



FUNDING JOB-DRIVEN TRAINING PROGRAMS WITH SNAP E&T

Rachel Gragg
SNAP Office of Employment & Training, FNS
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Thinking about Programs that Serve Low-Skilled and Low-Income People Differently

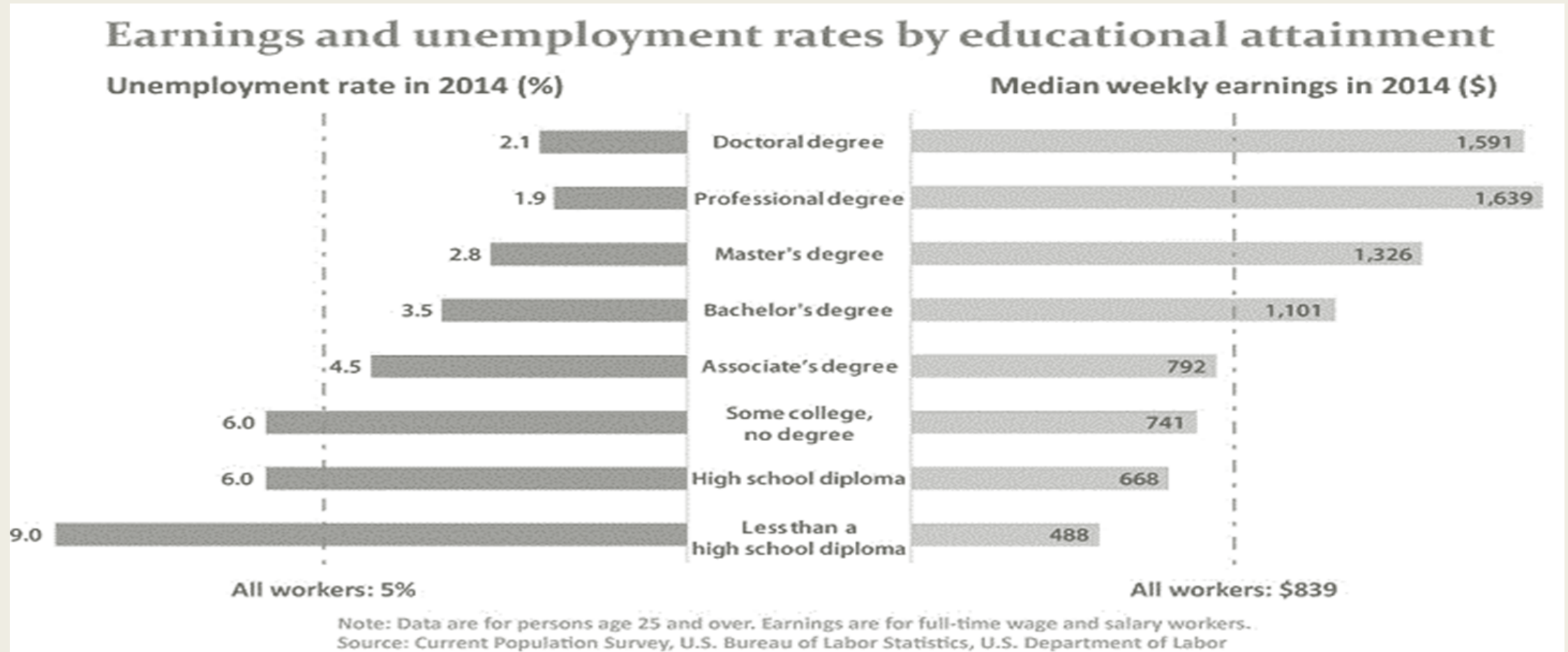


IDEA

Public Policy—Across Agencies—Trying to Better Reflect Best Practices

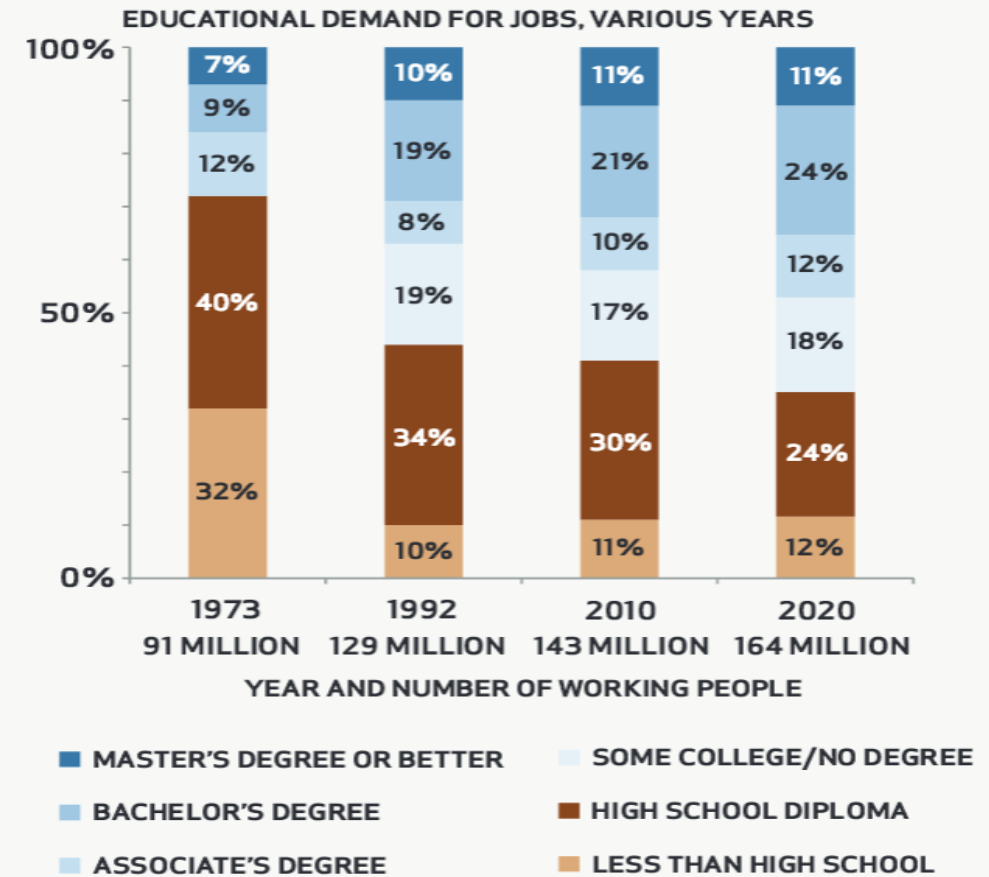
- Significant commitment from the White House down
 - *Job-Driven Training Report (July 2014)*
 - *Upskilling Initiative, Apprenticeship/Pre-apprenticeship investments, Demand-driven grants, TechHire*
