

SNAP Employment and Training Informational Brief

Federal SNAP E&T

States are required by law to operate a SNAP Employment and Training (SNAP E&T) program, but have flexibility in program scope and design. States are required to submit annual SNAP E&T plans for FNS approval, which include:

- Services the state plans to offer
- Categories and types of individuals the state intends to exempt from SNAP E&T
- Characteristics of the population the state intends to serve
- Geographic areas covered by the program
- Financial information.



Services offered by the state must include one or more of the following components.

- Job search activities
- Workfare programs
- Programs designed to improve the employability of eligible individuals through actual work experience, training or both
- Educational programs
- Programs designed to increase an individual's self-sufficiency through self-employment
- Job retention services for up to 90 days following employment
- Other employment, education, or training programs.

Basics of SNAP E&T

The SNAP E&T program helps SNAP recipients improve their employment prospects and wage potential through participation in job search, training, education or work activities. The goal is to assist participants in obtaining a livable wage, leading toward self-sufficiency.

The federal government requires each state to develop and implement an employment and training program for SNAP recipients. States have the flexibility to shape the size and scope of their programs. The program requires the development of an annual plan reflective of the service strategies and coordination of services across the state. Minnesota's SNAP E&T State Plan can be found on the [SNAP E&T website](#).

In Minnesota, SNAP E&T participant information and services provided are tracked by a statewide data management system known as Workforce One (WF1). Eligibility for SNAP benefits are determined by counties and tribes with the automated eligibility system, MAXIS.

A portion of SNAP recipients may be subject to work and time limit provisions, however, all SNAP recipients are potentially eligible to participate in SNAP E&T. The State operates an all-voluntary SNAP E&T program, exempting all work registrants, including Able-Bodied Adults Without Dependents (ABAWDs), from mandatory participation in SNAP E&T. In a voluntary program, time-limited SNAP recipients (also referred to as ABAWDs subject to the work and time limit provisions) cannot be sanctioned if they choose not to participate in employment and training activities during their three counted months of eligibility. However, time-limited individuals must work or participate in work activities for at least 20 hours per week to maintain their benefits beyond the three counted months.



Additional program guidance can be found in the [Food and Nutrition Service Employment and Training Toolkit](#).

Funding

One hundred percent funds

Annually, states are allocated a program grant — a set dollar amount — to fund SNAP E&T programs. Referred to as 100 percent funds, this grant must be used to pay for SNAP E&T programs, including the planning, implementation and operation of the programs. Costs covered by this grant include administrative expenses and case management. 100 percent funds can also be used to provide direct services, including operating training programs. If states do not spend the entirety of their funds, Food and Nutrition Services may reallocate these funds to other states requesting additional funds. Each year, Minnesota requests additional 100 percent funds to continue to support the program.

Fifty percent reimbursement funds

The federal government will provide reimbursements to states of up to 50 percent of actual expenses for administrative costs that exceed the state's 100 percent funds; and participant expenses directly related to the participation in the program, such as dependent care costs, transportation, safety equipment, supplies and books. This funding is commonly referred to as 50 percent reimbursement funds.

Annual funding for 50 percent reimbursement funds is not capped, but states may set their own participant reimbursement caps. States may partner with third-party providers to offer SNAP E&T services and supports, and may use 100 percent administrative funds, or 50 percent reimbursement funds to cover these costs.

Service providers

A variety of local organizations — community colleges, community based organizations, county agencies, tribal nations, and Workforce Innovation and Opportunity Act centers — may deliver SNAP E&T funded services. Food and Nutrition Services has provided guidance regarding the appropriate use of SNAP E&T funds. SNAP E&T cannot be charged for services at a higher cost than would be charged to the general public.

Federal funds can be used to pay for education and supportive services offered by educational institutions, as long as those services are above and beyond those offered to non-SNAP E&T students, offered at cost and are outlined in the state SNAP E&T plan.

Relationship to other programs

Recipients may participate in non-SNAP E&T programs. The law requires that SNAP E&T services be available through the state workforce development system.

There is no requirement that SNAP E&T be represented on state and local workforce investment boards, or required to provide financial support to the one-stop infrastructure to enter into memoranda of understanding regarding services to be offered through the one-stops. SNAP E&T funds may not be used to support individuals who are receiving Temporary Assistance to Needy Families (TANF) benefits.

Able-bodied adults without dependents

Under the 1996 Personal Responsibility and Work Opportunity Reconciliation Act, congress established additional work registration requirements and time limits for individual identified as Able-Bodied Adults without Dependents (ABAWDs)—participants between 18 and 49 years old, not receiving SNAP benefits for more than three months in a 36 month period, unless they do one of the following:

- Work at least 20 hours per week
- Participate in a qualified work program for 20 hours per week
- Engage in any combination of work and participation in a work program for 20 hours per week
- Participate in a workforce program.



States may request waivers for ABAWDs in local areas with a certain unemployment rate, or for areas with insufficient jobs. States also have the flexibility to exempt a limited number of unemployed ABAWDs from the three-month time limit.

Reporting outcomes of SNAP E&T programs

States are required to track key earning and employment outcomes for SNAP E&T participants to help identify effective training programs and those in need of improvement. In order to foster and streamline partnerships across federal training programs, reporting requirements are closely aligned with Workforce Innovation and Opportunity Act measures, which govern the nation's federal training programs.

Collaboration to build a jobs-driven SNAP E&T program

In March 2016, the Departments of Agriculture and Labor issued a joint letter encouraging collaboration at the regional and local levels to identify ways to provide effective jobs-driven education and training opportunities to SNAP recipients, particularly ABAWDs, through the workforce system, and connect recipients to employment and training opportunities through American Job Centers.