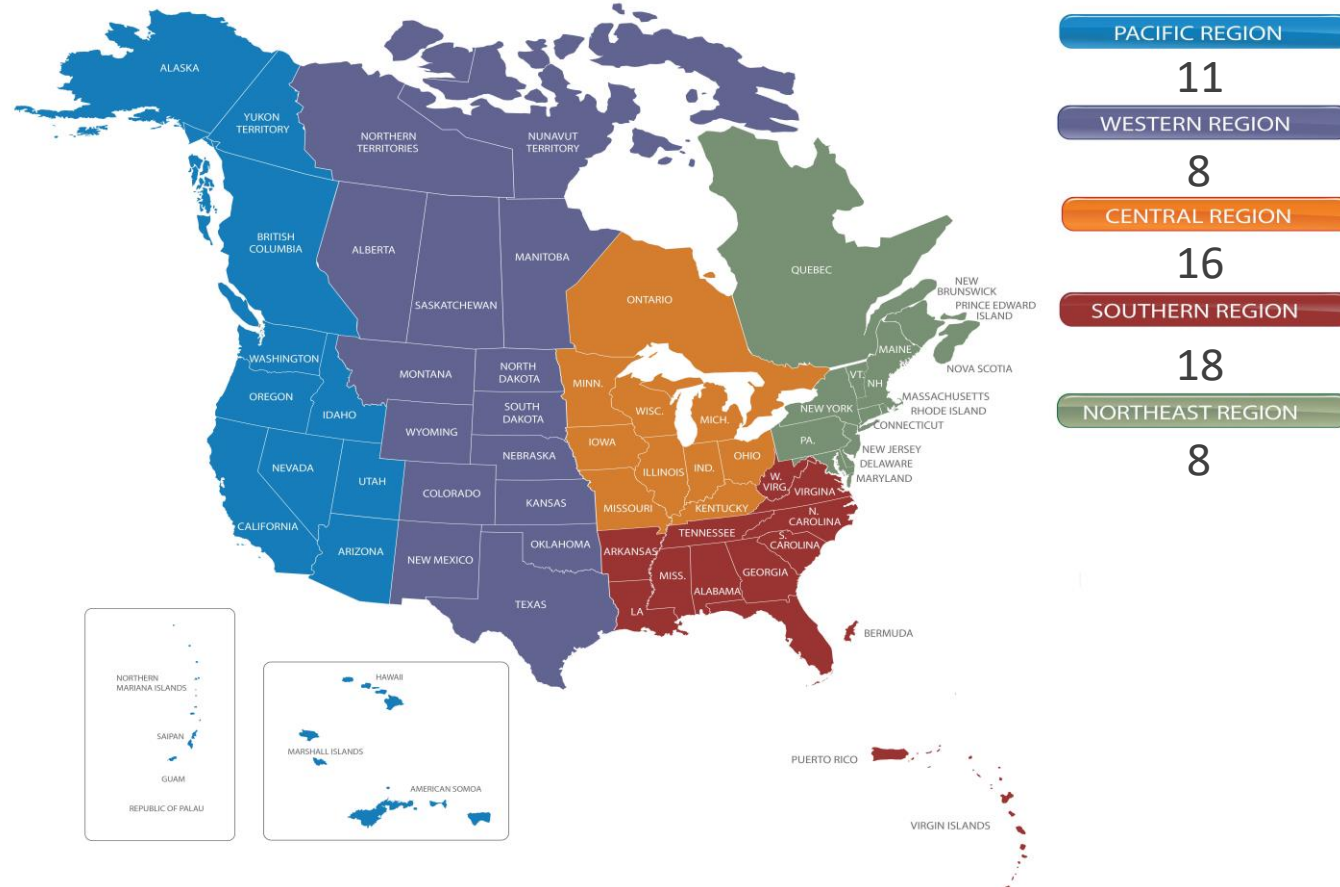


# Strengthening Rural Community Colleges SNAP Employment and Training

This webinar series is brought to you in part by the Association of Community College Trustees in partnership with the Rural Community College Alliance and with funding made possible by the Bill and Melinda Gates Foundation. For more information about the [Strengthening Rural Community Colleges Initiative](#) and to read our report, please visit [our website](#). Thank you!



