Steve Jurch, ACCT Director of Policy, Practice, and Research
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Natasha Bennett, Seattle Jobs Initiative – Student Centered Design

SERVING PEOPLE VIA SNAP E&T
Review

Characteristics of SNAP E&T Participants

SNAP E&T Can Benefit College Students

Overcoming Obstacles to Participation

Community College Roles in SNAP E&T

Partnering With Your Local SNAP Agency
## REVIEW:
**MAPPING YOUR EMPLOYMENT SERVICES TO SNAP E&T**

<table>
<thead>
<tr>
<th>Education</th>
<th>Programs that lead to employment</th>
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<tr>
<td>• Supervised Job Search&lt;br&gt;• Job Search Training&lt;br&gt;• Job Retention</td>
<td>• Adult Basic Education, High School 21+, GED, HiSET, English Language Acquisition; &lt;br&gt;• Youth programs&lt;br&gt;• Computer training&lt;br&gt;• Credentialing and certifications;&lt;br&gt;• Career pathway programs&lt;br&gt;• Integrated Basic Skills and Vocational Training; Industrial technology programs;&lt;br&gt;• Pre-apprenticeship programs;&lt;br&gt;• Job placement assistance;&lt;br&gt;• Job retention</td>
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<td>• Assessment of skills, interests, educational level, employment history, barriers to employment and training&lt;br&gt;• Employment plan identifying an education and employment goal, training and education plan and identified barriers to be addressed&lt;br&gt;• Coordinating financial aid and SNAP E&amp;T&lt;br&gt;• Regular progress reporting, services coordination and communications&lt;br&gt;• Maintaining the client file, confidentiality and release of information documents&lt;br&gt;• Job readiness training&lt;br&gt;• Coaching and mentoring&lt;br&gt;• Life skills training</td>
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LANDSCAPE SURVEY RESULTS

What topics regarding SNAP E&T do you want to learn more about?

- Student recruitment, referrals, and enrollment: 8
- Implementation best practices: 8
- 50/50 funding: 7
- How to become a SNAP E&T provider: 4
- Overview of the SNAP program and different components: 9
- Labor market needs: 6
- Students’ basic needs insecurities and educational barriers: 5
THIRD-PARTY ELEMENTS
WHO IS ELIGIBLE FOR SNAP E&T?

SNAP recipients who:

- Are receiving SNAP in the month they participate in a component except for job retention;
- Do not receive TANF cash assistance; and
- Are able to work upon program completion.

- SNAP and SNAP E&T do not have articulation time limits
- States can operate mandatory or voluntary programs
STUDY: CHARACTERISTICS OF SNAP E&T PARTICIPANTS

- FNS funded Mathematica to conduct a nationally representative survey of work registrants and E&T participants, and a provider survey
  - Describe SNAP work registrants and E&T participants characteristics
  - Describe needs and challenges work registrants and E&T participants face
  - Describe E&T service provider characteristics and available services

- Fielded two surveys:
  1. Work registrant and participant survey from September 2015 to March 2016; over 2,100 respondents
  2. SNAP E&T provider survey from October 2015 to April 2016; almost 400 respondents

- Conducted 15 focus groups in 5 states (140 E&T participants)

Available at USDA, FNS website: https://www.fns.usda.gov/snap/supplemental-nutrition-assistance-program-snap-employment-and-training-characteristics-study
SNAP E&T DEMOGRAPHIC CHARACTERISTICS

**WORK REGISTRANTS**

- Average Age: 38.4
- Females: 53.0%
- High School Diploma: 38.2%

**E&T PARTICIPANTS**

- Average Age: 36.7
- Females: 49.0%
- High School Diploma: 42.6%

- Hispanic, all races: 14.7%
- Other: 8.2%
- African American: 29.9%
- White: 60.0%

- Hispanic, all races: 14.0%
- Other: 7.1%
- African American: 46.2%
- White: 45.4%

Source: Mathematica
EDUCATIONAL ATTAINMENT – SNAP E&T PARTICIPANTS

Fewer than 1/3 of E&T participants have education beyond high school

Source: Mathematica
Majority of work registrants and E&T participants unemployed at time of survey

Most of the unemployed had worked within the prior 24 months: 93% of work registrants and 87% of E&T participants

Source: Mathematica
SKILLS NEEDED FOR EMPLOYABILITY (PROVIDERS’ ASSESSMENTS OF SNAP E&T PARTICIPANTS)