- Numerous cross-agency efforts
 - *Career pathways letter signed by 12 agencies*
 - *Supporting Student Success*
- New focus at the agency level
 - *WIOA implementation*
 - *USDA-DOL letter on ABAWDs and WIOA*
 - *USDA-DOEd letter on student financial aid*
 - *USDA job-driven training letter*

Education Pays



Today's Jobs Require a Higher Level of Skills

- By 2020, two-thirds of all jobs will require post-secondary education and training beyond high school

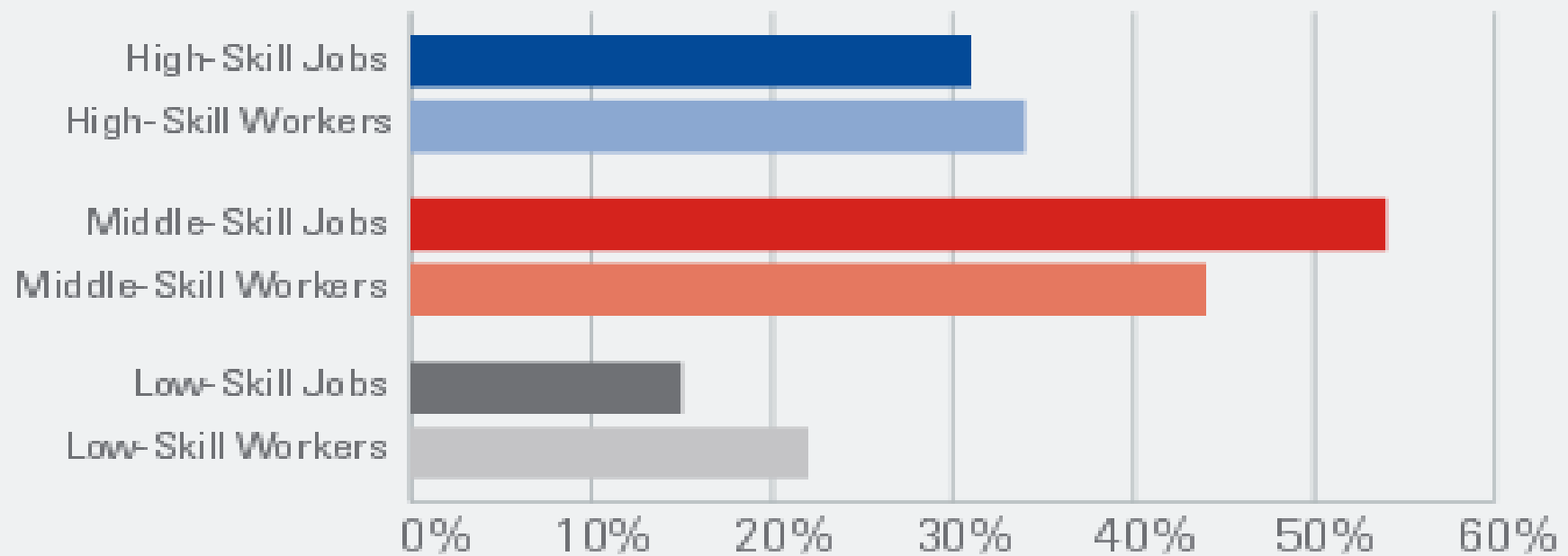


Source: Georgetown Center on Education and the Workforce analysis

Note: Numbers may not sum to 100 percent due to rounding.

