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# **Children, Families & Seniors Subcommittee**

**Thursday, January 12, 2017  
9:00 AM – 11:00 AM  
12 HOB**

**Richard Corcoran  
Speaker**

**Gayle Harrell  
Chair**

# Committee Meeting Notice

## HOUSE OF REPRESENTATIVES

### Children, Families & Seniors Subcommittee

**Start Date and Time:** Thursday, January 12, 2017 09:00 am  
**End Date and Time:** Thursday, January 12, 2017 11:00 am  
**Location:** 12 HOB  
**Duration:** 2.00 hrs

Overview of the Supplemental Nutrition Assistance Program (SNAP) and Temporary Assistance for Needy Families (TANF) cash assistance program by the Department of Children and Families

Overview of the state's workforce system by the Department of Economic Opportunity and CareerSource Florida

Presentations on approaches to workforce services for recipients of public benefits

**NOTICE FINALIZED on 01/05/2017 3:46PM by Ellerkamp.Donna**



Supplemental Nutrition  
Assistance Program  
(SNAP)  
Temporary Assistance for  
Needy Families  
(TANF)



Presentation to the Florida House Children,  
Families and Seniors Subcommittee

Jeri Culley, Assistant Secretary  
Economic Self Sufficiency  
January 12, 2017

# Program Background

- SNAP is the Food Assistance Program in Florida
  - Offers nutrition assistance to low-income individuals and families
  - Provides economic benefits to communities
- TANF is a block grant that funds several programs
  - Provides cash assistance to needy families so children are cared for in their own homes
  - Promotes job preparation, work and marriage
  - Prevents/reduces out-of-wedlock pregnancies and encourages two-parent families
  - Temporary Cash Assistance (TCA) is the TANF program administered by the Office of Economic Self Sufficiency

# Funding

	SNAP	TANF
<b>Program Type</b>	Federal Program	Federal and State Program
<b>Benefit</b>	Benefits 100% Federal <ul style="list-style-type: none"> <li>• \$69.6B Nationwide</li> <li>• \$5.5B Florida</li> </ul>	Block grant <ul style="list-style-type: none"> <li>• \$16.4B Nationwide</li> <li>• \$562.3M Florida</li> </ul>
<b>Administrative Cost</b>	50% federal/50% state <ul style="list-style-type: none"> <li>• \$74M state administrative costs</li> </ul>	<ul style="list-style-type: none"> <li>• \$32,985,445 TANF block grant funds</li> <li>• \$8,574,425 State funds</li> </ul> <p>(Cannot exceed 15% of grant)</p>

# Application Process

## Application

- More than 90% filed on line
- Combined application for SNAP, TCA and Medicaid

## Interview

- Generally by phone
- For SNAP, interview can be postponed for some destitute/expedited applicants

## Verification

- Electronic data matches
- Phone or paper documentation when needed

## Decision

- Federal and state rules
- Notices issued via paper or e-mail

## Periodic Eligibility Reviews

- Most at six month intervals
- Ongoing data matching



# Eligibility Rules

## Federal Rules:

- Citizenship status
- What income counts
- Work requirements
- Residency
- Social Security Number
- Identity (SNAP)
- Assets (TCA)
- Relationship to Child (TCA)

## SNAP State Options:

- Reporting requirements
- Asset limit
- Utility deductions
- Gross income limit
- Child Support Enforcement (CSE) Cooperation

## TCA State Laws:

- Family Cap
- Learnfare
- Immunizations
- CSE Cooperation
- Lifetime limit (48 months)



## SNAP Income Limit and Max Benefit

Household Size	200% of FPL (Gross Income Limit)	Max Monthly Benefit
1	\$1980	\$194
2	\$2670	\$357
4	\$4050	\$649

## TCA Income Limit and Max Benefit

Household Size	185% of FPL (Gross Income Limit)	Max Monthly Benefit (If No Shelter Obligation)	Max Monthly Benefit (If Shelter Obligation is \$50 or less)	Max Monthly Benefit (If Shelter Obligation is more than \$50)
1	\$1832	\$95	\$153	\$180
2	\$2470	\$158	\$205	\$241
4	\$3747	\$198	\$258	\$303



# Recipients

	SNAP	TCA
<b>Households</b>	1,764,952	47,204
<b>Persons</b>	3,328,681	78,372
• Children	1,473,720	65,855
• Adults	1,854,961	12,517
○ Elderly or Disabled	987,966	479
○ Other Work Exemption	737,208	5,403
○ Work Required	(ABAWDs) 55,239	(Work Registered) 6,629
Avg. Household Size	1.9 People	1.7 People
Avg. Benefit/Household	\$228	\$243
Avg. Benefit/Person	\$121	\$142



# Household Distribution

**SNAP:**

Household Income	Number of Households	Percent
< 50% FPL	262,709	19.0%
50% – 130% FPL	979,092	70.9%
>130% FPL	139,120	10.1%

**TCA:**

Household Size	Number of Households	Percent
1	695	33.6%
2	503	24.3%
3 or more	869	42.1%

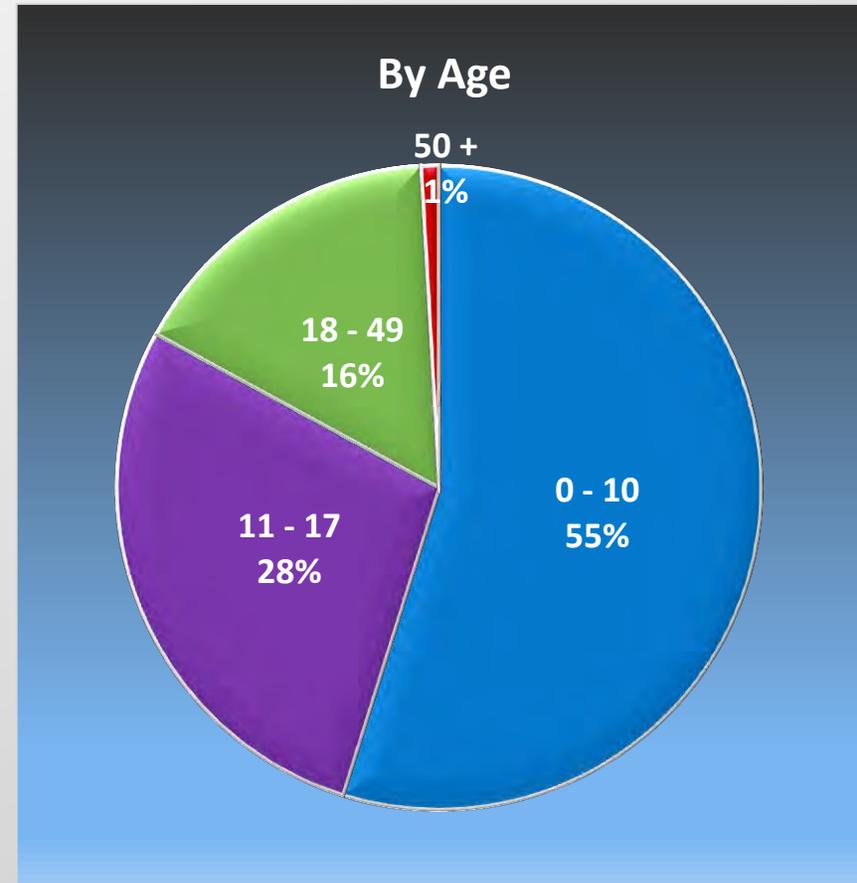
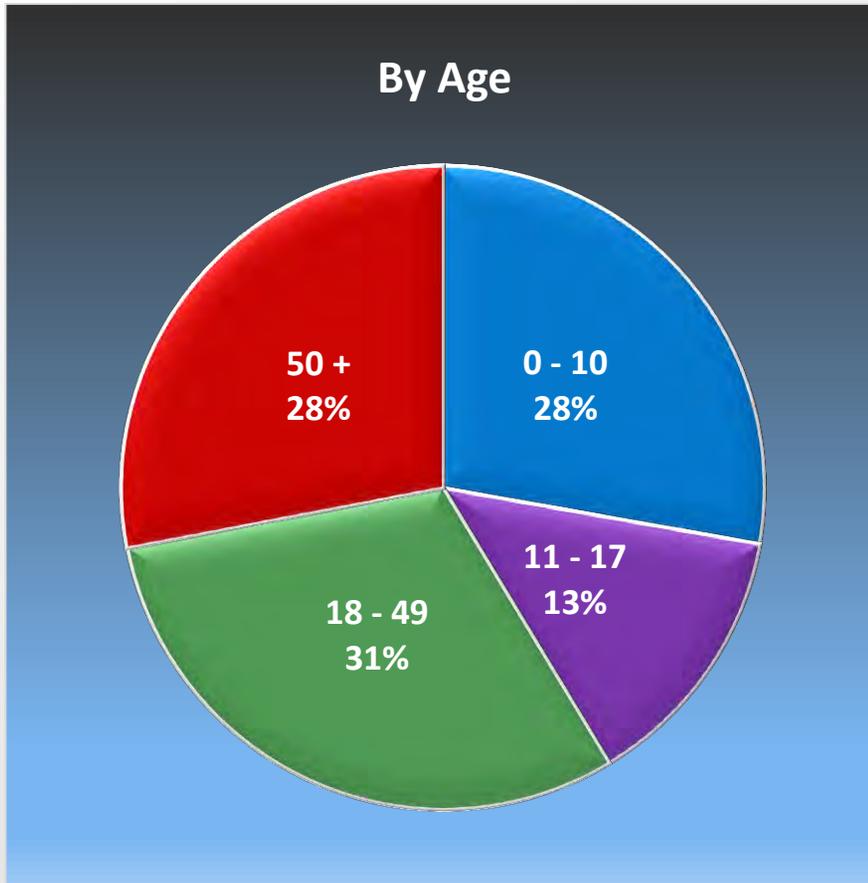
Source: ESS Datamart  
Date: November 2016