# ACCT Region Representation



# Strengthening Rural Community Colleges Through SNAP Employment and Training (SNAP E&T)

October 13, 2022



Who is APHSA?

**INFLUENCE  
BUILD  
CONNECT**

# Who We Are



## WE REPRESENT

The cabinet-level leadership of state and local health and human services agencies and the subject matter experts that help execute their missions.



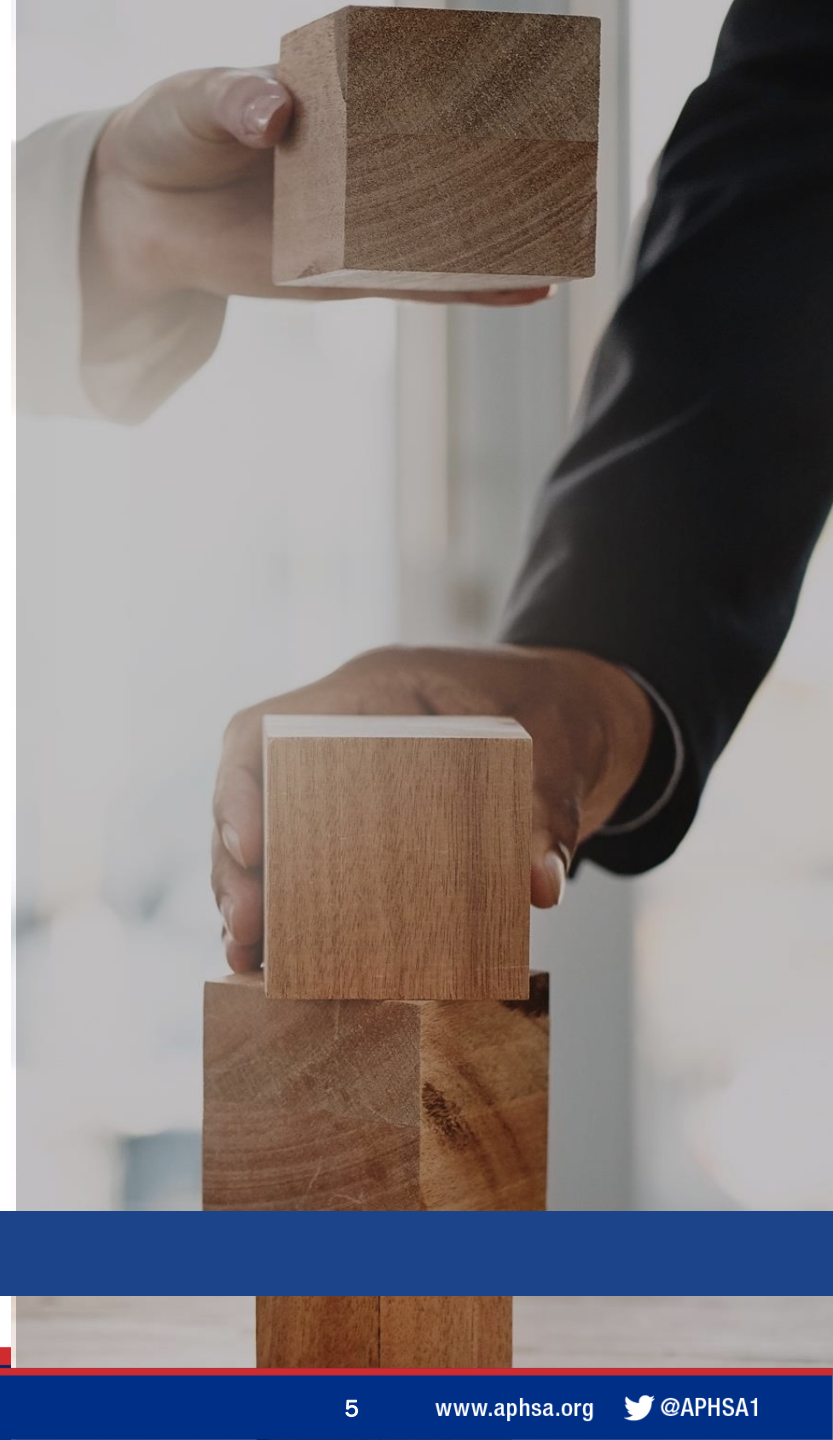
## MEMBER EXPERTISE

Our members administer and align services that build resilience and bolster family