



SNAP Employment & Training

Understanding the Funding Opportunity and the Model, and Working with State and County CalFresh Departments to Get Started

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CalFresh Employment & Training (E&T) & the National Perspective

- Nationally, CalFresh E&T is referred to as SNAP E&T which is overseen by the United States Department of Agriculture, Food and Nutrition Services (FNS).
- The FNS Office of Employment and Training provides national oversight. There are seven FNS Regional Offices located across the country which include a E&T Regional Analyst assigned to supporting State & County programs.



Part of the Skilled Workforce Solution

- The purpose of 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.

Source: Section 6(d) (4) of the Food and Nutrition Act

- All states are required to operate an E&T program and submit an annual E&T plan; States and Counties are responsible for program administration & have considerable flexibility in designing E&T programs for diverse participants and employers



Eligible E&T Services and Components

➤ Program components

- Job search
- Job training
- Basic education/ESL
- Work experience
- Vocational training
- Job retention services
- Includes employment assessment, planning, and case management assistance

➤ Support services

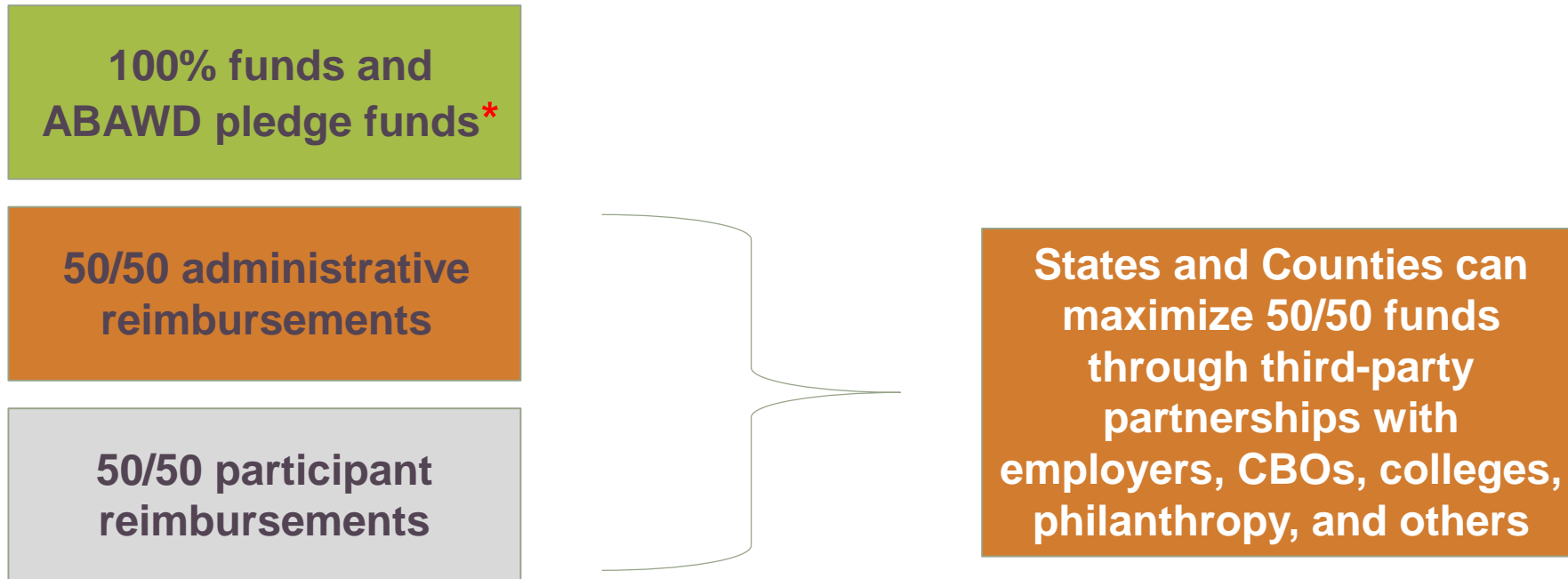
Must be reasonable & necessary for E&T participation

➤ Common examples:

- Transportation & clothing
- Tuition/books/fees
- Supplies & tools
- Childcare
- Emergency housing



E&T Funding



*** States that agree to serve all childless adults in the State receive a proportionate share of \$20 million set aside by FNS**



What E&T Funds Cover

➤ 100% Funds

- **Administrative expenses**
 - State and County staffing and overall planning, implementation, and operations
- **Direct Program expenses**
 - Tuition and fees
 - Case management/career navigation
 - Job search assistance
 - Job development