# Recipients by Age Group

SNAP Population: 3,328,681

TCA Population: 78,372



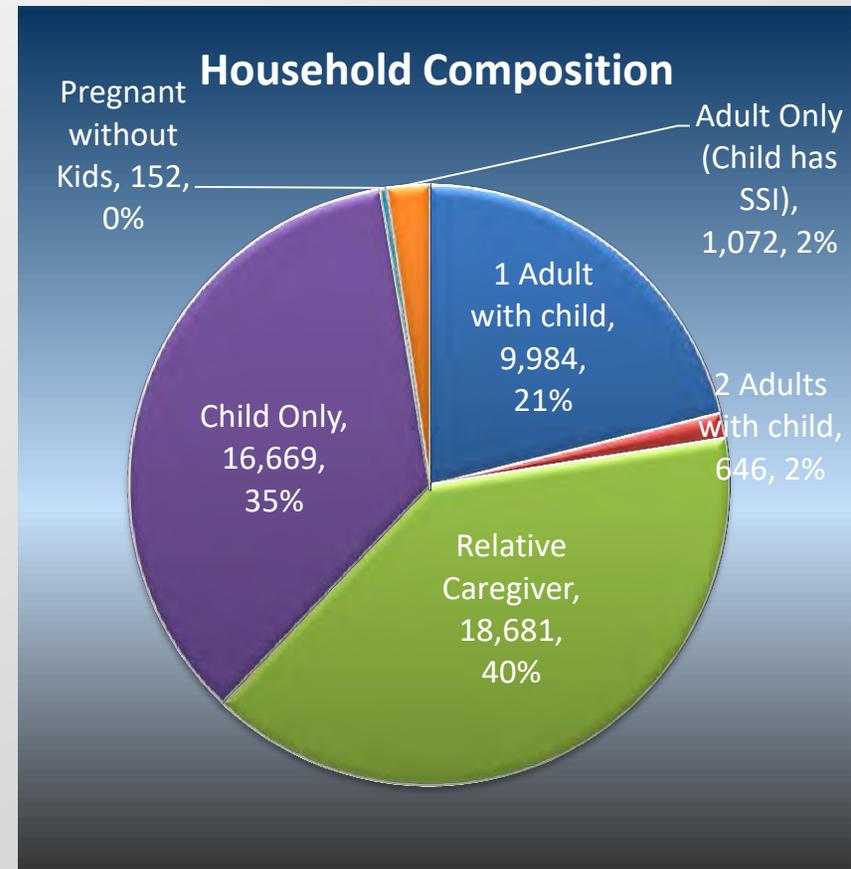
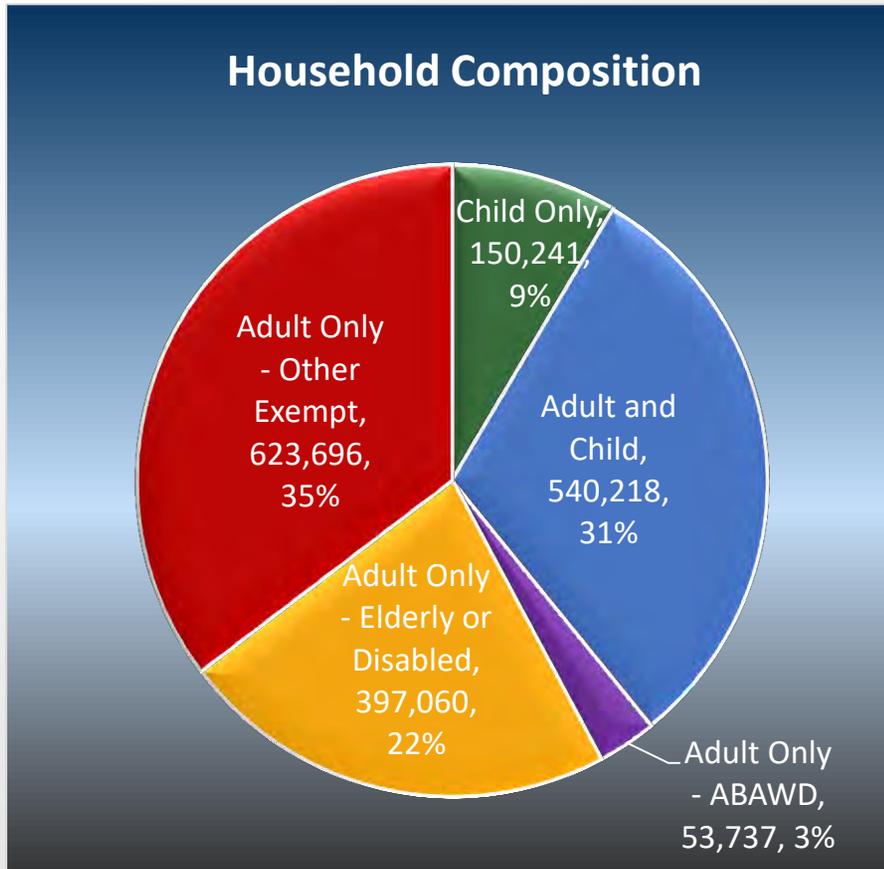
Source: ESS Datamart  
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# Recipients by Household Composition