Addressing the Skills Gap

Jobs and Workers by Skill Level, United States, 2012



Source: NSC analysis of Bureau of Labor Statistics Occupational Employment Statistics by State, May 2012 and American Community Survey data, 2012.

Skills of SNAP Participants

- 40 percent of SNAP participants are not high school graduates.
- More likely to participate longer-term in SNAP than their higher-educated peers.



What is SNAP E&T?

- Purpose: to assist members of SNAP households in gaining skills, training, work, or experience that will increase their ability to obtain regular employment
- Right now, USDA provides ~\$300 million annually to states to operate SNAP Employment and Training programs
- All states are required to operate E&T programs and must submit an annual E&T plan
- In FY 2015, SNAP E&T served about 1 million participants (up from about 650,000 in FY 2014)

Who is Eligible for SNAP E&T?

- SNAP participants who:
 - *Are receiving SNAP in the month they participate in a component*;*
 - *Do not receive TANF cash assistance; and*
 - *Are able to work upon program completion.*
- States can operate mandatory or voluntary programs

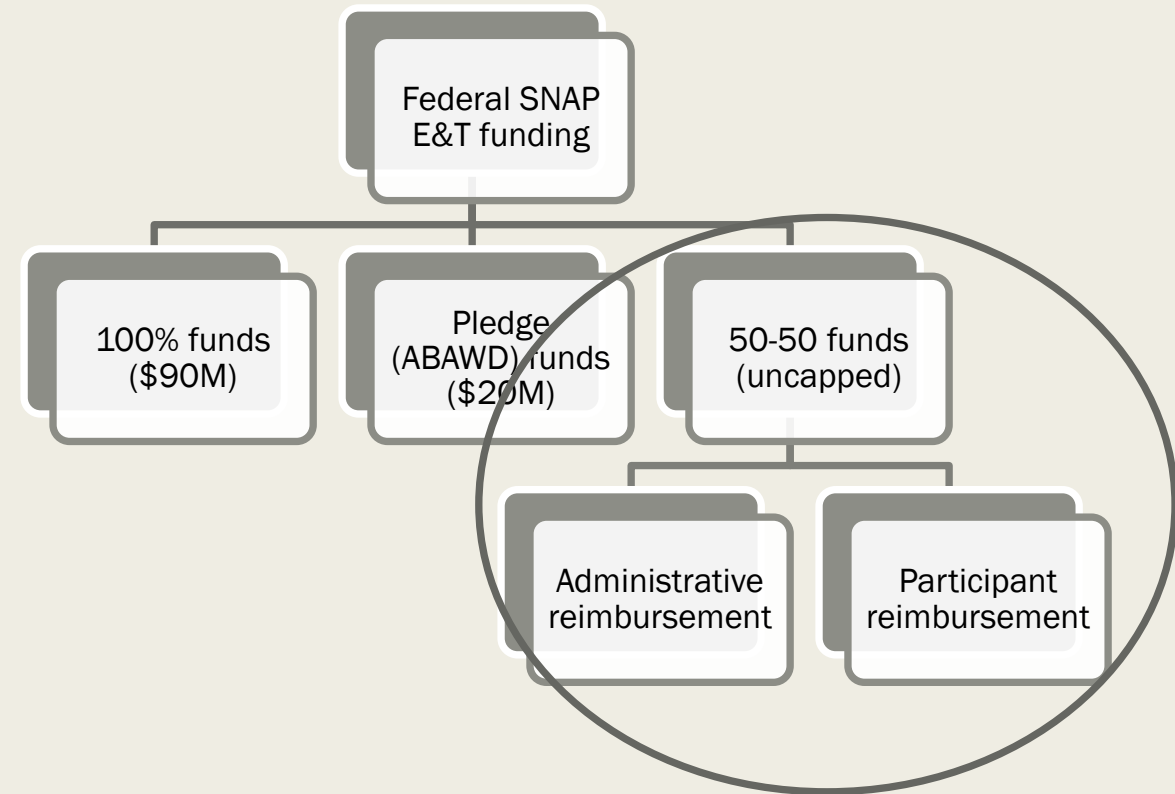
**Except for job retention services, which can be provided for up to 90 days post-employment even if the individual loses eligibility for SNAP.*

Power of the Program: Extremely Flexible

- SNAP E&T can support an extremely wide array of activities, including:
 - *Employment and training services (“components”)—job search, job search training, work readiness, ABE, ESL, GED[®], occupational or technical training, apprenticeships or pre-apprenticeships, WIOA, postsecondary education, etc.*
 - *Administrative activities—case management, career navigators, success coaches, job developers, etc.*
 - *Support services (“participant reimbursements”)—must include transportation and dependent care assistance if necessary, may include books, tools, uniforms, licensing fees, dues, eye glasses, etc.*