**Does not include participant reimbursements*

➤ 50/50 Funds

- **Administrative expenses including implementation & operations (100% can be used)**
- **Direct program expenses (100% can be used)**
 - Tuition and fees
 - Case management/navigation
 - Job search assistance
 - Job development/job retention
- **Supportive Services**

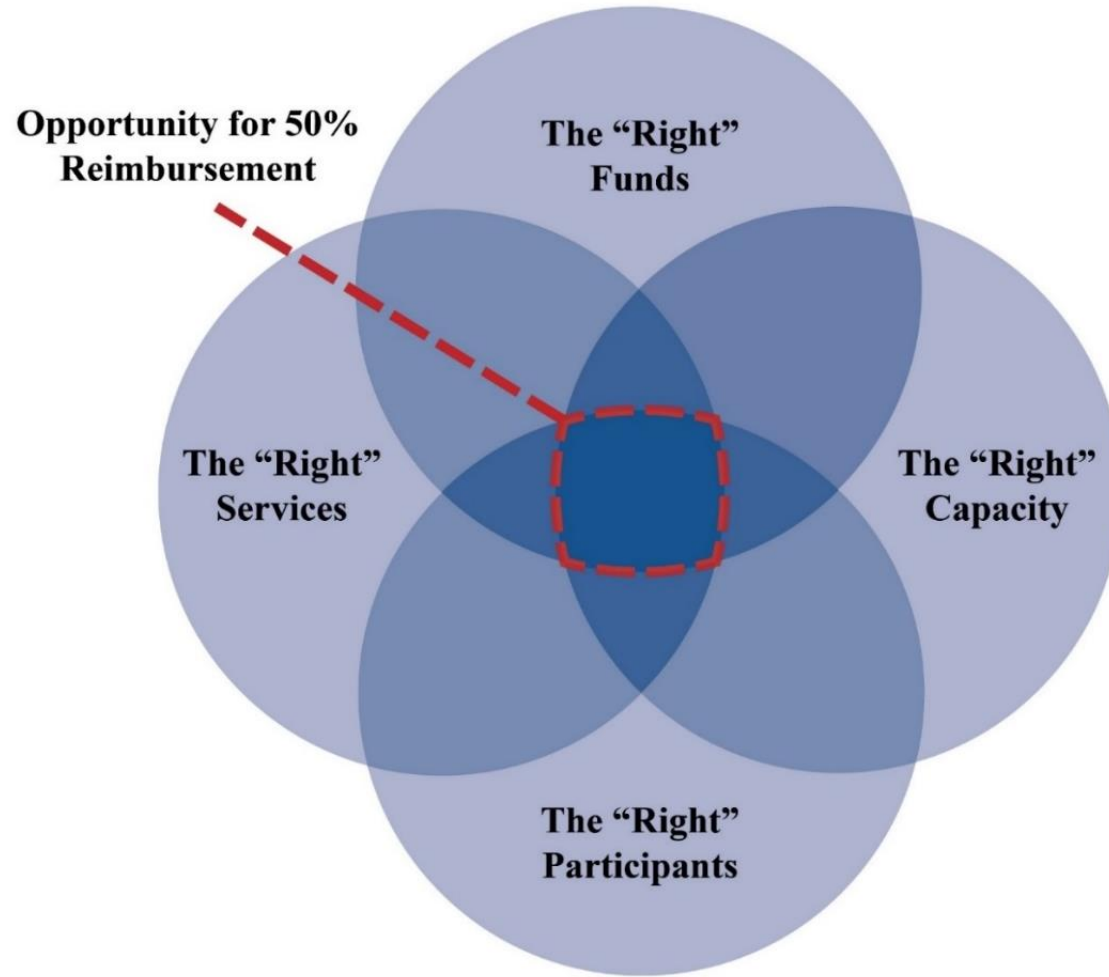


What is a Third-Party Partner?

- Also referred to as third-party reimbursement program or 50/50 reimbursement program
- E&T services are provided by third parties, such as community colleges and community-based organizations (CBOs)
- Partners provide approved E&T services to eligible CalFresh E&T participants
- Partners pay for services with non-federal dollars and get 50% reimbursed through federal funding



Third-Party Partner: Needed Capacities



Eligible Non-Federal Funds

- State, County, City funds
- Private donations
- Foundation funds
- Social venture revenue
- Community development block grants (CDBG)
- In-kind (government entities only)
- State worker retraining dollars
- Low-income student support
- Tuition set-aside resources
- Other State training funds (ex-offender, homeless, non-custodial parents)



SNAP E&T Referrals and Eligibility Verification

➤ Direct Referral

- County CalFresh agency identifies eligible individuals to participate in SNAP E&T
- Refers to services offered by a third-party partner