SNAP Households: 1,764,952

TCA Households: 47,204



Source: ESS Datamart  
Date: November 2016

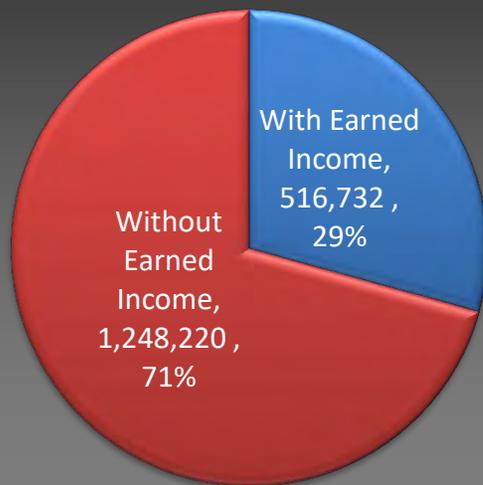


# Recipient Employment

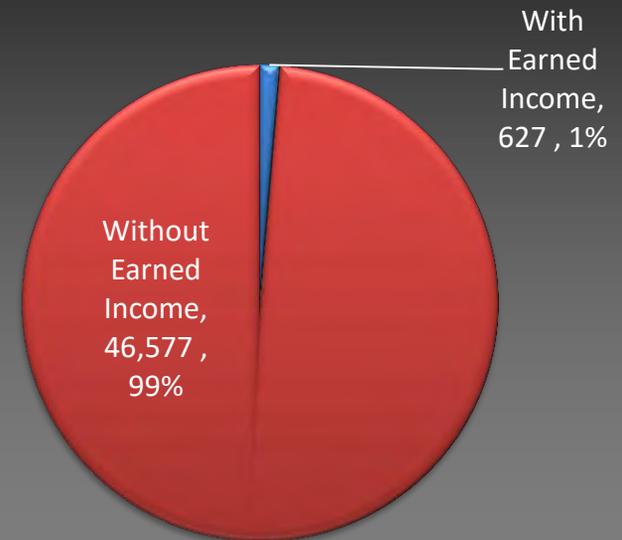
SNAP Households: 1,764,952

TCA Households: 47,204

Employed vs. Not Employed



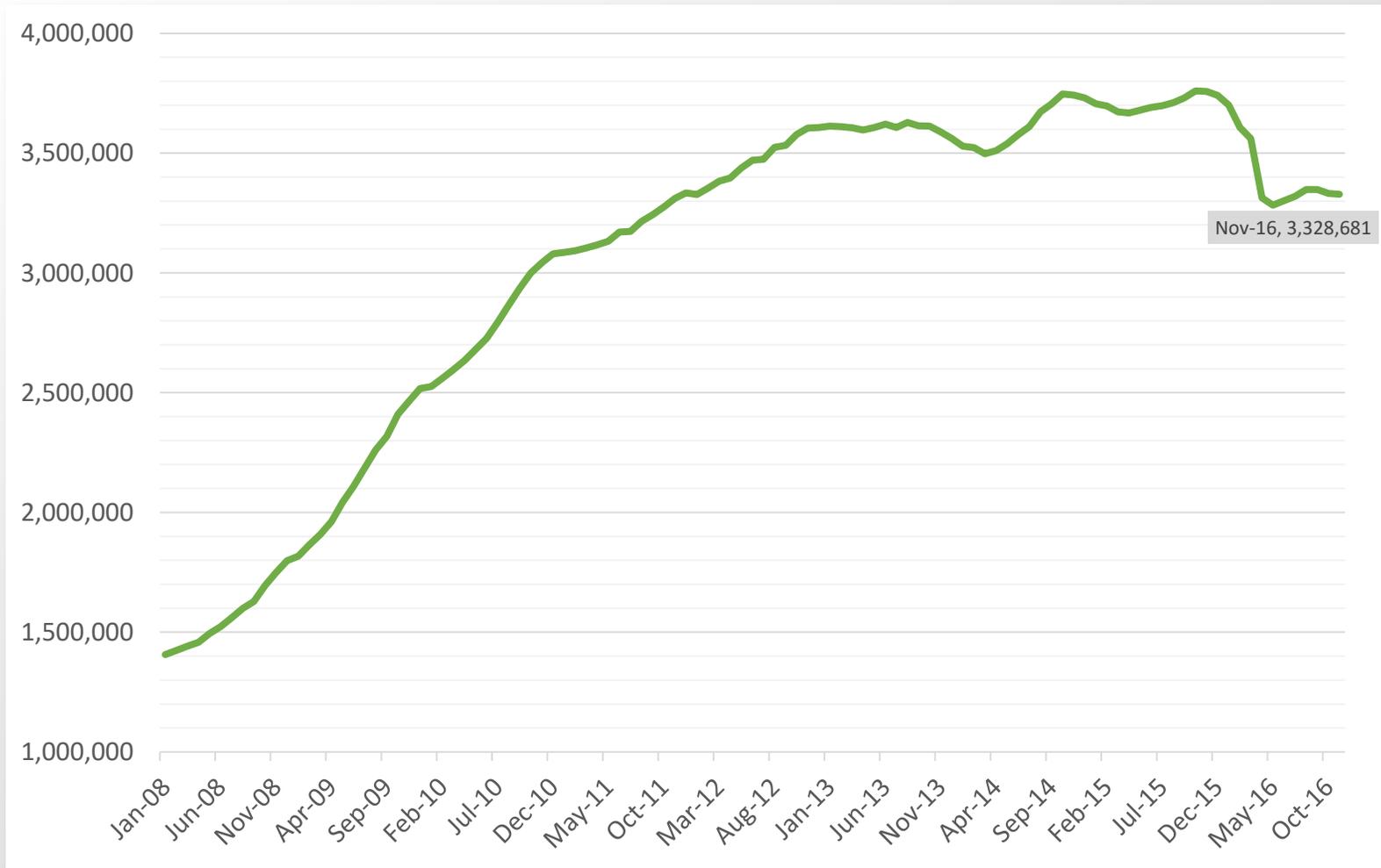
Employed vs Not Employed



Source: ESS Datamart  
Date: November 2016



# SNAP Recipients 2008 - Present



Source: ESS Datamart  
Date: November 2016



FLORIDA DEPARTMENT  
OF CHILDREN AND FAMILIES  
MYFLFAMILIES.COM

# Temporary Cash Assistance Recipients 2008 - Present



Source: ESS Datamart  
Date: November 2016



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OF CHILDREN AND FAMILIES  
MYFLFAMILIES.COM

# SNAP Broad-Based Categorical Eligibility (BBCE)

- Federal option implemented 2010
- Gross income limit increased to 200% FPL
  - Elderly/disabled households over 200% FPL may still be eligible if net income less than 100% FPL
  - Traditional income limits for households with a “disqualified” member
- No net income limit
- No asset limit

States can align rules with other Temporary Assistance for Needy Families (TANF) funded program rules. For example, the Healthy Families Florida program has no asset test.

## SNAP Work Requirements

- Able Bodied Adults Without Dependents (ABAWDs) must meet work requirements to receive SNAP
  - Individuals age 18 – 49, without children under 18 in the household, and physically and mentally fit for employment
  - Work or volunteer 20+ hours per week (average 80/month)

## TCA Work Requirements

- Most TCA adults are required to participate in work activities
- One-Parent households:
  - 30 hours/week or 20 hours/week if child under 6
  - 20 hours must be core activities
- Two-Parent households:
  - 35 combined hours/week or 55 hours/week if receiving federal childcare subsidies
  - 30 or 50 hours must be core activities



## SNAP Work Activities

- Working 20 hours or more per week (average 80/month),
- Participating in employment program that includes work, on the job training, volunteer work, and job search less than 20 hours/week
- Participating 20 hours/week, in a combination of work and work program activities

## TCA Core Activities

- Unsubsidized employment
- Subsidized private/public employment
- On the job training
- Job search/job readiness
- Community service programs
- Vocational education training



# SNAP and TCA Work Requirements

- Department of Economic Opportunity (DEO) provides job services and tracks compliance with work activities
  - DCF refers individuals to DEO
  - DEO notifies DCF when an individual fails to meet work requirements
  - DCF imposes sanctions



# Work Requirement - Failure to Comply

	SNAP Head of Household (Payee)	SNAP Not Head of Household	TCA
<b>Level 1</b>	Entire household ineligible*  1 month**	ONLY noncompliant individual ineligible  1 month**	Entire household ineligible  10 days**
<b>Level 2</b>	Entire household ineligible*  3 months**	ONLY noncompliant individual ineligible  3 months**	Entire household ineligible***  1 month**
<b>Level 3 and subsequent</b>	Entire household ineligible*  6 months**	ONLY noncompliant individual ineligible  6 months**	Entire household ineligible***  3 months**

\* If noncompliance continues beyond sanction period, remaining members may reapply for SNAP themselves.

\*\* Or until compliance, whichever is later.

\*\*\* Children under 16 may receive TCA through a protected payee.



# Benefit Issuance

- SNAP and TCA issued through an Electronic Benefit Transfer (EBT) card
- Loaded to household's account same day each month
- Works like a debit card to purchase food items, or spend/cash withdrawal (TCA only)



# Office of Public Benefits Integrity

## ACCESS Integrity

Investigators Stopping Fraud at the Front Door vs. “Pay and Chase”

- 25,000 investigations in SFY 15-16
- \$32M in Cost Avoidance from Investigations

## Benefit Recovery

Recover Benefits Improperly Issued or Illegally Obtained

- Established 31,000 claims valued at \$42M SFY 15-16
- Recovered \$22M, including \$5.8M in state retained share

# Questions?



FLORIDA DEPARTMENT  
OF CHILDREN AND FAMILIES

[MYFLFAMILIES.COM](http://MYFLFAMILIES.COM)





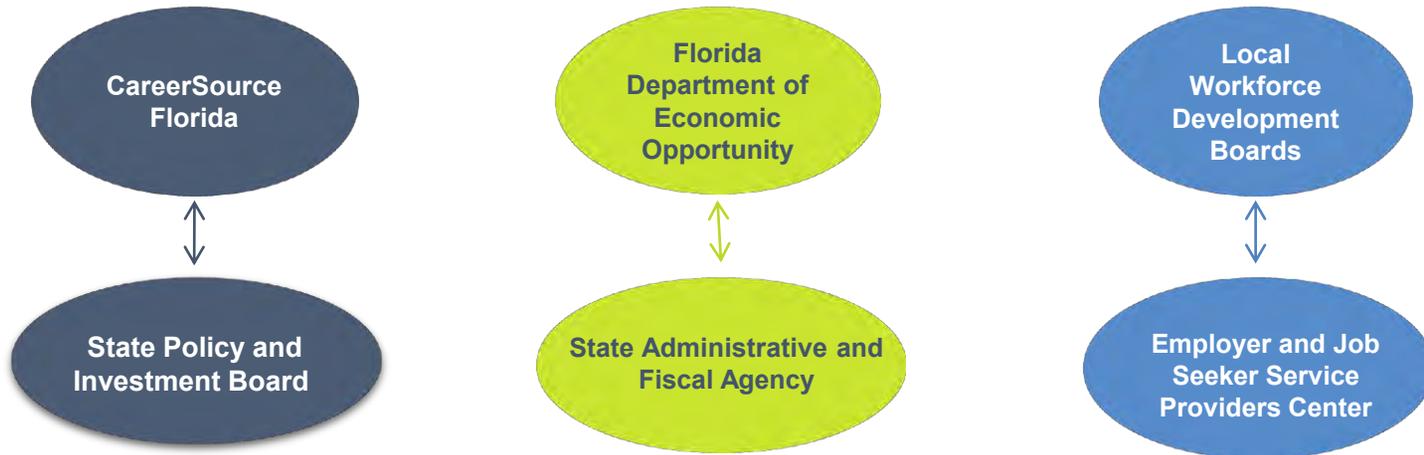
**Tom Clendenning**  
Florida Department of Economic Opportunity  
*Division of Workforce Services*



January 12, 2017

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# FLORIDA'S WORKFORCE SYSTEM



- Workforce Development
- Strategic Planning
- Policy Development
- Funding Allocations

- Program Administration, Compliance and Monitoring
- Workforce Staff Training and Development
- Labor Market Statistics
- Reemployment Assistance

- Career Centers Operations for Jobseekers
- Business Services for Employers
- Local Strategic Plan, Compliance and Monitoring