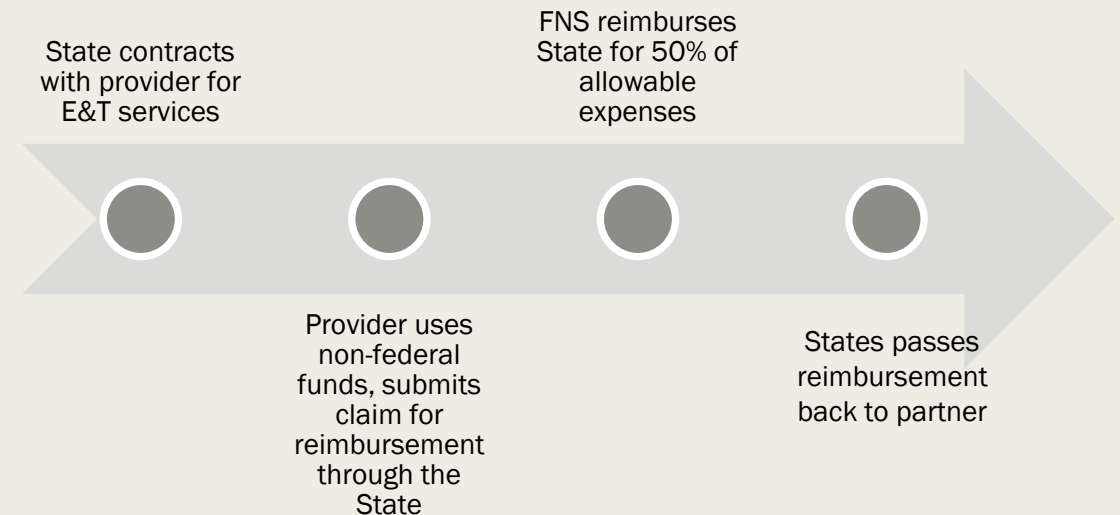
Power of the Program: Money

- In a time of limited resources, E&T can bring new capacity to the system
- States are currently leaving money on the table
- Rare opportunity to leverage existing investments



Power of the Program: Third-Party Partnerships

- Sometimes also referred to as third-party “match” programs or third-party reimbursement programs
- E&T services are provided by third parties, such as community colleges and community based organizations
- Partners pay for services and get reimbursed 50% through Federal funding



SNAP E&T and ABAWDs

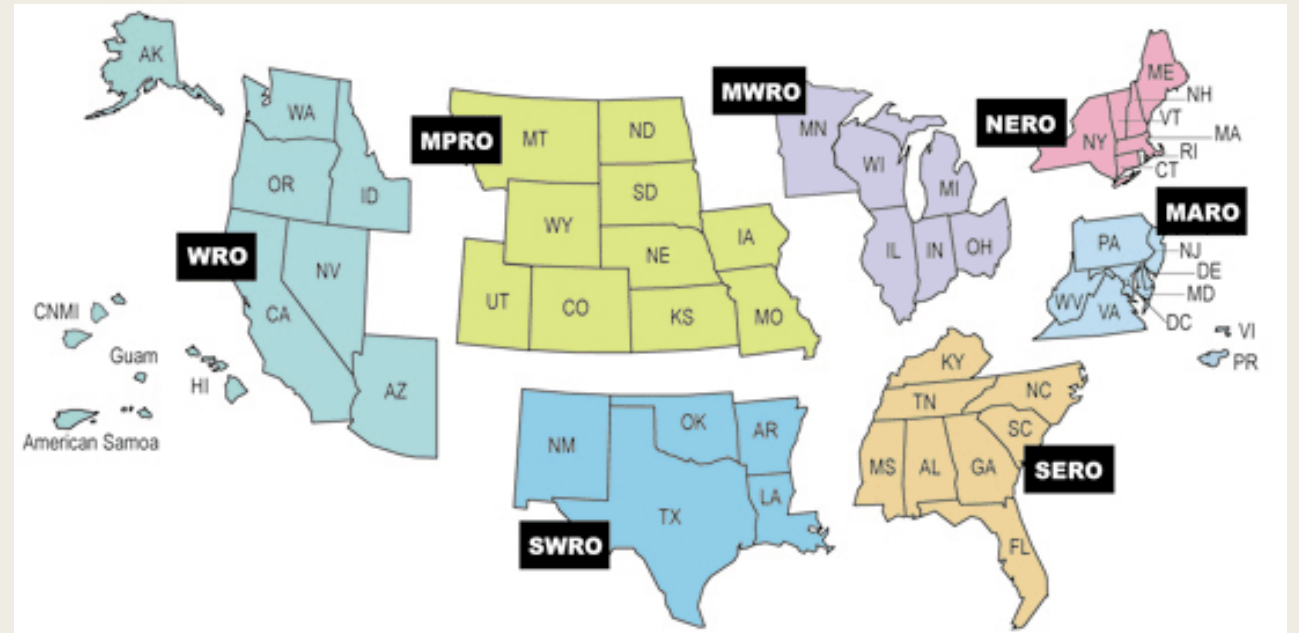
- ABAWDs a category of SNAP participants who are subject to time limits (3 out of 36 months) unless they are working or engaged in a work activity, including education and training
- Individuals experiencing homelessness are more likely to fall into this population, although FNS encourages States to appropriately screen for exemptions
 - *“When an individual’s unfitness for work is obvious to the eligibility worker, the State should exempt the individual without requiring a statement or verification from medical personnel. For example, a chronically homeless individual who is living on the street may be considered unfit for employment as determined by the State.”* (pg. 2, [Nov. 19, 2015 memo on ABAWD time limits](#))
- For individuals who aren’t exempt, SNAP E&T can play an important role in maintaining SNAP eligibility
- Stakeholders serving ABAWDs need to think strategically about the full range of services available. WIOA can play an important role, but other training programs including those targeting homeless individuals, returning citizens, and non-custodial parents may meet 9or partially meet) work requirements
- **IMPORTANT:** Understand if your State operates a mandatory or a voluntary SNAP E&T program