➤ Reverse Referral

- Third-party provider (CBO/college) identifies an individual who is potentially CalFresh E&T eligible
- Verifies eligibility with County and requests that the recipient be referred to CalFresh E&T
- County CalFresh agency must make the official E&T referral and confirm enrollment eligibility

**CalFresh E&T Eligible = Non-TANF CalFresh recipient*





CalFresh Employment & Training

State Leadership in Workforce
Program Partnerships

Sarah Turner

CalFresh E&T Manager,
California Department of Social Services

Partnership Background

- WIOA: A comprehensive workforce system includes human capital
- Strategic alignment of workforce development programs and human assistance programs become the goal
- State level coordination efforts in motion

CalFresh E&T Framework

Vision

Increase the employment and earning capacity of CalFresh recipients

Mission

Provide more CalFresh recipients with access to CalFresh E&T, supportive services, and skills and credentialing

Strategic Goals

- Increase job placement, retention, and wages
- Increase CalFresh E&T participation across a dynamic mix of people, communities and cultures
- Increase employability by removing barriers to employment
- Increase skills attainment and credentialing
- Lead an efficient and effective customer focused E&T program

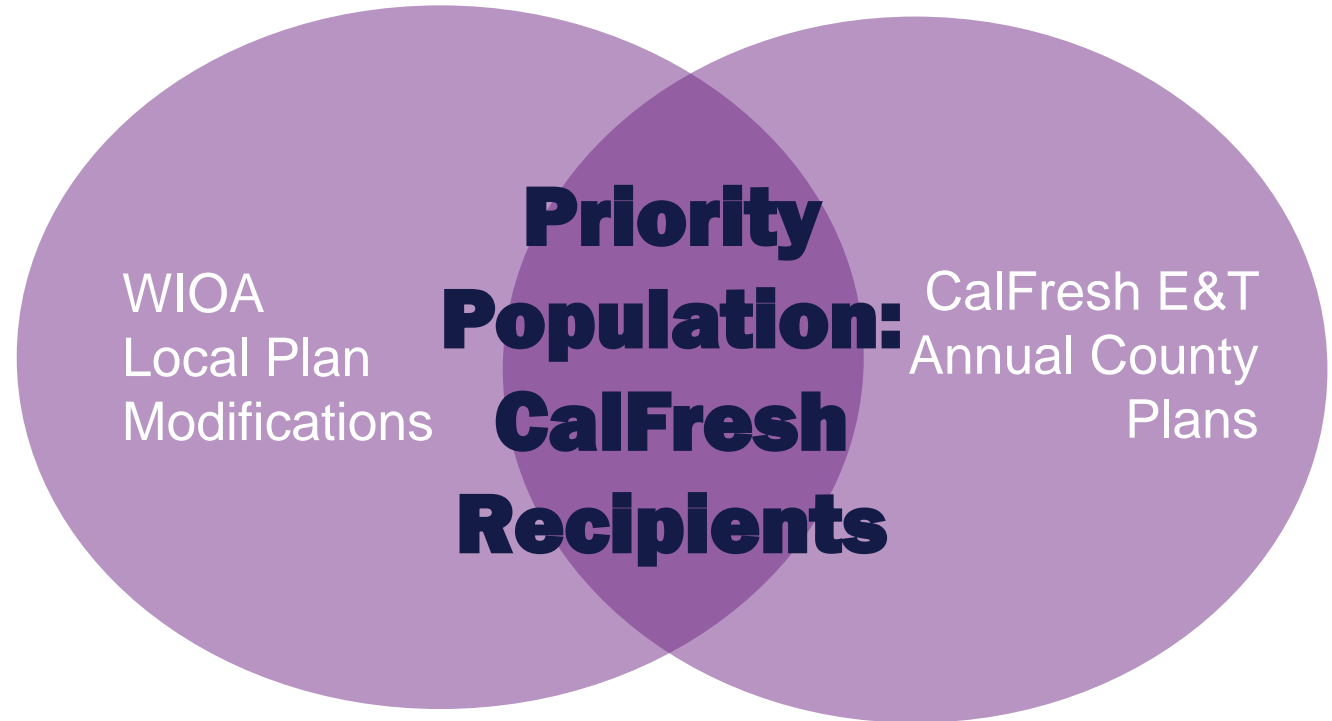
CalFresh E&T Overview

- CalFresh Employment & Training (E&T) is California's voluntary workforce program for CalFresh recipients; federally, it is known as the Supplemental Nutrition Assistance Program (SNAP) E&T.
- Counties that choose to participate design E&T programs around a number of allowable components and supportive services that should fit local economic needs, while improving the employability, wages, and upward mobility of CalFresh recipients.
- Statewide outcome data is reported annually to Food and Nutrition Services of the USDA, in addition to quarterly program data.
- Federal 100% funds and 50 % reimbursement funds allow counties to provide E&T services directly, work with third-party partners or both.