# AGENCY RESPONSIBILITIES

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## DCF Responsibilities

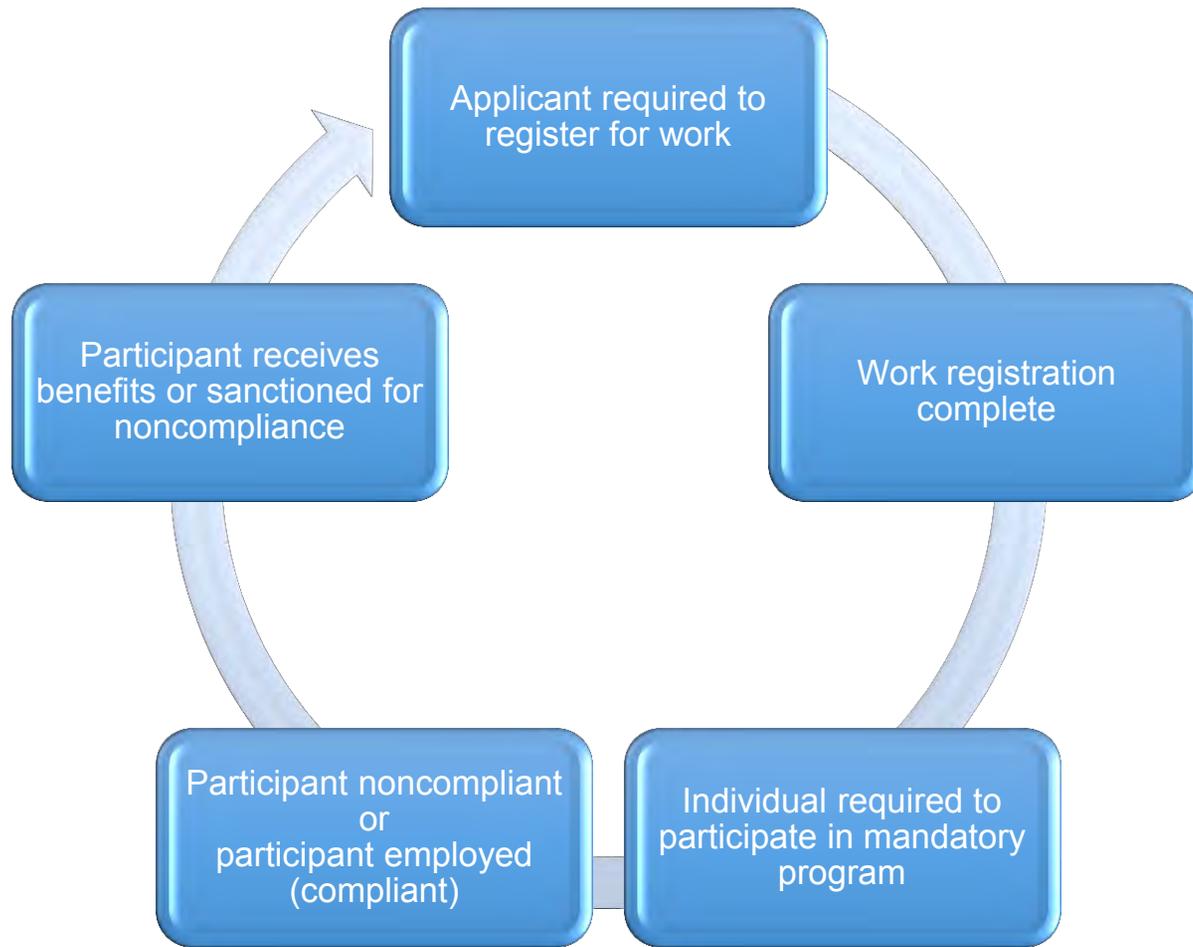
- Process public assistance applications
  - Temporary Assistance for Needy Families (TANF)
  - Supplemental Nutrition Assistance Program (SNAP)
- Identify individuals required to participate in the work programs
- Refer individuals to applicable workforce programs
- Submit TANF participation report to U.S. Health and Human Services

## DEO Responsibilities

- TANF and SNAP Employment and Training
  - Program administration and guidance to local areas
  - Program compliance and financial monitoring
  - Training
  - Technical assistance and support
  - Maintenance of the Statewide system that tracks program participation
- Submit SNAP participation report to U.S.D.A. Food and Nutrition Services

# WORK REQUIREMENT PROCESS

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# SNAP WORK REQUIREMENT PARTICIPANTS

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<b>2016 Mandatory Participants (Able Bodied Adults Without Dependents)</b>	
Number of Individuals	572,021
Number Employed	171,604
Employment Rate	30%
Number of individuals complied	104,564
Percentage of individuals complied	17%





# CareerSource Northeast Florida

**Collaborate. Innovate. Lead.**

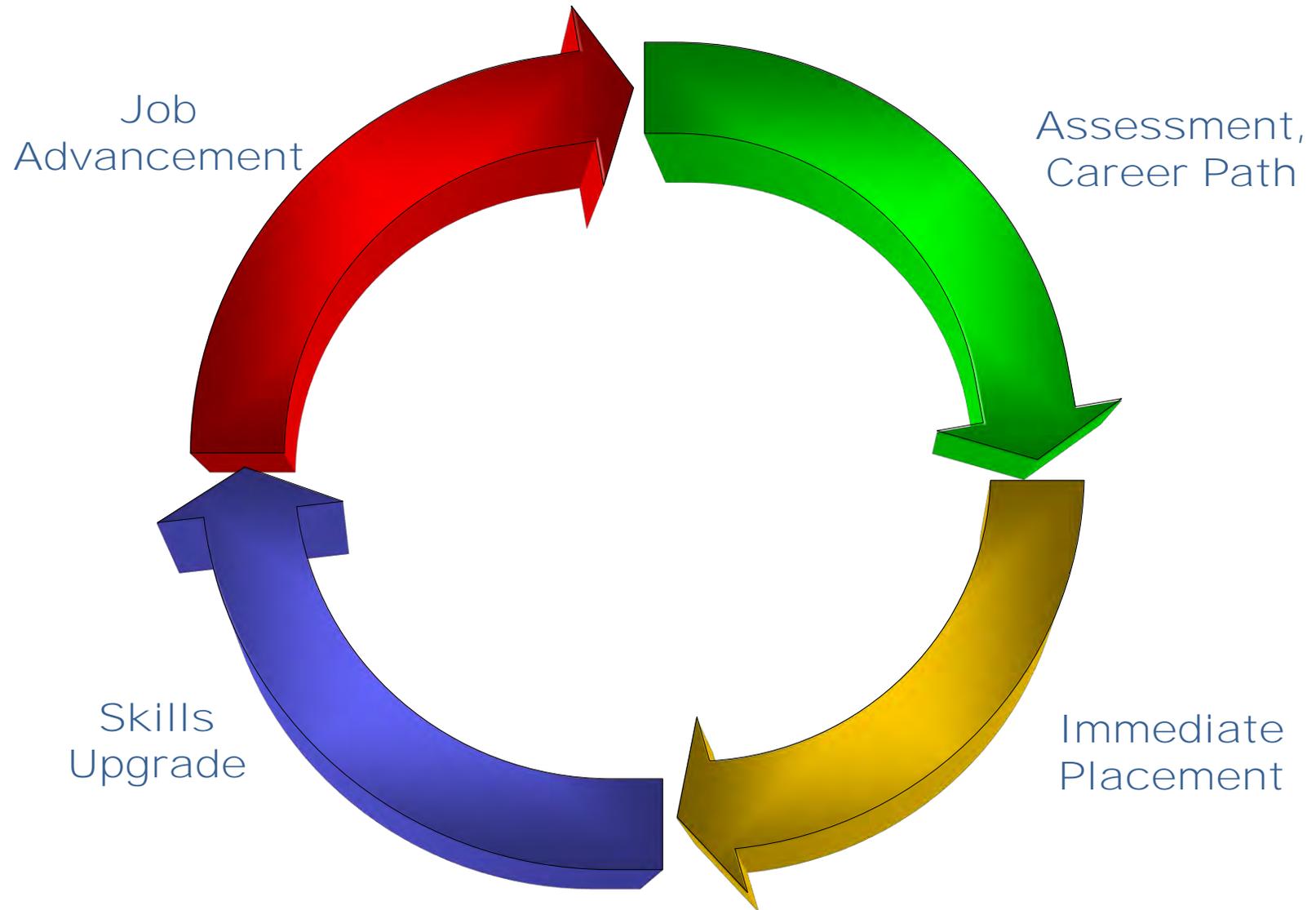
# Primary Programs & Services

## Delivered through Career Centers:

- Youth services
- Job training (individual & customized)
- Wagner-Peyser labor exchange
- Veteran's services
- Welfare transition services (TANF)
- SNAP Employment & Training



# Income Growth Strategy



# CareerSource NEFL Sector Strategies

- Organized around targeted industry sectors
  - Advanced Manufacturing
  - Distribution/Logistics
  - Health Sciences
  - Finance/IT
- Training funds/services focused in these industries



# Sector Strategy Model

## Healthcare Sector

### Customized Training

- 1) Entry level food handlers & housekeeping staff trained to be Certified Nursing Assistants, then later training for Phlebotomy; then Patient Care Technicians
- 2) Surgical Technician training: material handlers, food service, CNA, other entry level staff with current wages of \$11-\$14/hour
  - a) Training onsite during the workday
  - b) 10 month course
  - c) New wage of \$18/hour at certification
  - d) 36% to 63% wage increase



# TANF Process

Applicants complete an online assessment:  
Workforce Skills for 21st Century Success

- Workplace Skills
- Basic Literacy Skills
- Computer Skills
- Readiness for Career Testing

Results used to develop an Individual Responsibility Plan (IRP) when applicant is deemed “mandatory” by DCF

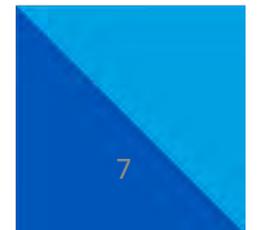


# TANF Process

All mandatory participants must complete an assessment in the One Stop Tracking System (OSST):

- Work Skills / Interest
- Education
- Work History
- Needs and barriers to employment

Participant and staff determine which direction the participant needs to follow to achieve self-sufficiency. Progress is tracked weekly.