Things You Can Do

- Visit our website <http://www.fns.usda.gov/ET-policy-guidance>
- Read our SNAP E&T Toolkit
http://www.fns.usda.gov/sites/default/files/ET_Toolkit_2013.pdf
- Read our new policy briefs on why [now is the time for States to build their SNAP E&T programs](#) and [SNAP E&T and ABAWDs](#)
- Sign up to receive our new SNAP E&T newsletter
https://public.govdelivery.com/accounts/USFNS/subscriber/new?topic_id=USFNS_197
- Get involved if your state is a SNAP to Skills site (AR, AZ, CA, MA, MD, MI, MN, MO, NC, and TN)

People You Can Talk To

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Employment Navigator and Rapid Re-housing Pilot

Nick Codd; Building Changes
Seattle Washington; July 2016

Why Employment Navigation & Rapid Re-housing

- *When parents of homeless families are asked to name one thing that would most help get their family back on its feet, their most common answer is “employment,” more than even housing or financial assistance*
 - Westat, Washington Youth & Families Fund Systems Initiative Evaluation, responses from Family Impact Study Baseline interviews, 467 respondents. Findings presented March 2015.
- *The Rapid Re-housing (RRH) model assumes that households will have the income to fully support housing costs when rental assistance ends*

Key Components of Pilot:

- Intentional partnerships; Employment Navigators & designated Rapid Re-housing providers
- Team approach; team meetings upon referral
- Employment & housing goals worked on concurrently; mutually dependent goals
- *Learning Collaborative*; providers, funders & data informed
- Supported by funders; cross system level partnership

Employment Navigator Role

- Individualized & tailored assistance
- Navigate, enhance & supplement mainstream workforce services
- Engage families regardless of perceived readiness
- Mobile; multi-system navigation & linkages
- Provided by a workforce program; ability to address a range of conditions impacting employment

Lessons Learned

- Begin income & employment conversation as early as possible
Housing staff “vocalionalized”; Workforce – “zero exclusion”
- Develop and engage key workforce partners
Capacity to serve the hard to employ; linked to workforce funds & services
- Availability of flexible financial assistance is key

More Lessons Learned

- Acknowledge inherent tension with RRH approach; *need to obtain a job quickly and time to invest in training and wage progression*
- Data coordination across systems is essential but complex
- Sustainability: build the case with data, best practices & partnerships; leverage WIOA & other funding options

For further information:

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Serving Jobseekers Experiencing Homelessness by Braiding Models and Funding

Heartland Alliance

Nancy Phillips

Senior Director, Pathways to Success

Heartland Human Care Services



We Believe....

- That work is essential for individuals and society to succeed
- That America is stronger when everyone who wants to work can find a job
- That every person deserves the opportunity to work and support themselves and their families
- In equipping people with the skills and supports they need to get and keep a job
- That no one who works full-time should live in poverty

Poverty & Work Relationship

- **20%** of those entering poverty had a head of household **lose a job**
- **50%** of poverty spells begin when the household experiences a **decline in earnings**
- **25%** of the workforce in the United States earns **poverty level wages**
- Every 1 percentage point **rise in the unemployment rate** causes a 0.5 percentage point increase in the poverty rate

Scale of the Problem

- Last year, over **620,000** people were released from **prisons**
- On a single night in 2013, over **610,000** Americans were **experiencing homelessness**
- An estimated **6.7 million youth** ages 16 to 24 are **neither enrolled in school nor working**
- Approximately **1/4 of low-income single mothers** have **little or no earnings** and do not receive government cash assistance

Connecting to Work

Connected 1800 people to employment last year through braiding program models and funding sources



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ENDING POVERTY

Chicago FarmWorks

- 30 transitional jobs per year
persons overcoming
homelessness, other barriers
- 75%+ completers employed;
- 100 persons hired since 2013
- \$150k performance based
CDBG (Chicago DFSS)
- \$50k Anti-Hunger, CCT
- \$20k – other combined
- 30,000 servings grown,
sold wholesale and
distributed in food
pantries



