

# SNAP Employment & Training

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The Supplemental Nutrition Assistance Program (SNAP) is well known for providing nutrition support for individuals and families with low incomes. **The lesser-known SNAP Employment and Training Program (SNAP E&T) helps eligible participants develop skills to achieve economic mobility.** SNAP E&T provides employability assessments, training, case management, transportation, child care and other services and supports to help participants attain sustainable employment. State legislatures have an opportunity to support [economic recovery](#) and decrease food insecurity among individuals and families by investing in the SNAP E&T program, including with [American Rescue Plan Act \(ARPA\)](#) funds.

## *Five Things To Know About SNAP E&T*

- 1 All states are required to operate a SNAP E&T program, and they have flexibility in how they administer the program.** SNAP agencies submit a state plan to the USDA Food and Nutrition Service each August.
- 2 Only individuals enrolled in SNAP are eligible for SNAP E&T.** Individuals can only access SNAP E&T services after they have enrolled in SNAP and have been assessed for employment and training services. TANF recipients are not eligible for SNAP E&T.
- 3 SNAP E&T programs can be voluntary or mandatory.** Mandatory programs require certain SNAP recipients to participate in employment and training. [Research](#) indicates that mandatory work requirements do not necessarily produce employment or economic gains, particularly among vulnerable populations such as individuals experiencing homelessness.
- 4 States have access to federal funding to provide employment skill-building programs.** A limited pool of “100% funds” covers program administration. Program services are typically funded with [unlimited, 50% federal reimbursements](#) of costs covered by non-federal funds. These funds may include organizational investments, philanthropic or state and/or local funding and the Community Development Block Grant (CDBG).
- 5 Most states contract with third-party providers, such as community colleges and community-based organizations, to deliver services.** Third-party providers can tap into existing high-quality employment and training programs to expand reach to SNAP participants.

# Five Opportunities For States To Strengthen SNAP E&T



## Consider opportunities to integrate SNAP E&T strategies into COVID-19 economic recovery plans.

### Montana

In 2021, Governor Greg Gianforte approved the [Montana Health Advisory Commission's recommendations](#) to allocate ARPA funds for SNAP administration, including expanding employment and training to underserved areas of Montana and coordinating alignment between other workforce programs.



## Explore ways to remove barriers to SNAP enrollment and collaborate with community organizations for greater access to food and nutrition services and employment and training opportunities.

### Nevada

In anticipation of the expiration of a waiver exempting able-bodied adults without dependents (ABAWDs) from federal work requirements, the Nevada Legislature passed [SB 323](#) (2017). The bill created a voluntary employment and training program and authorized the Nevada Department of Health and Human Services to seek additional federal waivers when eligible.

### Illinois

Although many states have used administrative policy changes to expand the definition of “eligible student” to the fullest extent under federal law, Illinois did so through legislation with [SB 351](#) (2018).



## Use state and local funding for job and skills training to develop career pathways leading to economic mobility.

### Alabama

With [HB 309](#) (2021), Alabama appropriated \$800,000 to be distributed equally across 16 Family Resource Centers for employment and training services. The Legislature budgeted an additional \$250,000 for five emerging sites to help move individuals into Alabama's workforce and foster greater household economic security.



## Examine state procurement processes to reduce barriers to contracting that prevent service delivery through third-party providers.

### Colorado

Colorado established a task force with [HB 1301](#) (2013) to provide guidance and develop a public-private partnership to enhance technical assistance to contractors on procurement issues. The Colorado Procurement Technical Assistance Center was established to educate, counsel and provide technical assistance to help Colorado businesses compete for government contracts.



## Help participants navigate eligibility requirements and maximize training and employment services.

### Texas

The Texas Legislature passed [HB 2610](#) (2011) to establish a community-based navigator program to facilitate access to SNAP and other public assistance programs.

### Pennsylvania

Pennsylvania is considering [HB 1363](#) (2021), which would establish “Hunger Free Campuses” and direct staff members to assist students with enrollment in SNAP. While not all SNAP recipients receive SNAP E&T, those enrolled in SNAP can be assessed to determine if employment and training serves are appropriate.

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