well-being through access to food, health care, employment, child care, and other key building blocks. They are also leading experts in performance measurement and data analysis, IT systems, workforce development and training, and the legal dimensions of the health human services field.



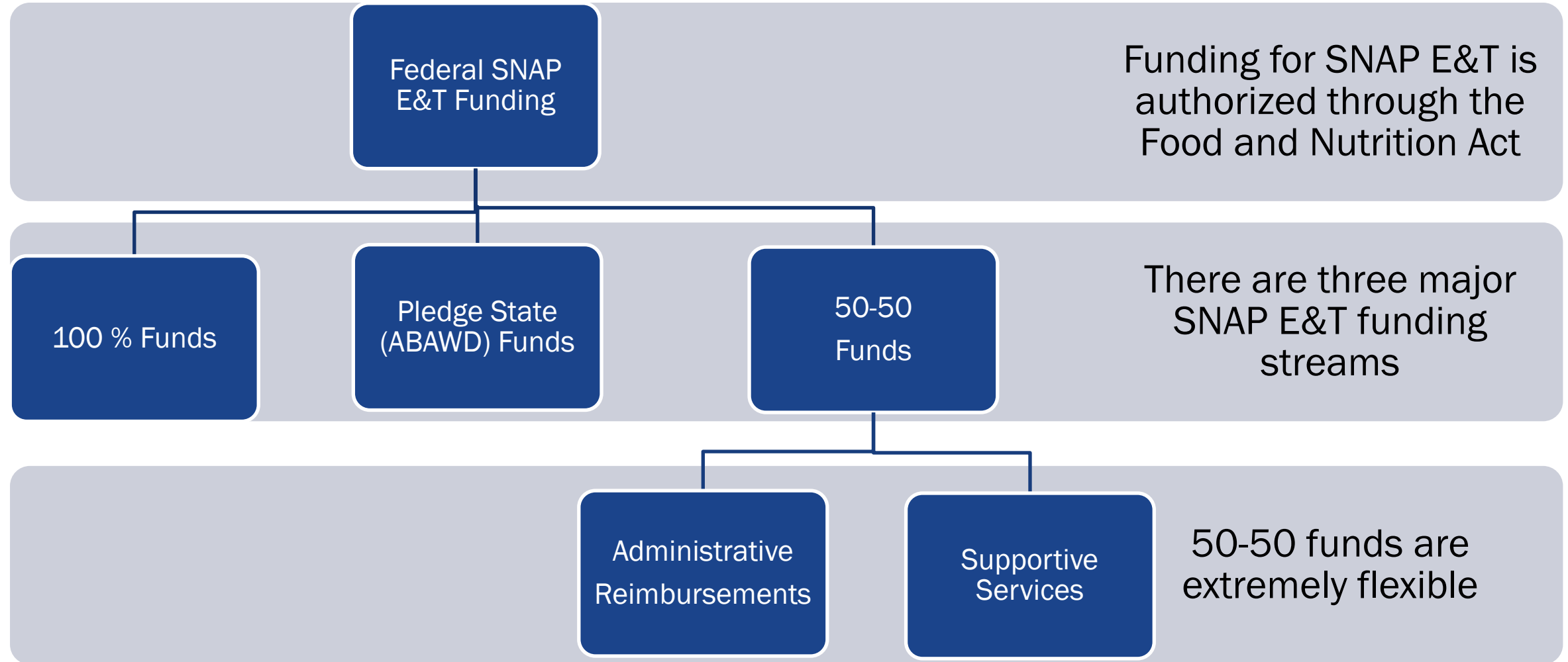
## WE SEEK TO

*Influence* modern policies and practices, help our members *build* capacity for their teams, and *connect* them to other human-serving organizations and policymakers.