# Temporary Assistance to Needy Families

- Career Spark
  - Providing GED training through partnership with FSCJ
  - Difficulty finding clients with proper TABE scores
  - Increased training time and decreased TABE requirement
- Passport to Your Career Path
  - Providing skills to get and keep a job
- SARA
  - Providing case management services in real time
  - Automates case notes, reducing administrative effort
- Partner Support
  - Jax Area Legal Aid
  - Vocational Rehabilitation



# TANF Process

Functional tasks are assigned with the ultimate goal of income growth toward self – sufficiency:

- Job Club - Job Search Participants are provided:
  - A professional approach to gaining employment
  - A professional resume and cover letter
  - A practical application with vital information to use when applying for employment
  - Additional assessments if needed (such as: CareerTrax, Employ Florida, My Florida Shines)
  - Current job postings, invitation to job recruitments and labor market information
- Community Service/Professional Development Participants are provided:
  - On- the- job work skills training
  - Soft skills training
- Vocational Training
- Employment



# Supplemental Nutrition Assistance Program

- Automation Supported by Staff Assistance
  - Online orientation & assessment
  - Moves clients quickly to meeting program requirements
  - Client self-scheduling for program overview appt.
  - Ensures only work-ready clients are referred to jobs
- Partner Support
  - Florida State College at Jacksonville
  - Operation New Hope



# SNAP Best Practices

- 21<sup>st</sup> Century Learning Express
  - On-line job skill training
  - Includes a Skill Check program for TABE testing
  - Tracks hours completed in the courses
- Operation New Hope
  - Ready4Work program
  - Career development training for ex-offenders
  - 4-6 weeks, includes employment and life-skills
  - Provides necessary hours needed to achieve their monthly requirements
  - Readiness for workforce re-entry





## **Larry Temple**

*Executive Director of the Texas Workforce Commission*

Larry Temple is the Executive Director of the Texas Workforce Commission (TWC), a state agency with nearly 5,000 FTEs and an operating budget of approximately \$1.5 billion in addition to the issuance of \$3 billion in Unemployment Insurance benefits annually. TWC has statewide oversight of employment services, training, welfare reform, SNAP employment and training, child care, vocational rehabilitation, blind services, unemployment insurance benefits and adult education programs. The Agency delivers these services to its 254 counties through a network of 28 local workforce development boards.

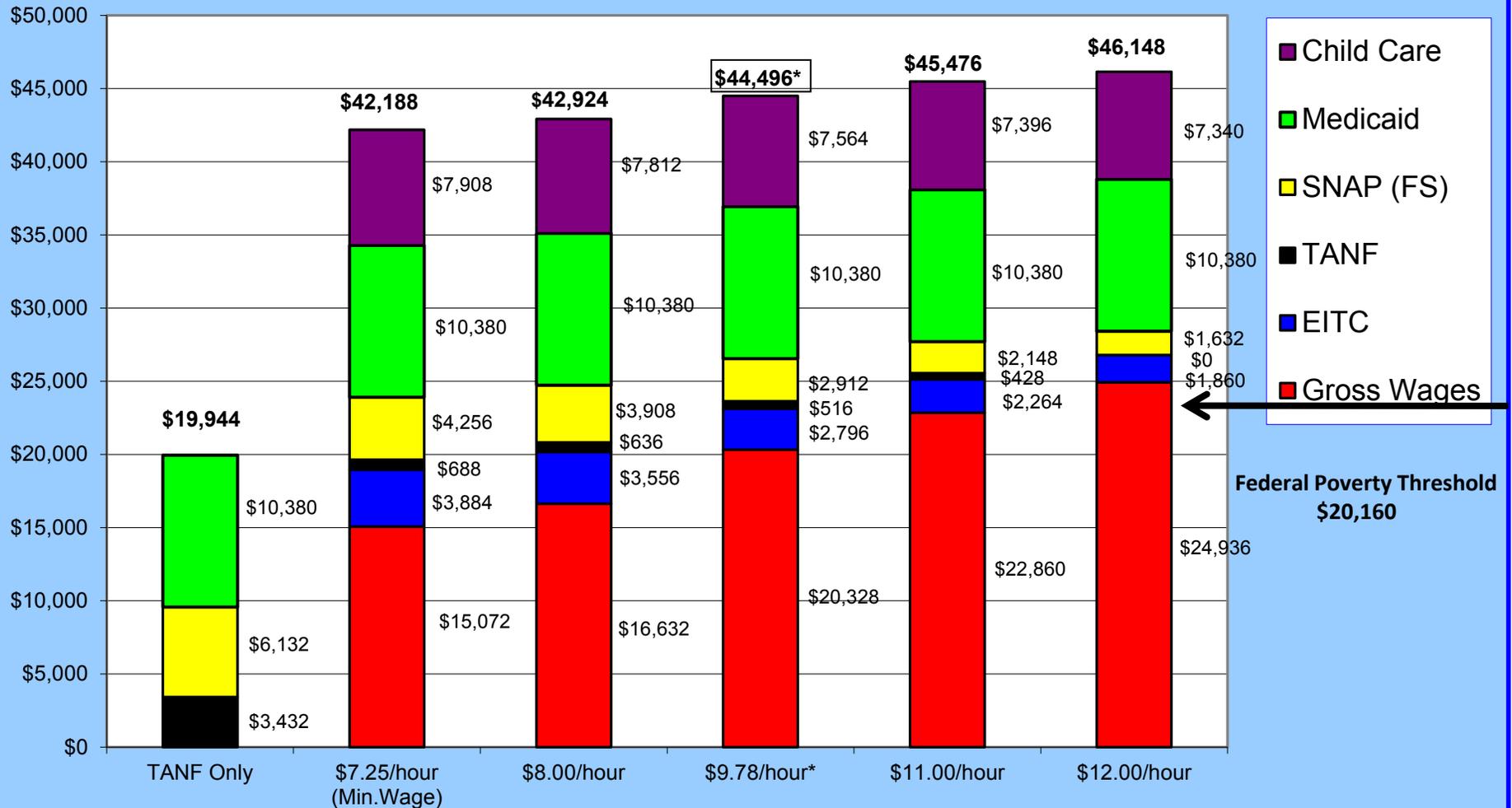


He serves as a member of the State's P-16 Council, which coordinates educational policy between Pre-k and 12 public education and higher education. He currently serves on the Board of Directors for the National Association of State Workforce Agencies and is its Past-President. He also serves as the Southwest regional representative to the American Public Human Services Association's Executive Policy Committee and was past Chair of the State Interagency Literacy Council.

Temple brings to the job more than 20 years of private-sector management experience in energy, retail and real estate development. He holds a Bachelor of Arts degree in History from St. Edward's University and is a member of its Advisory Council.

## 2017 Annual Wage and Benefit Scenarios for a Single Parent with Two Children

(Calculated Assuming Full-time Employment of 40 Hours per Week and Four Months of Earned Income Disregard)

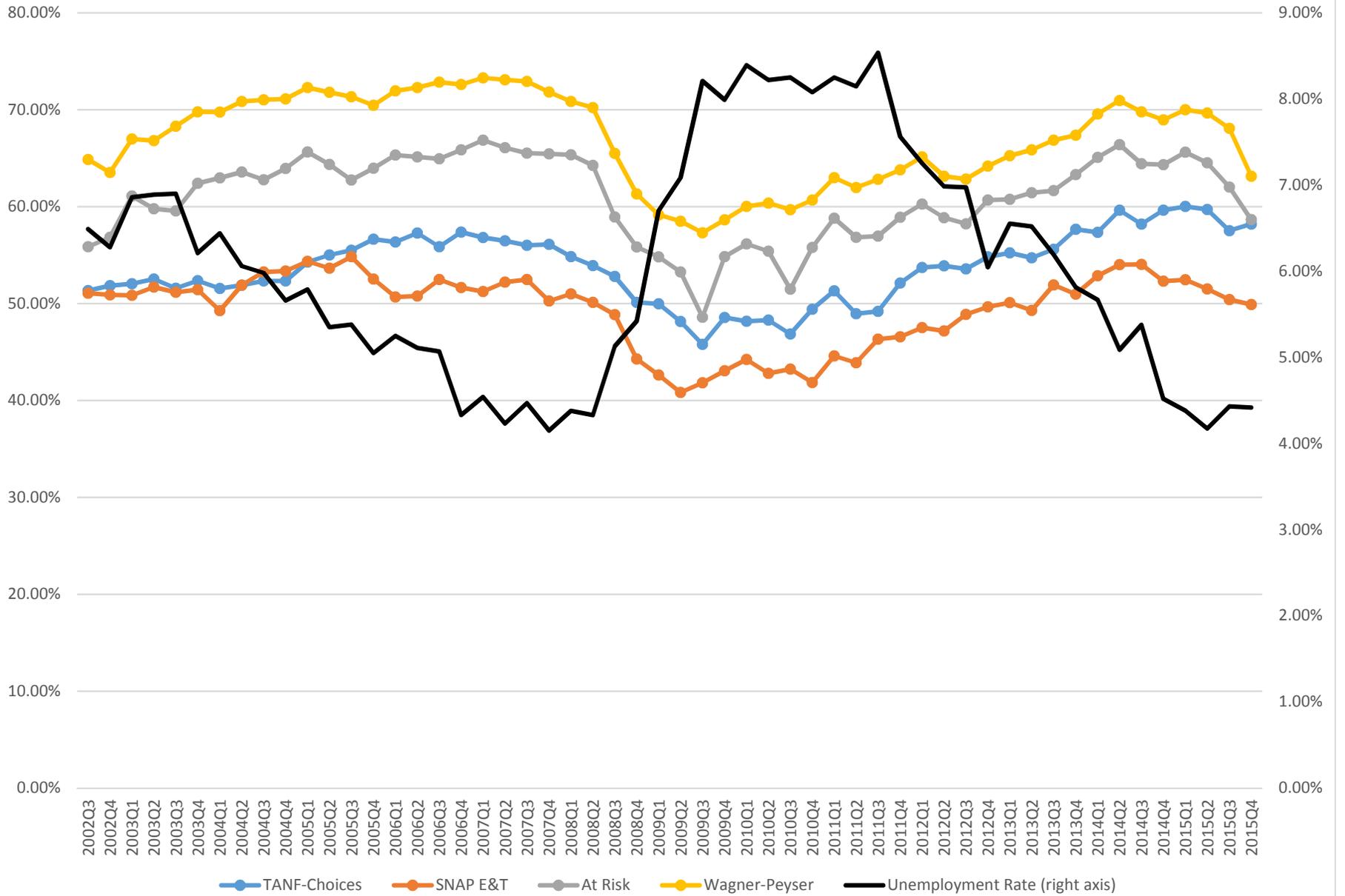


\* \$9.78 per hour is the state average beginning wage (from September 1, 2015 to August 31, 2016) for Choices participants entering employment.  
 Note: At \$12.00 per hour, TANF values are \$0. Annual values are derived by using four months of the Earned Income Disregard (EID) values plus eight months of Transitional values. Housing and Transportation costs are not included. Standard rounding convention has been applied where appropriate.