Partnership Planning

The WIOA Local Plan Modifications and the CalFresh E&T County Plans capture overlapping information:

- Local CalFresh population characteristics
- Assess needed workforce service, including those eligible for 50% federal reimbursement under CalFresh E&T
- Local partnerships in service delivery
- Information sharing between program partners
- Outcomes Reporting



Coordinated Guidance

- *CWDB Policy Brief and Workforce Services Information Notice (WSIN) 18-33 CalFresh E&T: A Strategic Partnership for Local Boards*
- *All County Information Notice (ACIN) 1-86-18 The WIOA and CalWORKS Guidance Overview, and Inclusion of CalFresh, Immigration, and Refugees Programs in the California State Plan Modification*
- *WSIN18-09 Forthcoming Statewide WIOA Co-Enrollment Guidance*
- *More to come...*

Technical Assistance and Resources



For latest news, planning tools, and other resources, visit the CalFresh E&T Webpage-

<http://www.cdss.ca.gov/inforesources/CalFresh/Employment-and-Training>

For further information, please contact us at-

CalFreshEandT@dss.ca.gov

Alameda County CalFresh Employment & Training

E&T Program Structure

- * The Alameda County CalFresh Employment & Training Program is voluntary.
- * Target populations are:
 - * General Assistance/CalFresh applicants and recipients,
 - * Transitional CalFresh recipients and,
 - * Non-Assistance CalFresh ABAWD applicants and recipients.
- * We have a total of 11 partnerships with community based organizations.
 - * Two partners that conduct in-house Job Clubs.
 - * Nine Third Party Partnerships with providers that conduct vocational training.

Selection of Partners

- * Providers who showed interest in partnering with Alameda County were sent surveys that collected information on their program.
- * Upon receipt of completed surveys we scored all providers and ranked them in order of their score. We selected two 3rd Party Partners the first year and now have nine.
- * Plan to spend more time in the community seeking other potential partners.

Our 3rd Party Partners

- * CEO Works
- * CiviCorps
- * Unity Council
- * Safe Passages
- * Roots Health
- * JVS
- * Rising Sun
- * The Bread Project
- * Stride Center

Best Practices & Partnerships

- * Keep in close contact with partners and be available to help guide them through the process. There are intensive administrative duties and tracking of participants required for this program.
- * Create a partnership with the local Food Bank to help partners enroll clients in the CalFresh program.
- * Create a Provider Handbook prior to partners enrolling participants in E&T.
- * Have a Provider Orientation to go over all aspects of the program.

Financial Operations

Two options for securing partnerships:

1. Contract
2. Memorandum of Understanding (MoU)

Note: Counties that select the **contract option** must then complete the RFP process.

Alameda County went the MOU route as it allowed us to start much sooner.

Successes

- * 249 Individuals were trained during fiscal year 2017-2018
- * 116 Individuals were gainfully employed and retained employment

Alameda County
CalFresh Employment & Training/WDB
Partnership

Our Process

* How we got started

Setting up a meeting

- * We contacted our local Workforce Development Board in 2017 to inform them that we were going to be mandated to work together in the near future and asked to have a meeting between staff from our respective programs.
- * We had one meeting to get to know each other and to try and explain how the E&T and WDB programs work in Alameda County.
- * Contacted by WDB in 2018 and the next meeting was scheduled. We exchanged documents with detailed descriptions of our programs and agreed to work together on building a partnership

Local Planning Sessions

- * Local Planning Sessions were scheduled by WDB staff and were held at various locations throughout the County. Two sessions were held in October and two sessions were held in November.
- * All community members that attended the Local Planning sessions were given an opportunity to provide feedback on what was presented. Flip charts were used during brainstorming sessions and community members voted on which items to incorporate in the Local Modified Plan; this allowed us to build consensus.
- * We provided CalFresh data to WDB and collaborated with them on the drafting of the Modified Plan which was submitted to the State at the end of March.

Next Steps

- * We will be meeting this month to create a plan for all of the remaining work that needs to be done, such as; the creating of referral forms for both E&T and WDB participants, establishing different protocols for both the County WDB and the City of Oakland WDB, establishing the process for co-enrollment in E&T and WDB, convening a meeting between both groups of training providers, and providing training for both E&T an WDB staff, etc.