We build well-being from the ground up. [Learn more about us here.](#)

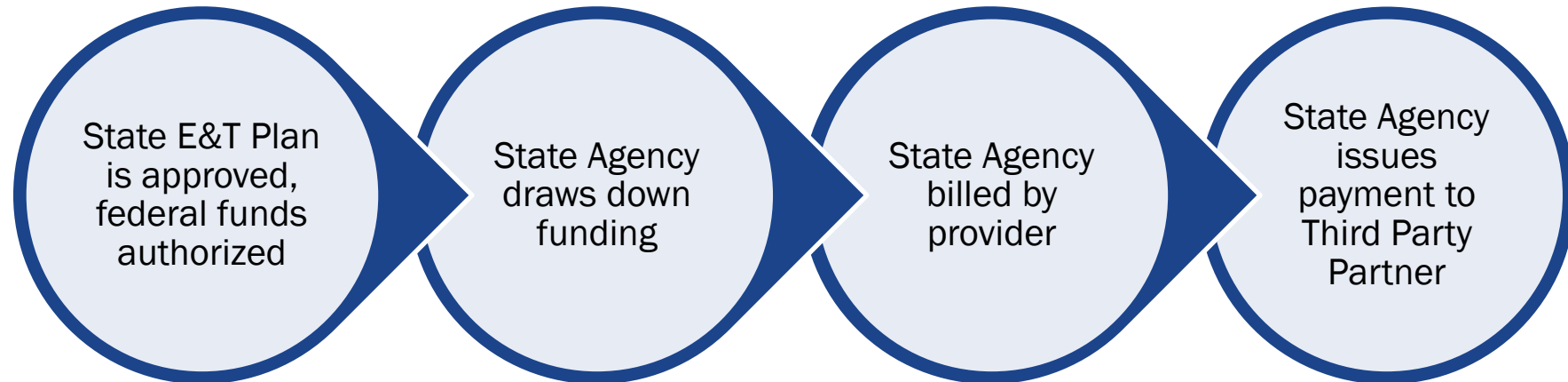
- What is SNAP E&T?
  - SNAP E&T is a package of services available to SNAP recipients that support skill development, training, or experience that will support economic mobility
- Are all States required to participate or provide services?
  - All States are required to operate SNAP E&T programs and submit an annual SNAP E&T Plan
- Who provides SNAP E&T services?
  - Third-party providers, like community colleges or CBOs, most often deliver services using 50/50 funds
- Who is eligible for SNAP E&T?
  - People who are:
    - Receiving SNAP
    - Do not receive TANF cash assistance
    - Able to work upon program completion
- Are SNAP recipients *required* to participate in SNAP E&T?
  - States can operate mandatory or voluntary programs
  - Most states operate voluntary programs



	Expenses Covered	Characteristics
100% Funds	<ul style="list-style-type: none"> <li>Staffing and overall planning &amp; operations</li> <li>Direct program expenses such as case management, tuition &amp; fees, and job development</li> </ul>	<ul style="list-style-type: none"> <li>Capped amount based on formula</li> <li>Can't cover participant reimbursements such as transportation &amp; childcare</li> </ul>
50/50 Funds	<ul style="list-style-type: none"> <li>Staffing and overall planning and operations</li> <li>Direct program expenses such as case management, tuition and fees, job development</li> <li>Supportive services for participants such as childcare and transportation</li> </ul>	<ul style="list-style-type: none"> <li>Requires up-front investment of non-federal funds</li> <li>Provider invoices for costs covered by non-federal dollars</li> <li>No federal cap - reimbursement is relative to non-federal investment</li> <li>Reimbursement funds lose federal status as they come back to provider and can be used to expand or enhance the program and can draw down further reimbursement</li> </ul>