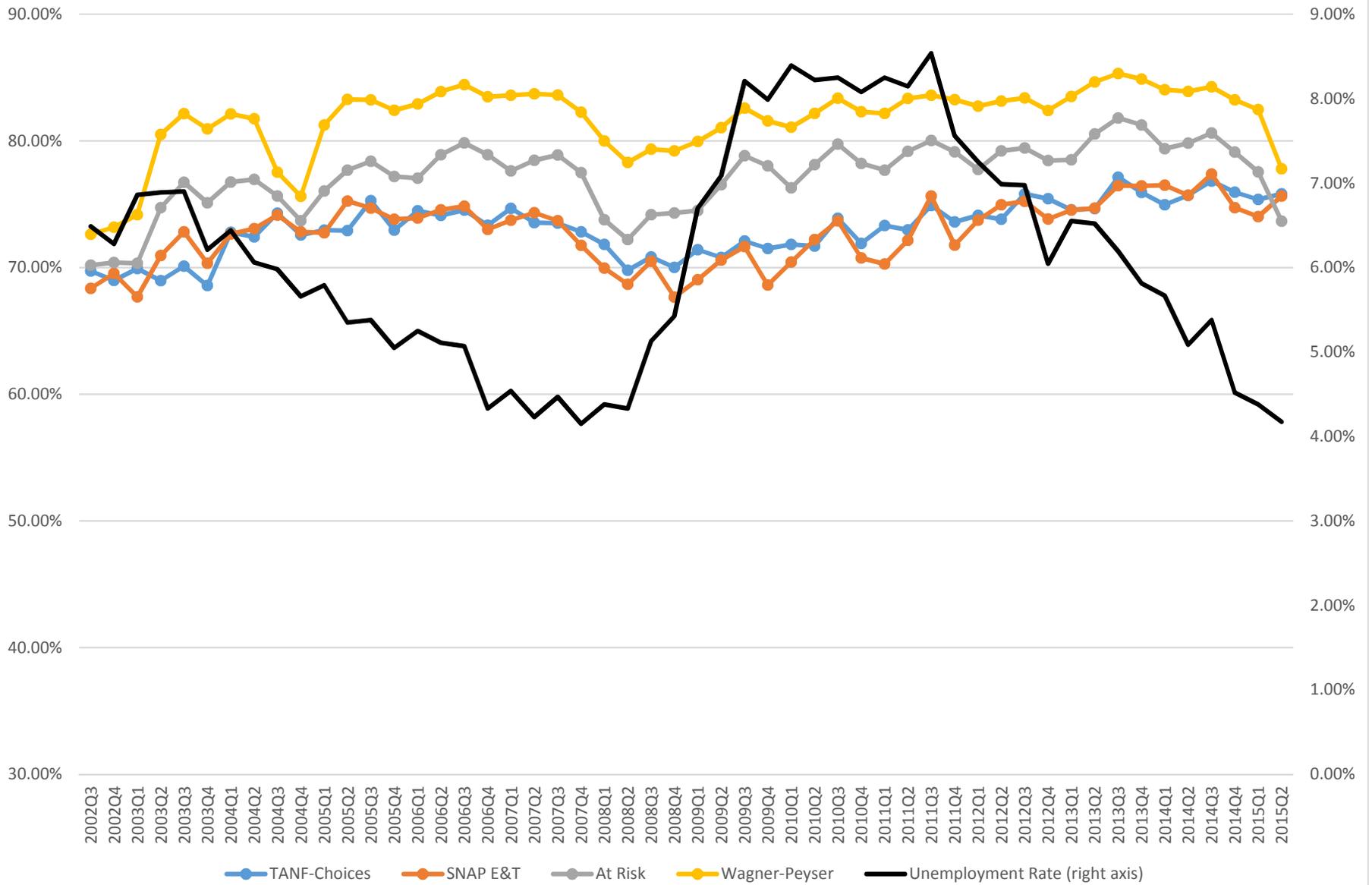
Date Source: *Single Parent Family Income and Assistance Model, November 2016*

Texas Workforce Investment Council

### Employment in Q2 Post Exit



Employment Q2-Q4 Post Exit  
 (% of those Employed in Q2 who are also Employed in Q3 & Q4)





## **Kimberly Moore**

*Vice President for Workforce Development at Tallahassee Community College*

Kimberly Moore has spent over a decade in the workforce development arena. She currently serves as the Vice President for Workforce Development at Tallahassee Community College (TCC). In the position of Vice President, she is responsible for developing strategic solutions that address the needs of employers and those seeking to enter the workforce. Prior to joining TCC, she served as the Chief Executive Officer of **WORKFORCE plus**, becoming the youngest person, the first African-American and the first woman to hold this top position. Ms. Moore is a 1993 graduate of Tallahassee Community College with an Associate of Arts degree. She continued her education at The Florida State University, earning a Bachelor of Science degree in Criminal Justice in 1995. In May 2006, she earned her M.B.A from Webster University. She is a proud member of Leadership Tallahassee Class 24 and Leadership Florida Class 33.



In addition to her role at Tallahassee Community College she continues to give back to her community through service. Presently she serves in the following volunteer roles:

- Board Member – Gadsden County Development Council
- Board Director – Past President - Wakulla Chamber of Commerce
- Board Member – Greater Tallahassee Chamber of Commerce
- Board Chair – Institute for Nonprofit Innovation and Excellence
- Board Director – Big Bend Hospice
- Board of Governors - Leon County Research and Development Authority  
Council - Downtown Redevelopment Commission
- Florida A & M University – Board of Trustees

# Connecting the Dots

Kimberly A. Moore, MBA  
Vice President for Workforce Innovation,  
Tallahassee Community College

# Challenge or Area of Opportunity

## Barriers to Work

- ❖ Lack of work experience (spotty or with gaps)
- ❖ Existing skills no longer relevant
- ❖ Oversaturated market
- ❖ Skills do not align with local workforce needs
- ❖ Training is dated/stale
- ❖ Job history “lacks focus”
- ❖ Consummate job hopper

# Operating with the Desired Outcome in Mind

## Option A

### Short-Term Strategy

- \* Get a job, any job (stop the clock)
  - \* Transition from TANF to SNAP
  - \* Receive transitional services
  - \* Authorization period ends

Revolving Door Opens

## Option B

### Long-Term Strategy

- \* Job leads to a career
- \* Infusion of in-demand workforce training
  - \* Industry recognized credentials (i.e. stackable and portable)
  - \* Safety Net/ Support No Longer Needed

Break the Cycle

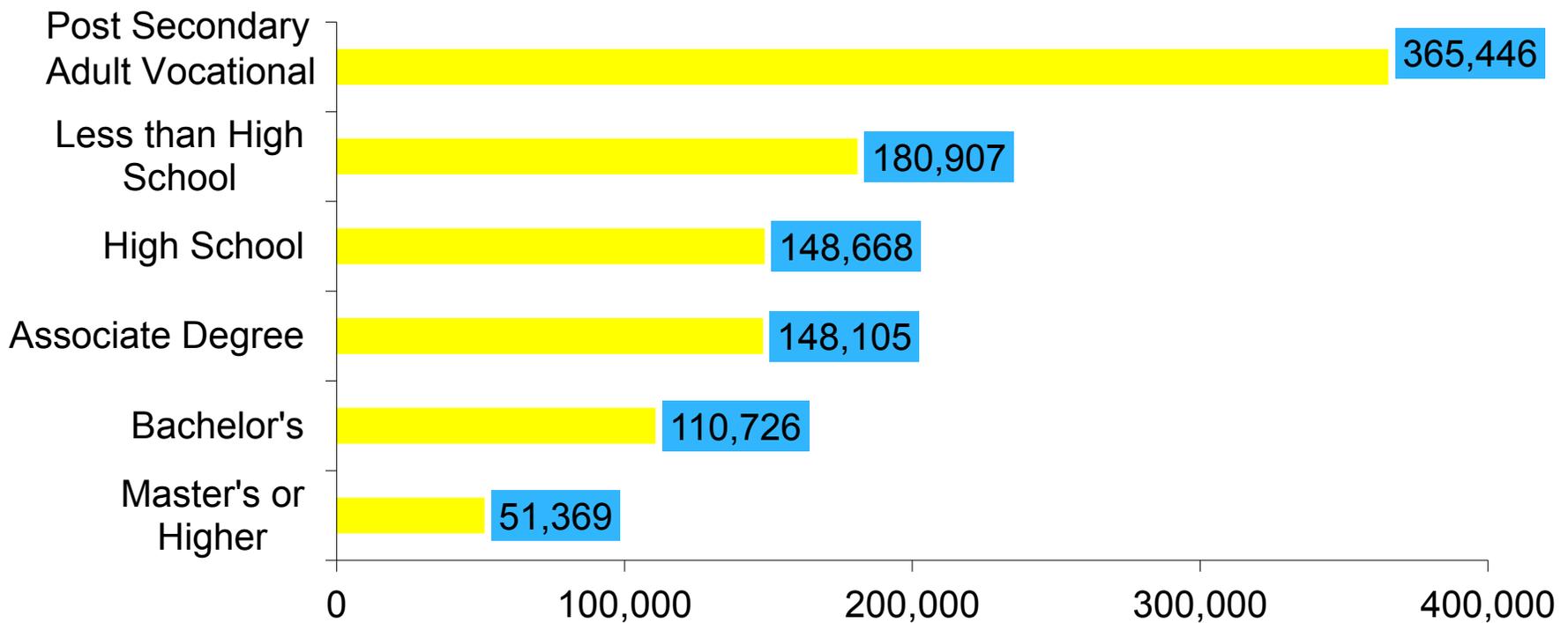
## Task:

Bridge the gap between employers seeking a skilled workforce and jobseekers that affords self-sufficiency and quality of life with a “win-win proposition”

# Employer View

- \* Competing job boards
- \* Perception Issue
- \* Need Hard Skills and Soft Skills
- \* **Declare a Skills Mismatch – “Stepping into Action”**
  - \* **Length of Job Openings**
  - \* **Workforce Commuter Patterns**
  - \* **Engage Out of the Box Measures to Attract their Workforce**

# Florida's Landscape 2012-2020



# Jobs and Education

- \* Certificates are 2<sup>nd</sup> most awarded credential in the nation
- \* Individuals who attain a certification earn \$240,000 more over the course of their lifetime compared to a high school graduate

# Key to Success: Education

- \* Repackaging education and the messaging.
  - \* Multiple on/off ramps all point to life long learning
- \* Proclaiming the Role: Supplier of talent and the future workforce
- \* Engaging employers and EDOs to align curriculum with industry (i.e. Career Academy)

# 21<sup>st</sup> Century Skills

- \* Adaptability
- \* Analysis/Solution Mindset
- \* Collaboration
- \* Communication
- \* Digital Fluency
- \* Entrepreneurial Mindset
- \* Empathy
- \* Resilience
- \* Self-awareness
- \* Social/Diversity Awareness

# Local All Hands on Deck Approach

## System Education, Engagement and Collaboration

- \* Career Pathways Council
- \* Initiatives/Efforts
  - \* Workforce & Education = Hot Occupations Now (messaging)
  - \* Guidance Counselor/Advisor Train-the-Trainer
  - \* Joining the Entrepreneurship Ecosystem

# Career Pathways Council

Stakeholders: Secondary and Post-Secondary, Economic Development Organizations and the Regional Workforce Board

- \* Adopted a No Wrong Door/ No Ego Approach
  - \* Special Target Groups (TANF, SNAP, etc.)
  - \* Employers
  - \* Community
  - \* Chamber and Economic Development Partners

Objective: Develop strategic careers pathways as a vehicle to educate and connect job seekers to employers and establish a collaborative approach for addressing local issues.

# Hot Occupations Now!

This is more than just some "catchy" slogan. Tallahassee Community College (TCC) is committed to providing you with "just-in-time information and training!" Our goal is to identify the hottest occupations in the state of Florida and the Big Bend region so that you can make the best decision about your career choice and future! On a monthly basis, TCC will use data (we will refresh the data as it is made available) from an expert 3rd party source to highlight the in-demand Hot Occupations. This same data source collects information on all of the legitimate on-line help wanted ads posted both in the state of Florida and Leon, Gadsden, and Wakulla Counties.

Note TCC is not guaranteeing you a job, but instead a pathway to a solid education and a successful career. So that once you've completed the training you'll be able to - "Choose a job you love, and you will never have to work a day in your life." –Confucius

If you would like more information after exploring our Hot Occupations Now webpage please call 850-201-8760 and you will be connected with a program representative.

- [Region's Top 10 Advertised Jobs and Training](#)
- [Regional Employers With The Most Advertised Jobs](#)
- [Florida's Top 10 Advertised Jobs and Employers](#)
- [Top Employer Requested Skills](#)



**Tallahassee Community College**

# Dollars and Cents

Registered Nurses	336	340	\$61,942	Associate Degree
Heavy and Tractor-Trailer Truck Drivers	137	189	\$35,984	Postsecondary Vocational
Management Analysts	119	76	\$55,744	Bachelor's Degree
Computer Systems Analysts	92	97	\$79,685	Associate Degree
First-Line Supervisors of Food Preparation and Serving Workers	92	81	\$36,733	Postsecondary Vocational
Computer User Support Specialists	85	91	\$37,294	Postsecondary Vocational
First-Line Supervisors of Retail Sales Workers	81	102	\$43,243	Postsecondary Vocational
Retail Salespersons	75	107	\$24,690	High School Diploma
Customer Service Representatives	74	90	\$30,992	Postsecondary Vocational
First-Line Supervisors of Office and Administrative Support Workers	73	74	\$53,040	Associate Degree

# Guidance Counselor and Advisor Train the Trainer

- \* Exposure to Current Labor Market
- \* Understanding Future Workforce Needs
- \* Access to a Workforce Toolbox (resources)
- \* Employer Spotlight

# The Entrepreneurial Generation

- \* Youth have the highest unemployment of any age group
- \* 54% of young people want to start a business or have already started one

**75% of new jobs created are by entrepreneurs**



Curriculum

Get Started

Business Mentoring

Meet Other Entrepreneurs

Resource Center

Calendar of Events

# Ignite Your Entrepreneurial Spirit

*Tallahassee ranks among the top places in the U.S. to start a new business. So, what are you waiting for? Ignite your entrepreneur education with the TCC Spark! initiative.*

**GET STARTED**

Spark is an initiative focused on fueling passionate entrepreneurs with the skills and connections needed to ignite an idea and grow a successful business. Whether you're a student looking to launch a startup or a business owner wanting to expand and increase your revenue, our training will help you grow your network and accelerate in a competitive marketplace.

Spark has strong community support and an integrated network of partnerships focused on giving students access to local entrepreneur-focused institutes and successful business leaders. This helps our budding entrepreneurs spur economic vitality by striking a balance between innovation and business planning that is important to steadfast success.

### Why Spark Training?

- Education focused on start-up success
- Credit and Non-Credit training opportunities
- Ability to create quality, high-paying jobs
- Access to local entrepreneurs

Academics  
Contact Us

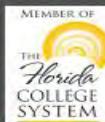
Giving to TCC  
Maps/Directions

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## **Babs Roberts**

*Director for the Community Services Division (Economic Services Administration of the Department of Social and Health Services)*

Babs Roberts currently serves as the Director for the Community Services Division (CSD) within the Economic Services Administration of the Department of Social and Health Services. Babs has been the director since December 2009. CSD has primary responsibility for the policy development and implementation of public assistance programs such as Temporary Assistance for Needy Families (TANF), Refugee Cash Assistance (RCA), Aged/Blind/Disabled (ABD) and Pregnant Women's Assistance (PWA) as well as Supplemental Nutrition Assistance Program (SNAP commonly referred to as Basic Food) and Food Assistance for Legal Immigrants (FAP). In addition, CSD provides eligibility determination services for a multitude of medical assistance programs and Child Care Subsidy programs.



CSD works in partnership with Employment Security, State Board for Community and Technical Colleges, Department of Commerce, the Department of Early Learning and the Office of Financial Management to implement the WorkFirst program which provides employment and training assistance to TANF recipients that are designed to move parents towards self-sufficiency through employment.

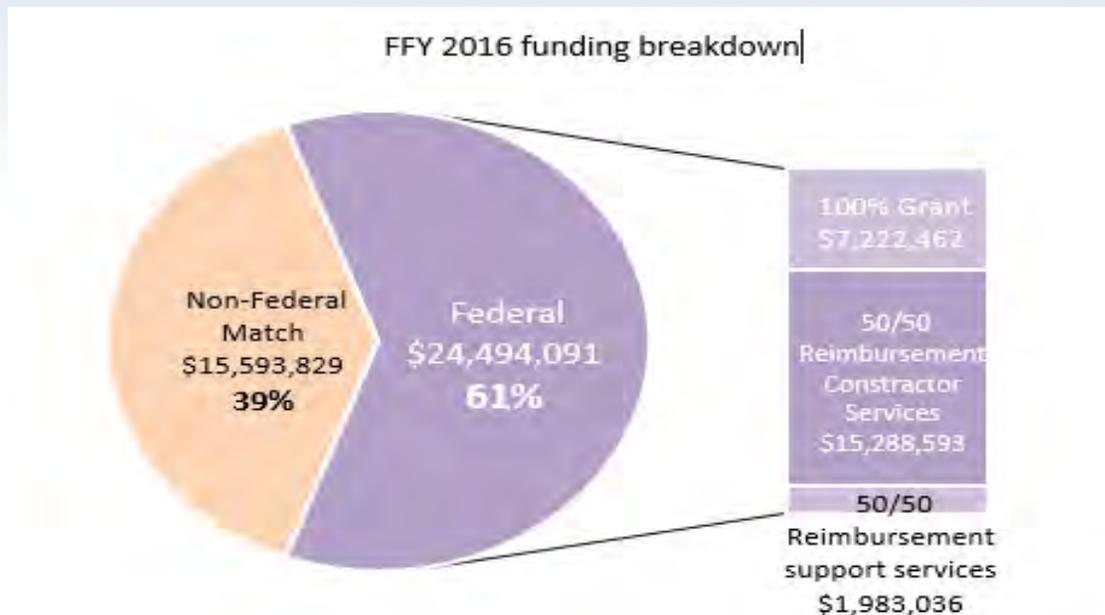
# SNAP Employment & Training Programs

Babs Roberts, Director, Community Service Division



# Basic Food Employment and Training (BFET) **Transforming Lives** Washington's SNAP E&T Program

- Started in 2005 and grown strategically--now partnering with 34 Community & Technical Colleges and 46 community-based organizations (CBOs)
- The BFET program is an important part of Washington State's comprehensive workforce development system serving the needs of low-income individuals, displaced workers, and employers.