Employment Preparation and Placement

- TANF WorkFirst (state)
- SNAP Employment & Training (state)
- CDBG/CDGA – City
- Supportive Services for Veterans and their Families (SSVF)



Individualized Placement & Support

- Evidence-based & successful!
- Serves persons with mental health issues
- Co-enroll in employment services and clinical services - meet
- Mainstream, competitive full or part-time jobs
- Department of Rehabilitative Services, federal Dept of Education (13+ states)
- Dartmouth – IPS Center



Social Enterprises or Earned Income Models for Transitional or Permanent Jobs

for example:

- Inspiration Corporation
- CARA Program, Clean Slate
- REDF's portfolio

Youth

Summer Youth Employment Programs – City
Greencorps, DACA/DAPA, Community Service

WIOA - funding for out-of-school and out-of-work youth



Adult Education and Family Literacy (WIOA Title II)

- “Bridge” programs combine industry-specific training and adult ed to prepare for career pathways.
- Heartland Alliance offers Hospitality and Food Service. Average wage \$17/hour for refugee hospitality



Core components for economic advancement

- **Stackable credentials** – Food sanitation license, First Aid/CPR
- **Career mapping** to move from survival job to job upgrade
- **Transitional jobs** – subsidized, time-limited
- **Contextualized Literacy** – improve reading and math while learning work skills and work vocabulary
- **Employer Partnerships** – employers inform training, host tours, teach, hire, give feedback, hire more

Key Points

- 1: Find partners providing high-quality employment services and connect to them about improving referrals, coordinating and outcomes for jobseekers. Don't do it all yourself!
- 2: Funding usually follows populations (youth, adults, veterans, re-entry, etc). So: approach youth employment providers; let them know they are serving your population; partner with them to expand current resources.
- 3: Participate in state and regional planning to prioritize jobseekers experiencing homelessness and promising models.

Funding and Operationalizing Employment Programs within Your CoC



NAEH 2016 Conference | July 27th 2016 |

Welcome! Meet our Panelists:



Carl Wiley, LSW
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National Center on
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Heartland Alliance

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Evidence-based interventions for assisting homeless jobseekers in finding employment



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National **Initiatives** on Poverty & Economic Opportunity

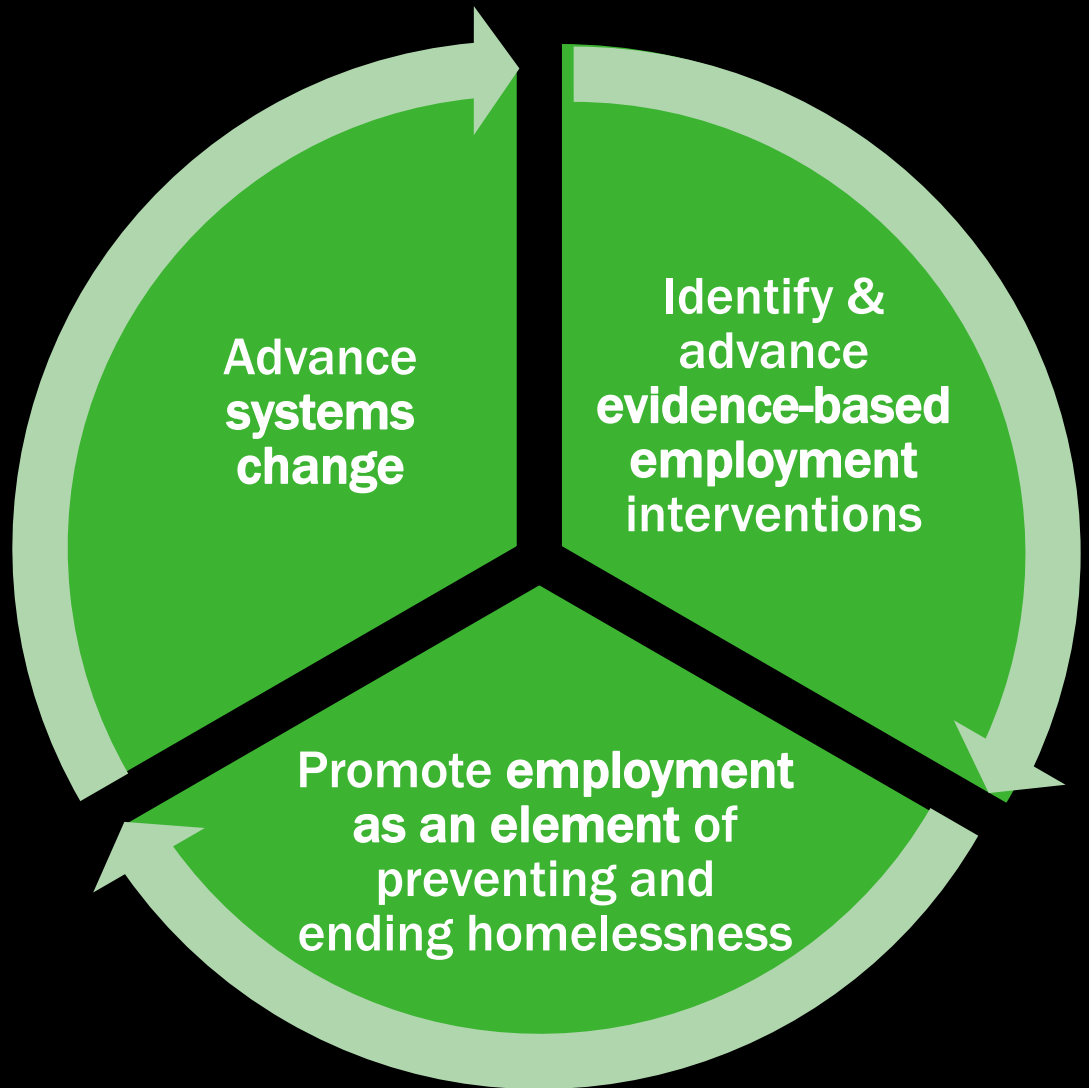
We are dedicated to **ending** chronic unemployment and **poverty**.