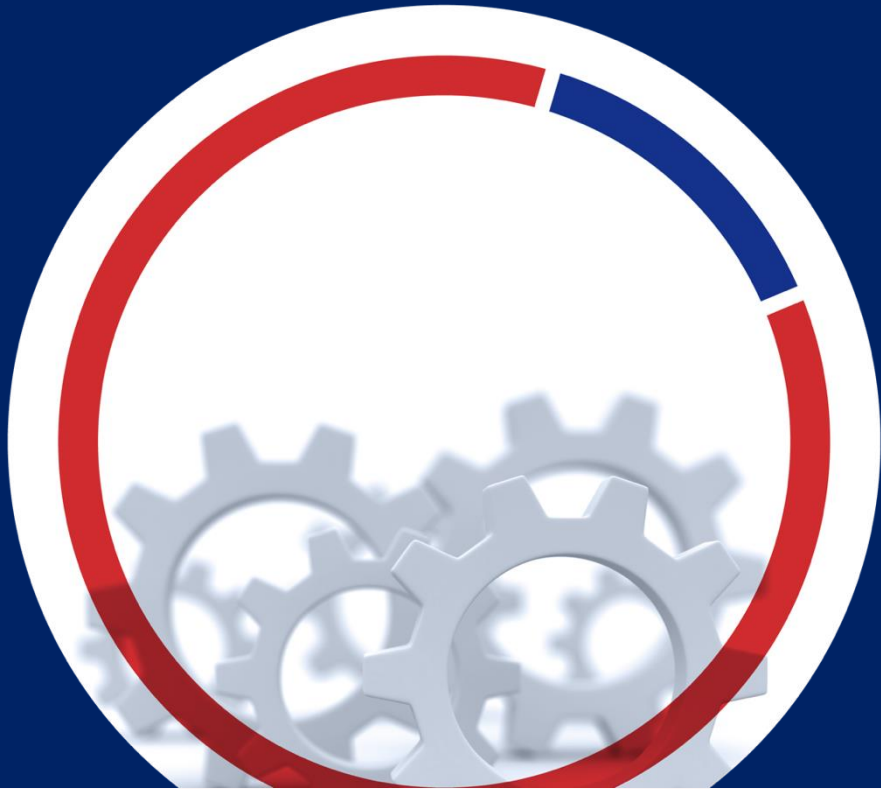


- Third party partners are contracted with the state's SNAP agency
  - Either directly or through an intermediary, like a college board
- Colleges can be reimbursed up to 50% through Federal funding on services funded through their own non-federal funds
- Third Party Reimbursement Process:



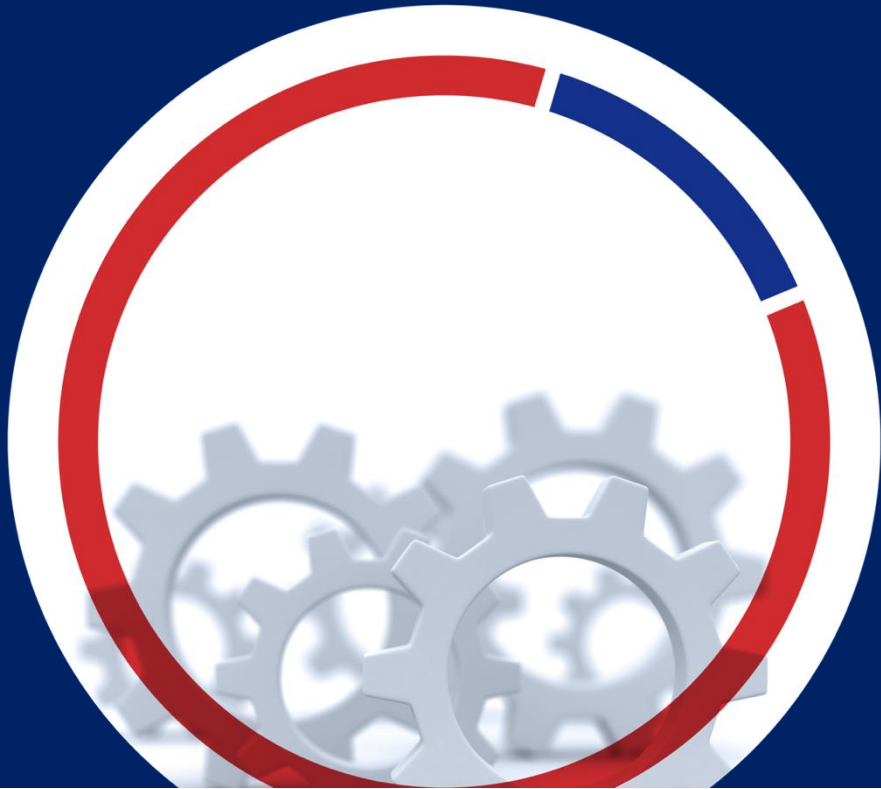
# Quick Facts

- SNAP E&T offers funding to States to provide a package of employment and training services to SNAP participants,
- Each state is required to operate a SNAP E&T Program.
- States are given approximately \$300 million annually to operate SNAP E&T.
- States have flexibility in how they operate SNAP E&T.



# Resources

- [SNAP E&T Third-Party Partnerships Resource Clearinghouse](#)
- [SNAP Employment and Training](#)
- Webinar, November 2, 2022: [Delivering SNAP Employment and Training Services in Rural Communities](#)





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CABINET FOR HEALTH  
AND FAMILY SERVICES

SNAP  
EMPLOYMENT & TRAINING

# Introductions



**Clarizza Singayao**  
E&T Public Assistance  
Program Specialist



**Ann Smith**  
E&T Public Assistance  
Program Specialist



# Kentucky SNAP EMPLOYMENT & TRAINING PROGRAM

- State Administered
- Voluntary
- Operates 50/50
  - Matching non-federal funds





A group of diverse people in a meeting, smiling and holding up sticky notes. The scene is brightly lit, suggesting a collaborative and positive work environment. The people are of various ethnicities and are engaged in a discussion. The background is slightly blurred, focusing attention on the individuals in the foreground.

E&T Providers & Partners



# E&T Providers

## Big Sandy ADD

Adair, Bath, Bell, Boyd, Boyle, Bracken, Breathitt, Carter, Casey, Clark, Clay, Clinton, Cumberland, Elliott, Estill, Fayette, Fleming, Floyd, Garrard, Green, Greenup, Harlan, Jackson, Jessamine, Johnson, Knott, Knox, Laurel, Lawrence, Lee, Leslie, Letcher, Lewis, Lincoln, Madison, Magoffin, Martin, Mason, McCreary, Menifee, Mercer, Montgomery, Morgan, Owsley, Perry, Pike, Powell, Pulaski, Robertson, Rockcastle, Rowan, Russell, Taylor, Wayne, Whitley, Wolfe

## Audubon Area Community Services

Allen, Ballard, Barren, Butler, Caldwell, Calloway, Carlisle, Christian, Crittenden, Daviess, Edmonson, Fulton, Graves, Hancock, Hart, Henderson, Hickman, Hopkins, Livingston, Logan, Lyon, Marshall, McCracken, McLean, Metcalfe, Monroe, Muhlenberg, Ohio, Simpson, Todd, Trigg, Union, Warren, Webster