- Basic skills (literacy and math): 79%
- Soft skills: 87%
- Prior work experience: 51%
- Degree/credential: 59%

Source: Mathematica
BARRIERS TO EMPLOYMENT (PROVIDERS’ ASSESSMENTS OF SNAP E&T PARTICIPANTS)

- Lacking basic or employability skills: 76%
- Low literacy levels: 59%
- No High school degree: 56%
- Minimal work experience: 74%
- Gaps in employment history: 68%
- Criminal records: 58%
- Addiction issues: 37%
- Homeless or in unstable housing: 46%
- Technical skills out of date: 49%
- Skill mismatched to current industry needs: 40%

Source: Mathematica
OTHER CHARACTERISTICS OF SNAP PARTICIPANTS

In Addition to Demographics Presented, SNAP Participants Are…

• Typically seeking food assistance from SNAP Agency
  ➢ With reverse referral, seeking employment/training/support from CBO, college, WDB

• Experiencing food scarcity; financial stress; other related challenges

• Likely to be experiencing
  ➢ Concern about stigma related to receiving “welfare”
  ➢ Fear/concern about sharing private/household information

• Likely unaware of E&T requirements

• Likely to be served by other social services
HOPE CENTER REPORT ON BASIC NEEDS INSECURITY DURING THE PANDEMIC

Examined the pandemic’s impact on students and assessed their basic needs security and well-being.

200,000 students surveyed from 202 colleges and universities in 42 states

Key Findings:

39% of two-year institution students faced food insecurity

48% faced housing instability

Among those students facing basic needs insecurity, 52% didn’t apply for supports because they didn’t know how

Source: #RealCollege 2021: Basic Needs Insecurity During the Ongoing Pandemic
OBSTACLES TO SNAP E&T PARTICIPATION

SNAP Ineligibility
- Income is too high
- Participant lives in a facility where meals are provided. One example is someone in work release and living in a halfway house
- Haven’t completed application steps
- Confusion over address
- Loss of SNAP due to non-compliance with ABAWD work requirements
- Loss of SNAP because participant didn’t complete recertification process
- Ineligible Student

SNAP E&T Ineligibility
- Participant is receiving TANF
- Participant is assessed as not able to work by SNAP agency (not work registrant)
Structure/system/policy

Examples:

• Staff capacity constraints
• College staff and faculty may not have enough information to refer students to SNAP E&T
• Service offerings may not align with students’ needs

Process

Examples:

• Numerous and/or long forms
• Difficulties scheduling appointments
• Long wait times

I don’t know who can help me – I don’t even know what to ask

It’s hard to make an appointment – I’m working during available appointment times
Outreach and communication

Examples:

• Students unaware that program/support exists and/or that they are eligible
• Describing program in a student-centered way

Circumstantial/environmental elements

Examples:

• Onus on students to reach out
• Distractions, busy lives, other commitments
SNAP E&T PROSPECTIVE PARTICIPANTS

We might assume that participants:

• Are thinking thoughtfully, rationally, and long-term

• Will carefully read a letter about their benefits and/or E&T opportunities and take the initiative to follow up

• If motivated, will quickly take the “right action” (enroll in training, find a job, etc.) and continue to follow up (make and keep appointments) as necessary

• Are tracking their participation in qualifying activities

*All these behaviors and actions require bandwidth that participants may not have due to scarcity*
SCARCITY MINDSET

Put yourself in the shoes of a prospective participant experiencing scarcity.

Suppose you are:

- Late for rent and on the cusp of eviction
- Late on your bills, receiving calls from collections
- Worried about how to fix your broken-down car
- Wondering if you have enough money to get gas to make it to your next appointment
- Counting days until the next paycheck
- In need of childcare in order to enroll in training or go to work

WHERE ARE ELIGIBLE STUDENTS AND HOW TO REACH THEM

FAFSA Data Review

Where are students going already to get support?

Community Partners
COMMUNITY COLLEGE ROLE IN SNAP E&T

- Tapped into labor market demands
- Connections to Career Pathways
- Programs to bridge pre-college to college level work including non-credit programs
- Apprenticeships and other integrated learning models
HOW DOES SNAP E&T FIT IN?

SNAP E&T leverages more services beyond paying for tuition and can help stabilize enrollment.