CSW

Corporation for a
Skilled Workforce

Good Jobs. Thriving Communities.



Workforce Development Boards (WDB) and SNAP E&T

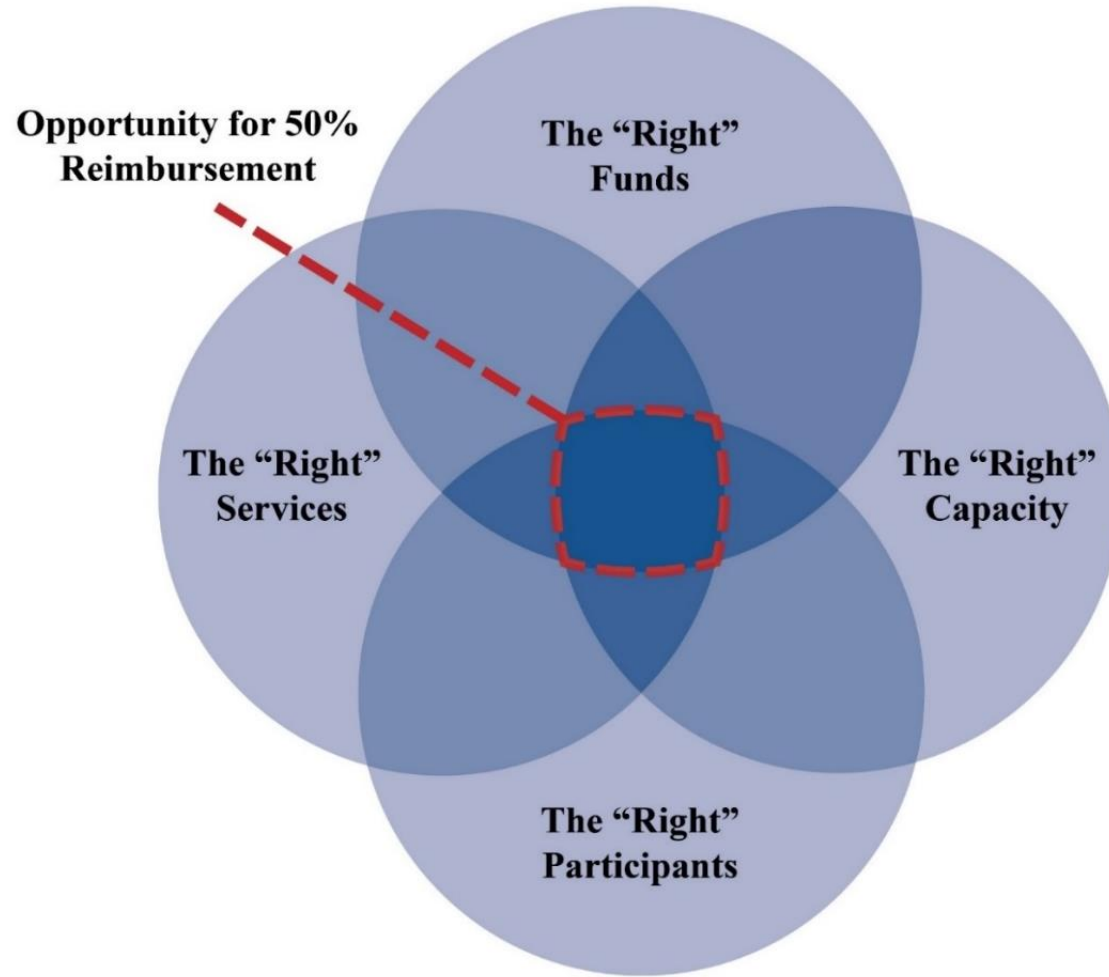
WDBs can assume the following roles:

- Referral partner
- Jointly serve and co-enroll participants (WIOA/SNAP E&T)
- Intermediary role
- Third-party partner

Each role involves working in partnership with the local County CalFresh Department



Third-Party Partner: Needed Capacities



CWDB Makes CalFresh Participants a Priority Population in the State Plan

- ▶ WIOA 2-Year Plan Update process required each Local WDB to address CalFresh E&T
- ▶ Alameda County and several others have been leading the way with pilot projects
- ▶ Other WDBs are trying to make good on what they said in their plan updates



Ventura County

- ▶ **860,000 residents**
- ▶ Approximately 80,000 individuals living below the federal poverty line
- ▶ Approximately 60,000 individuals receiving food assistance (CalFresh)
- ▶ Approximately 30,000 adults / 30,000 children
- ▶ Approximately 15,000 of the adults have employment income; 15,000 do not



QUESTIONS

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