## KentuckianaWorks

Jefferson

## Central Kentucky Community Action Council, Inc.

Anderson, Breckinridge, Bullitt, Franklin, Grayson, Hardin, Henry, Larue, Marion, Meade, Nelson, Oldham, Shelby, Spencer, Trimble, Washington, Woodford

## Northern Kentucky ADD

Boone, Bourbon, Campbell, Carroll, Gallatin, Grant, Harrison, Kenton, Nicholas, Owen, Pendleton, Scott

# Partnerships

-----  
**50/50  
Partners**

The purpose of SNAP E & T is to help recipients meet work requirements and gain skills or training or experience to increase abilities to obtain regular employment.

Our initial outreach has been to agencies and organizations who already provide services and resources to this population, specifically community-based service organizations and non-profit groups.

Upon initial contact with potential partners, E&T staff give the agency insight on how SNAP E & T works in Kentucky and how their agency can benefit from becoming a partner.

First by sharing program details on activities, participants and funding for the agency.

Next, instructions and steps the agency should take to become a partner.

Lastly, as a potential partner, the agency needs to complete a short survey which begins the application process.



# E&T Partners



# Additional Services and Supports

Ultimate Goal- Employment and Self Sufficiency

- Family Support is the first point of contact for applicants to learn about programs
  - Eligibility workers are essential to helping our applicants with basic needs such as SNAP, MA, KTAP, and Child Care
  - Kynect resources is the latest search engine
- SNAP E&T can help applicants find training to improve, enhance, or strengthen their skills to find better jobs that will lead to self-sufficiency.



Jefferson Community & Technical College

**Bullitt County Campus**

•Shepherdsville KY 40165

**Carrollton Campus**

•Carrollton KY 41008

**Downtown Campus**

•Louisville KY 40202

**Shelby County Campus**

•Shelbyville KY 40065

**Southwest Campus**

•Louisville KY 40272



Career Coaching

Advising

Advocacy

Referral to Student Emergency Fund

Loaner Laptop

Referral to Jefferson Safe Stay

Referrals to Spalding

Soft Skills Trainings

Financial Literacy Workshops

Referrals for food insecurities

# Thank You

**Please contact us.**

[clarizza.singayao@ky.gov](mailto:clarizza.singayao@ky.gov)

[annc.smith@ky.gov](mailto:annc.smith@ky.gov)

[snapet@ky.gov](mailto:snapet@ky.gov)

# Keystone Education Yields Success (KEYS)

# What is KEYS?

- KEYS is a collaborative program between the Pennsylvania Department of Human Services (DHS) and the Pennsylvania Community Colleges
- KEYS is designed to:
  - assist recipients of Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP) enrolled at, registered for, or interested in enrolling at any of Pennsylvania's 14 community colleges
  - provide a range of services to meet participants' needs based on human-centered design

- **Assessments**
  - Identify participant's social determinants of health
  - Used to design the participant's human-centered Individual Employment Plan
- **Individual Employment Plan**
  - Describe goals, objectives, interests, and associated services of the participant, as determined from the assessment
  - Promote the use of strategies to address the participant's barriers and achieve goals to gain and maintain family economic security
- **Intensive case management**
  - Monitor academic progress through community college systems and alerts
  - Discuss participant's progress toward their goals at least once per month
  - Identify barriers to success
  - Remediate barriers and support participant needs through connections to community resources, community college resources, and participant reimbursements



# KEYS Supports

- Leverage community college resources when available
- Provide participant reimbursements, either directly or through the local eligibility office, for childcare, transportation, books and supplies, equipment, laptops, and tools.
- Provide enhanced supports unavailable or with limited availability at the community college
  - Licensed counselors
  - Tutoring
  - Job Readiness and preparation activities
- Increase access to:
  - technology through laptop and hotspot loan programs
  - textbooks and study materials through textbook loan and study libraries

- The Keystone Education Yields Success program was launched in 2005.
- PA DHS worked closely with the PA Commission for Community Colleges to partner with **all 14 community colleges** in the Commonwealth.
- A commitment to partnering with *all* community colleges ensured rural Pennsylvanians weren't excluded.