- Creates Capacity for SNAP Students to access programs
- Allows for supportive services above and beyond what is offered to traditional students
- Allows eligible students to access SNAP
SNAP STUDENT ELIGIBILITY RULE

In general, students enrolled at least half time at an institution of higher education are not eligible for SNAP

Exemptions:
• Age, disability, receiving TANF, working 80+ hours/month, work study
• Placed in education activity through SNAP E&T or another E&T program meant for low-income individuals

Reference: 7 CFR 273.5
TEMPORARY EXPANDED ELIGIBILITY FOR STUDENTS

The Consolidated Appropriations Act, 2021 temporarily expands SNAP eligibility to include students who either:

- Are eligible to participate in state or federally financed work study during the regular academic year, as determined by the institution of higher education; or

- Have an expected family contribution (EFC) of 0 in the current academic year. This includes students who are eligible for a maximum Pell Grant.
Did you know you’re eligible for SNAP Benefits due to the ongoing pandemic?

Temporary changes in the law enable college students who are eligible for Work Study and/or PELL Grants to receive support from SNAP. Not only does SNAP supplement your food budget each month, participating in SNAP can open doors to other services such as low-cost internet, and assistance with housing and childcare.

CTE students at TMCC are also eligible to apply to the SNAP Employment and Training program through the Educational Partnership Program at TMCC. These programs provide advocacy and support through one-on-one assistance, scholarships and more.

For more information about the TMCC SNAP E&T program, visit epp.tmcc.edu. To apply for SNAP online visit dvss.nv.gov.

Need help? The Food Bank of Northern Nevada (fbnn.org) can provide assistance with the application process.
PARTNERING WITH THE SNAP E&T AGENCY

Relationship with your local SNAP E&T agencies is important for supporting participants and verifying E&T rosters.

Understand and follow any state or county SNAP E&T handbook and ask questions up front so you understand reporting requirements and expectations.

Establish a point of contact for all questions, and review opportunities to streamline data management and reporting requirements.

Work with your SNAP E&T agency on efficient processes, especially early in your contract, to create mutually agreed upon processes and partnership.
INNOVATIVE STRATEGIES TO CONNECT STUDENTS TO BENEFITS

Marisa Vernon White, Vice President for Enrollment Management and Student Services
2 SNAP Partnership Programs @LCCC

E&T (EMPLOYMENT AND TRAINING)
(part of the Community College Acceleration Program pilot, involving 5 colleges)

- LCDJFS approves clients (ABWODs) for participation in an approve Employment & Training (E&T) program in lieu of work requirements under SNAP
- LCCC has two approved programs:
  - Short-Term Certificates/ Fast Track Programs
  - SAIL (CUNY ASAP Replication)- CTE students
- 30 SNAP E&T students enrolled at LCCC
  - Once student signs DJFS release form, the name is shared with LCCC
  - E&T students are coded in our student information system

SNAP OUTREACH GRANT (FROM USDA)

- Received in Fall 2020
- Based on University of Rhode Island program
- Partnership: LCCC, Second Harvest, LCDJFS
  - Second Harvest and DJFS are leads
- Supports .5 FTE SNAP Outreach Specialist
  - Housed in ARC (Cupboard, specifically)
  - Facilitates connection to SNAP application and resources

For the purpose of today’s discussion, this is the program of focus (access and awareness of SNAP benefits)
SNAP Outreach Initiative: Family Pantry Pack

Emergency Aid recipients with $0 EFC invited to participate

89 signed up to pick up food box valued at $50

Follow up ensured student participants are aware of SNAP benefits, how to apply, and that help is available through the ARC

Also connect to Commodore Cupboard Food Pantry

Lorain County Community College
Colleges can be of assistance with...

- Helping students access documentation (and understanding why they need it):
  - Financial Aid Award Letters
  - Schedules
  - Final Grade Reports
  - Attendance Verification (differs by public assistance program)
  - Letters confirming $0 EFC and/or FWS eligibility
  - Assisting students with locating what they need easily
  - Connecting students to campus support services when available (ARC)

- Proactively identifying students who MAY qualify for benefits

- Ask questions about receipt of public benefits on intake forms
  - This is especially important because there are restrictions on how FAFSA data can be used or disseminated

- Know next steps for students and advise accordingly
RESOURCES

SNAP E&T Program Toolkit

SNAP to Skills:
https://snaptoskills.fns.usda.gov/
QUESTIONS

SJI SNAP E&T Consulting:
https://www.seattlejobsinitiative.com/snap-et/

Student Centered Design:
https://studentcentereddesign.org/