



# SNAP E&T PRIMER



## WHAT IS SNAP E&T?

The purpose of the Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T) is to assist members of SNAP households in gaining skills, training, work, or experience that will increase their ability to obtain regular employment.

Each State's SNAP agency is responsible for administering a SNAP E&T program, and has considerable flexibility in designing a program to meet the diverse needs of participants and employers. States are required to submit an annual E&T plan to FNS describing the scope and budget of the program, which can be amended to add new/expanded services. States are required to report outcome data to FNS annually, including number of participants who obtain/retain employment, median wages, and program completion.

## FNS + SNAP E&T FUNDING

The Food and Nutrition Service (FNS) Office of Employment and Training (OET) located in Alexandria, VA oversees the SNAP E&T program. There are seven FNS Regional Offices located across the country, each with a SNAP E&T Regional Analyst assigned to supporting State SNAP E&T programs.



### 100% FUNDS

States receive program grants (formula funds) from FNS referred to as 100% funds. These can be used to cover administrative expenses, like staffing, as well as direct program expenses, like vocational training. Funds are capped for each State and cannot be used for participant reimbursement or support services.



### 50/50 FUNDS

States are reimbursed by FNS with 50/50 funds when using eligible non-federal funds to provide E&T services to SNAP E&T participants. States can maximize 50/50 reimbursements by contracting with community based organizations (CBO), community colleges, vocational programs and employers referred to as third-party partners. These funds cover administrative and direct program expenses as well as participant reimbursements/support services that are reasonable and necessary such as transportation, equipment, books, supplies, licensing and fees related to employment and training. Funds are not capped by FNS and are tied to local non-federal funds identified by States and third-party providers. Examples include: State, County or local funds, tuition assistance dollars for E&T services for low-income adults, philanthropic funds, social enterprise revenues, employer-paid training and community development block grant (CDBG) funds.

## ELIGIBILITY & REFERRAL

To be eligible for SNAP E&T, individuals must be participating in SNAP, not on TANF and able to work upon service completion. The State SNAP agency is responsible for confirming eligibility.

The State SNAP agency can make a direct referral of SNAP recipients to E&T services with third-party partners or State funded services. Third-party partners can screen their current clients for SNAP eligibility/receipt. Eligible clients are directed to apply for SNAP, sometimes referred to as a Reverse Referral. Third-party partners make a request for referral by the SNAP agency for clients on SNAP to be enrolled in E&T services.

## SNAP E&T SERVICES

SNAP E&T offers a broad array of services including case management, which is integrated into the following E&T Components:

- Job Search
- Job Training
- Basic Education/ESL
- Work Experience
- Vocational Education
- Job Retention Services

## KEY TERMS

### Work Registrants

SNAP participants ages 16 – 59 who are fit for work, do not meet any other Federal exemptions from SNAP work requirements, and are required to register for work or be registered by the State agency

### Able-Bodied Adults Without Dependents (ABAWDs)

Adults ages 18 – 49 with no children in their SNAP household who are required to work at least 80 hours per month, participate in qualifying E&T activities, and/or comply with a workfare program in order to receive SNAP for longer than three months in a 36-month period

### Waiver

A State-requested exemption waiving the 3-month time limit for ABAWDs, typically due to high unemployment or lack of sufficient jobs

### Mandatory E&T program

A State option where certain SNAP work registrants are required to participate in SNAP E&T activities, or risk losing their SNAP benefits for a certain penalty period

### Voluntary E&T program

Allows all non-TANF SNAP participants capable of working to voluntarily participate in SNAP E&T services, including those offered by a third-party partner

## 50/50 BENEFITS

- Focuses on employer-driven approaches, diverse program models and key supportive services
- Leverages existing programs and provides a funding mechanism and incentive for partnership
- Increases options to meet work requirements which match the diverse needs of ABAWDs

## CONSIDERATIONS

- State SNAP agency plays an essential role; factors for success include a strong commitment by leadership, operational capacity and broad partnerships
- Despite being able-bodied, many SNAP recipients experience complex challenges and do best with approaches that offer support, options and choices.
- E&T funds can be used to supplement but not “swap out” or supplant non-Federal funds including State or local funds used for existing services

## CONTACT INFORMATION

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