## Pre-2015 Issues

- Program served both SNAP E&T and TANF E&T participants, but capped SNAP E&T enrollments
- Participants were limited to participating for 12 months in a lifetime (“voc-ed clock”)
- No formal process in place for community colleges to identify self-initiating students

# Actions PA Took to Maximize KEYS Enrollment

- In 2015, Governor Wolf signed Act 92 of 2015
  - Codified the KEYS program in state law
  - Expanded scope of KEYS to PA's state-owned universities and career and technical schools
  - Allowed individuals to participate for up to 24 months, with the possibility of 6-month extensions after that based on satisfactory progress criteria
- PA DHS Agency Actions
  - Eliminated the 20% cap on SNAP KEYS enrollment
  - Created an official Reverse Referral process

## Bringing Resources to the Table

- Discovered early that not all community colleges have access to robust non-federal funding streams
- Focused KEYS services on case management and key supports, leaving students/financial aid to handle tuition
  - In FFY 2022, PA used SNAP ARPA funds to partially pay tuition
  - PA anticipates receiving additional SNAP ARPA funding in FFY 2023 that will be used to partially pay tuition
- Pay KEYS schools 100% reimbursement, not 50%.
  - Commit to using \$1.22M of PA's 100% E&T grant for KEYS
  - \$829K dedicated state appropriation, \$829K matching

# Flexible Participant Reimbursement Policy

- PA offers participant reimbursements directly through the state agency. These are known as **special allowances**.
  - Subject to annual and lifetime limits
  - Are flexible (e.g. mileage in rural areas, busfare in cities)
- Directly issuing special allowances (SPALs) relieves the burden on our KEYS schools or other grantees to pay.
- KEYS schools are empowered to use up to 20% of their budget to pay for student needs not covered by SPALs

# Leveraging SNAP Eligibility State Options

- Excluding all financial aid from income
  - 7 CFR 273.9(c)(3)(v)
- Expanding SNAP student eligibility
  - 7 CFR 273.5(b)(11)(ii) and (b)(11)(iv)
- Expanding SNAP eligibility to 200% FPL
  - 7 CFR 273.2(j)(2)(i)(C) and (j)(2)(ii)(B)

# Relationships are KEY!

- Relationships within the community college:
  - ensure awareness of the KEYS program and services across the community college
  - enable the KEYS program staff to identify SNAP students attending the college that are not already enrolled in the program
  - empower KEYS programs to be active in community college events for students
  - allow programs to access academic information and alerts to optimize individualized case management for current SNAP KEYS participants
- Relationships with the local eligibility offices:
  - ensure awareness of the KEYS program and services for applicants of SNAP benefits
  - ensure the reverse referral process is executed timely
  - establish a support team for current SNAP KEYS participants to identify and remediate barriers to engagement
- Relationships with other DHS E&T programs, Workforce Development Areas, and community-based organizations:
  - ensure awareness of KEYS program and services within the community
  - enable current E&T participants to transfer to the KEYS program
  - establish partnerships and best practices to remediate participant's barriers and support their needs



# Best Practices

- KEYS presence at Open Houses, Welcome Days for new students, and other appropriate college events and provides information about SNAP benefits and the KEYS Program
- KEYS representatives attend monthly county collaborative meetings, such as the Butler Collaborative for Families [www.butlerfamilies.com](http://www.butlerfamilies.com) meetings, and connect with local agencies and non-profits about KEYS offerings to recruit potential students
- Include literature about the KEYS program and SNAP benefits in all food bags at the campus food pantry
- Present information about KEYS to all GED orientation groups and Job Corps student meetings to inform them about the benefits of KEYS and how to apply for SNAP
- Work closely with Financial Aid and send targeted emails to students with a low EFC (Estimated Family Contribution)

# THANK YOU!

