures	\$0.00	\$0.00	\$0.00

Describe equipment and other capital expenditures over \$5,000 per item that will be charged to E&T funds. (In accordance with 2 CFR 200.407, prior written approval from FNS is required.)

N/A

	Non-Federal Share	Federal Share	Total
Subtotal / State Agency Costs Only	\$18,268.00	\$18,268.00	\$36,536.00
Contractual Costs	\$533,033.00	\$639,729.00	\$1,172,762.00
County Administered Direct Program Admin Cost	\$0.00	\$0.00	\$0.00
Total Direct Program and Admin Costs	\$551,301.00	\$657,997.00	\$1,209,298.00

Indirect Costs - Using Indirect Cost Rate

	Non-Federal Share	Federal Share	Total
Indirect Costs	\$0.00	\$0.00	\$0.00

Indirect costs (also called overhead costs) are allowable activities that support the E&T program, but are charged directly to the State agency. If using an indirect cost rate approved by the contingent agency, upload the approval letter.

Indirect Costs - Using Federally Approved Cost Allocation Plan

	Non-Federal Share	Federal Share	Total
Federally Approved Cost Allocated Costs - State agency only	\$900.00	\$900.00	\$1,800.00
County Administered Allocated Costs (only applicable to County Administered Programs)	\$0.00	\$0.00	\$0.00
Total Allocated Costs based on Cost Allocation Plan	\$900.00	\$900.00	\$1,800.00

In-kind Contribution

	Non-Federal Share	Federal Share	Total
State In-kind Contribution	\$0.00	\$0.00	\$0.00
Total Administrative Costs	\$552,201.00	\$658,897.00	\$1,211,098.00

Participant Reimbursements

	Non-Federal Share	Federal Share	Total
Dependent Care	\$0.00	\$0.00	\$0.00
Transportation & Other Costs	\$20,000.00	\$20,000.00	\$40,000.00
State Agency Cost for Dependent Care	\$0.00	-	\$0.00
Total Participant Reimbursements	\$20,000.00	\$20,000.00	\$40,000.00

Total Costs

	Non-Federal Share	Federal Share	Total
Total Cost	\$572,201.00	\$678,897.00	\$1,251,098.00

FUNDING SOURCES

Fields for the Funding Sources section will populate from other sections, such as the Operating Budget section or annual allocations decided by FNS OET.

The system will provide the States 100 percent allocation as well as the target for the total 50/50 funds, as provided in the annual E&T final allocation memo.

State agencies may enter funds into the field "100 Percent Federal Grant - Additional Funds" for planning purposes. This field must be blank before initial submission. State agencies that wish to request additional 100% funds can do so via the Funding Requests tab. If the request is approved, State agencies will see the approved amount populated in this field, and a new State Plan Amendment must be submitted.

The system utilizes a formula that distributes administrative costs to the various funding sources (i.e. 100 percent Federal, 50 percent Federal Admin and 50 percent Non-Federal Admin.) The formula also establishes a funding hierarchy for the use of all available 100 percent Federal funds. This funding hierarchy will assign the planned administrative expenses against the regular 100 Federal grant first, then depending upon availability, against additional 100 percent funds, able-bodied adults without dependents (ABAWD) pledge funds, if applicable. Any planned costs over the available 100 percent funds will be evenly distributed against the 50 percent Admin funds.

The planned expenses shown for the field "100% Federal Grant" will be inclusive of the formula allocation, as well as any additional Federal funds approved. Fields in the column "Distribution of Planned Expenses" are populated from the planned expenses table. States can use this table to extrapolate figures, but cannot submit the form until 100% of Federal additional funds under the "Allocation or Target" column has been removed.

SNAP Employment and Training Funding Sources

Source Type	Funding Sources	Allocation or Target	Distribution of Planned Expenses	Over/Under Allocation/Target or Over/Under Planned Expenses	Percent of Allocation Planned Use
Federal	100 Percent Federal Grant	\$106,696.00	\$106,696.00	\$0.00	100.00%
Federal	100 Percent Federal Grant - Additional Funds	\$0.00	\$0.00	\$0.00	-
Federal	ABAWD Pledge Grant		\$0.00	\$0.00	-
Federal	Total - All 100 Percent Funds	\$106,696.00	\$106,696.00	\$0.00	-
Federal	50 Percent Administrative	-	\$552,201.00	-	-
Non-Federal	50 Percent Administrative	-	\$552,201.00	-	-
Federal	50 Percent Participant Reimbursements	-	\$20,000.00	-	-
Non-Federal	50 Percent Participant Reimbursements	-	\$20,000.00	-	-
Federal	Total 50 Percent Federal Target	\$510,218.00	\$572,201.00	\$61,983.00	-
Total	All Sources	\$616,914.00	\$1,251,098.00	-	-

Total Fiscal Year Plan Funding

Funding Sources	Non-Federal Share	Federal Share	Total
100 Percent Federal Grant	-	\$106,696.00	\$106,696.00
ABAWD Pledge Grant	-	\$0.00	\$0.00
50 Percent Administrative	\$552,201.00	\$552,201.00	\$1,104,402.00
50 Percent Dependent Care	\$0.00	\$0.00	-
50 Percent Transportation/Other	\$20,000.00	\$20,000.00	-
50 Percent Total Participant Reimbursements	\$20,000.00	\$20,000.00	\$40,000.00
Total 50 Percent Funds	\$572,201.00	\$572,201.00	\$1,144,402.00
Total	\$572,201.00	\$678,897.00	\$1,251,098.00

PLEDGE TO SERVE ALL ABAWDs

The Act authorizes FNS to allocate \$20 million annually to State agencies that commit, or pledge, to ensuring the availability of education, training, or welfare opportunities that permit able-bodied adults without dependents (ABAWDs) to remain eligible beyond the 3-month time limit.

To be eligible for these additional funds (pledge funds), State agencies must pledge to offer and provide an opportunity in a work program that meets the participation requirements of 7 CFR 273.24 to every applicant and recipient who is in the last month of the 3-month time limit and not otherwise exempt. Individuals are exempt from the time limit if they meet an exception under 7 CFR 273.24(c), reside in an area covered by a waiver in accordance with 7 CFR 273.24(f), or who are exempted by the State under 7 CFR 273.24(g).

Is the State agency pledging to offer qualifying activities to all ABAWDs subject to the criteria under 7 CFR 273.7(d)(3)(i)?

- Yes
- No