Our **National Center on Employment & Homelessness** works to ensure that employment in quality jobs is a key element in **preventing and ending homelessness**.

National Center on Employment and Homelessness

The National Center on Employment & Homelessness (NCEH) is dedicated to ensuring that employment is a key element in the fight to prevent and end homelessness.





I. Evidence and Value of Earned Income

Most **people** experiencing homelessness want to **work**.



People experiencing homelessness consistently rank paid employment alongside healthcare and housing as a primary need.*

People experiencing homelessness often attribute their homelessness to unemployment and insufficient income.* *

*Burt, M.R., Aron, L.Y., & Lee, E. (1999). *Homelessness: Programs and the people they serve*. Washington, DC: The Urban Institute.

**Mojtabai, R. (2005). Perceived reasons for loss of housing and continued homelessness among homeless persons with mental illness. *Psychiatric Services*, 56:172-178

Employment impacts wellbeing, health and quality of life.

Employment and income are associated with improved quality of life among people experiencing homelessness.*

Income from work improves access to food, clothing, housing, and healthcare-increasing personal, family, and community wellbeing.*

Employment shows promise in supporting recovery from mental illness and addiction[†], reducing recidivism, and reducing reliance on public benefits.^{††}

*Lam, J.A. & Rosenheck, R.A. (2000). Correlates of improvement in quality of life among homeless persons with serious mental illness. *Psychiatric Services*, 51:116-118.

†Schumacher, J.E. et. al. (2002). Costs and effectiveness of substance abuse treatments for homeless persons. *Journal of Mental Health Policy Economics*, 5, 33-42.

††Redcross, C., Bloom, D., Azurdia, G., Zweig, J., & Pindus, N. (2009). *Transitional Jobs for ex-prisoners: Implementation, two-year impacts, and costs of the Center for Employment Opportunities (CEO) Prisoner Reentry Program*. New York, NY: MDRC.

Employment services for people experiencing homelessness are **cost-effective**.

- Employment services offered within supportive housing are cost-effective and benefit tenants, funders, and society* through increased employment, earned income, and lower dependence on benefits.**

*Long, D.A. & Amendolia, J.M. (2003). Next step: jobs. Promoting employment for homeless people. Cambridge, MA: Abt Associates.

**Long, D.A., Doyle, H. & Amendolia, J.M. (2003). The next step: jobs initiative cost-effectiveness analysis. New York: Corporation for Supportive Housing.

Benefits of Earned Income



Employment improves health, family functioning, builds self worth and instills purpose*

*[Hergenrather, K. C., Zeglin, R. J., McGuire-Kuletz, M., & Rhodes, S. D. (2015). Employment as a Social Determinant of Health: A Systematic Review of Longitudinal Studies Exploring the Relationship Between Employment Status and Physical Health. *Rehabilitation Research, Policy, and Education*, 29(1), 2-26.]

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Image source : http://media.mlive.com/news/baycity_impact/photo/new-home-construction-04jpg-6d5d90ea01e2c65c.jpg /



II. Evidence - Based Program Models and Best Practices to Support Earned Income

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Employment Based Services

Basic Employment Services	Enhanced Employment Services
Recruitment and Engagement	Assessment for interests, strengths, experience, skills, barriers, learning needs, and program eligibility
Career exploration	Interview clothing, childcare, and transportation
Resume preparation / “soft skill” training	“Hard skill” or occupational training
Job search assistance and training	Job development and placement services - on-the-job training, internship, or apprenticeship
Peripheral Support Referrals	Job retention follow-up

Evidence-Based Program Models and Strategies



“Attachment to Work” Approaches

- Transitional Jobs
- Supported Employment
- Alternative Staffing
- Social Enterprise

Advancement Strategies

- Contextualized Basic Adult Education
- Bridge Programs
- Sector-based Training

Transitional **Jobs**

- time-limited
- wage-paying
- skill development



- Proven to get people with significant barriers successfully working, reduce recidivism after release from prison, and reduce reliance on public assistance.

The **Core** Components of **Transitional Jobs**



- Job readiness & life skills coursework
- Real wage-paid work experience
- Unsubsidized job placement & retention

National Initiatives Toolkits

**WIOA
Planning &
Implementation
Toolkit**



**Opportunity
Youth
Employment
Toolkit**



**Employer
Engagement
Toolkit**



**Working
To End
Homelessness
Toolkit**



**Transitional
Jobs
Programs
Toolkit**

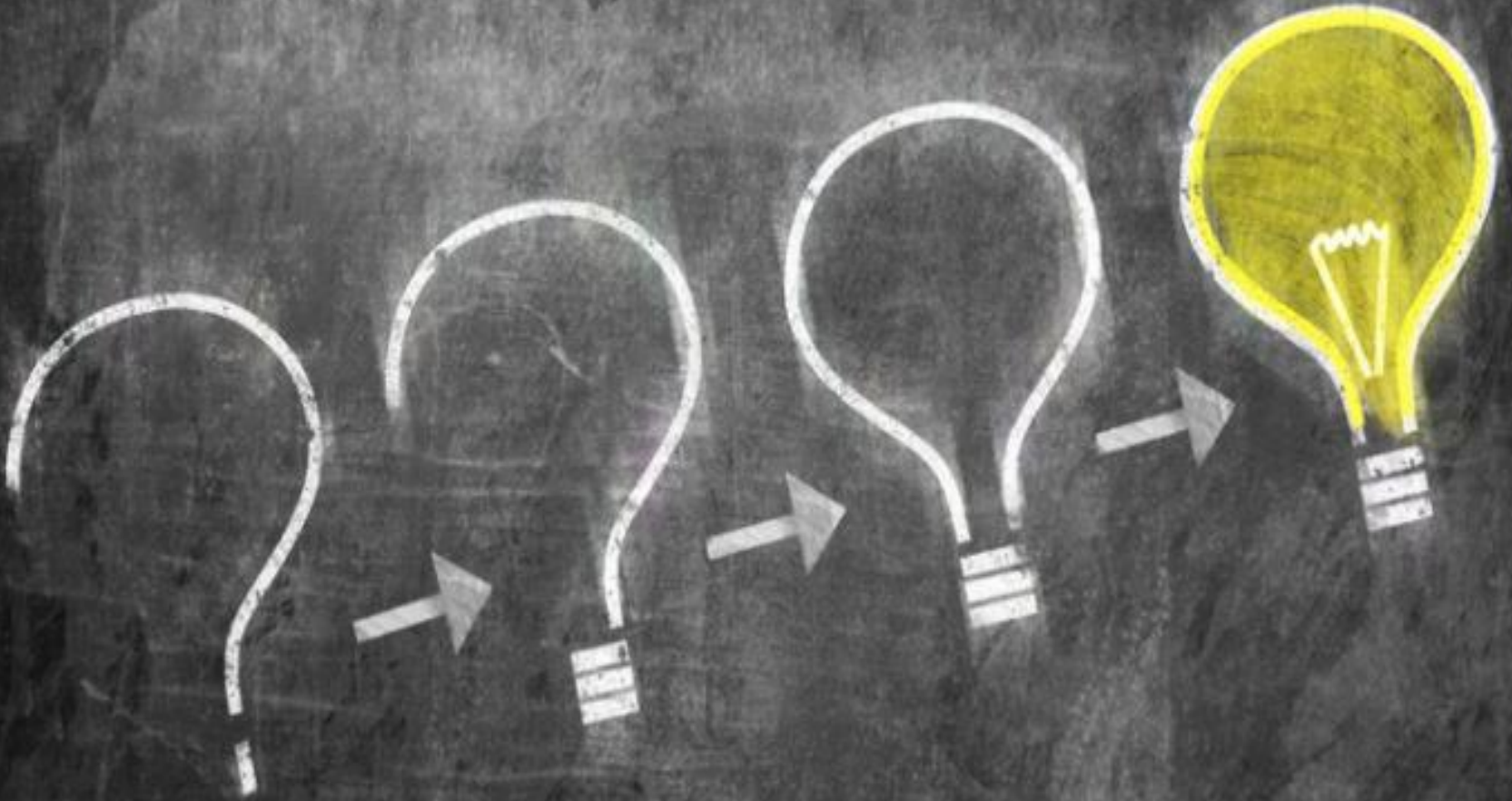


**TANF and
Transitional
Jobs
Toolkit**



www.heartlandalliance.org/nationalinitiatives

Questions...?



**For more
information:**

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Facebook: National Initiatives on Poverty & Economic Opportunity

Website: <http://www.heartlandalliance.org/nationalinitiatives/>

Engage **our Panelists:**



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