## BFET Participant Results

- FFY 2015 :
  - Employment Rate: 61%
  - Median Wage: \$12.82/hr.

FFY	Avg. # of <b>Women</b> Working per Month	Avg. age	Avg. Wage/Mo.	Avg. # of <b>Men</b> Working per Month	Avg. age	Avg. Wage/Mo.
<b>2015</b>	1,488	33	\$ 885	712	35	\$ 959
<b>2016</b>	1,670	33	\$ 908	767	35	\$ 1,005

Source: EMAPS assignment number 3884, generated Aug. 24, 2016.

- FFY 2015 Retention Services

FFY	Exit	Cohort	After 2 Quarters			After 4 Quarters		
			Total Employed	Median Wages	Employment Rate	Total Employed	Median Wages	Employment Rate
2015	2014 Q4	<b>2,925</b>	1,716	\$11.86	59%	1,778	\$12.82	61%
	2015 Q1	<b>3,019</b>	1,884	\$12.20	62%	1,830	\$13.12	61%

<sup>8</sup> Employment result four quarters after BFET exit, eMAPS Q520 report, generated Aug. 19, 2016.

# Best Practices

- Start small with an E&T program;
- Identify target audience early;
- Conduct marketing outreach prior to program implementation; events several months prior to program roll out.
- Include providers, partners, stakeholders in conversations early; and
- Have dedicated fiscal and contracts staff.



## SNAP E&T Pilot Goals

National Project: To increase the engagement of SNAP work registrants in:

- Unsubsidized employment;
- Increasing participants earnings; and
- Reducing reliance on public assistance

# SNAP E&T Pilot Goals

Washington's SNAP E&T Pilot:

Resources to Initiate Successful Employment – *RISE*

Goal--Fill the gap currently experienced by BFET participants who face multiple barriers and lack the needed work experience to obtain employment resulting in self-sufficiency.

Emphasis on:

- Barrier reduction through a standardized approach of comprehensive case management;
- Opportunities to sharpen personal skills through Strategies for Success (combined work/life skills training); and
- Offering SNAP recipients work-based learning activities.

## Why RISE?

What areas can we improve in BFET?

- BFET has a current employment rate of 61.2%,
  - What happens to the remaining population?
- BFET has a successful completion rate of 70%.
  - What happens to the remaining population who are not successful?



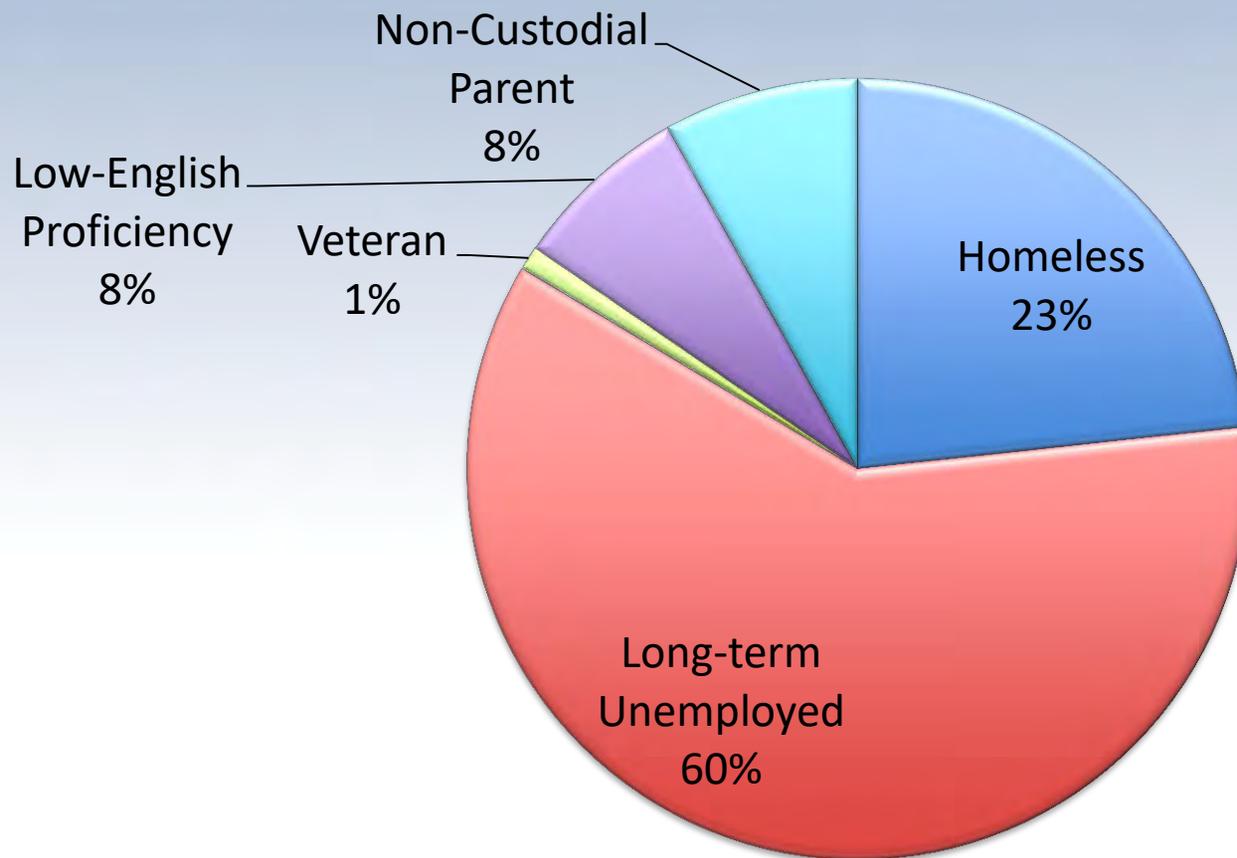
## Who's Eligible for RISE

- Offered in four counties through the state:
  - King – Urban SNAP population 109,932
  - Pierce – Urban & Rural SNAP populations 69,912
  - Spokane – Urban SNAP population 48,949
  - Yakima – Rural SNAP population 29,597
- Work registrants who are:
  - Homeless;
  - Limited English Proficiency;
  - Long-term unemployed (12 months or longer);
  - Non-custodial parents owing arrears; and
  - Veterans

## Who's Eligible for RISE?

- At least 1 critical barrier      OR
  - Chemical Dependency
  - Child Welfare
  - Criminal Record affecting employment
  - Family Violence
  - Mental Health
  - Physical Health (Special Needs)
- 3 or more standalone barriers:
  - Housing
  - Resources Deficiencies
  - Skill Deficiencies
  - Learning disability
  - Employment required verification
  - Negative or lack of employment history

# Who's Participating in RISE?



# Program Differences

## BFET Services

- Employability assessment
- Case management
- Job readiness training
- Basic skills/ESL training (literacy, math, vocational ESL, GED preparation)
- Vocational training
- Job search assistance, job placement, and post-employment support services

## RISE Focus

- Emphasis on **barrier reduction** through a standardized approach of **comprehensive case management** leading to self-sufficiency
- Provide opportunities to **sharpen personal skills** through **Strategies for Success**
- The opportunity to offer SNAP recipients **work-based learning activities**



## SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM (SNAP) EMPLOYMENT AND TRAINING (E&T) BEST PRACTICES STUDY (SUMMARY)

### Background

This study—mandated by Section 4022 of the Agricultural Act of 2014 (Public Law 113-79) (the Act)—reviews research on employment and training (E&T) program components and practices that: (1) assist members of households participating in the Supplemental Nutrition Assistance Program (SNAP) to obtain regular employment; and (2) are best integrated with State workforce development systems. This review also included research on the effectiveness of E&T components offered to low-income individuals by other Federal and State agencies, and the private philanthropic sector.

The main objective is to provide Congress, the USDA Food and Nutrition Service (FNS), and individual States with information that can be used to shape SNAP E&T program services to improve the employability, self-sufficiency, and well-being of SNAP clients.

### Methods

A comprehensive review of 160 studies of SNAP E&T and other public workforce development programs was conducted. Studies were reviewed, summarized, and synthesized using citation management techniques and qualitative data analysis software. Each study was coded for relevant information including type of E&T intervention, research methods, and outcomes and analyzed in order to identify practices and program components that appeared to increase participants' skills, employment, and earnings.

### Findings

**Research on SNAP E&T is limited.** The program has evolved since the last FNS study on E&T was published in 1994. FNS is currently overseeing the impact evaluation of the 10 pilot projects authorized by the Act that were recently implemented. The first findings from the evaluation are not expected until 2019.

**SNAP E&T program changes have allowed for more effective service models.** These strategies include:

- Using individualized service plans to address SNAP recipients' strengths and weaknesses as identified through initial assessments;
- Developing third-party partnerships among SNAP E&T programs, community colleges, State workforce development programs, and local non-profit organizations to increase the scope and intensity of available services; and
- Serving individuals who volunteer to participate, rather than mandating participation as condition of eligibility.

**Findings from the broader workforce development evaluation literature strongly indicate that without outside intervention, many working poor will remain in jobs that pay below the poverty level.** Improving the ability of low-income individuals, both working-poor and unemployed, to advance beyond low-wage jobs is the underlying goal of a variety of strategies employed by workforce development agencies. These strategies include:

- Work requirements and work incentives
- Job search assistance and placement supports
- Subsidized employment
- Education and training
- Case management and supportive services
- Focus on in-demand sectors
- Collaboration with other programs to provide comprehensive services to targeted participants

**Stand-alone basic skills instruction and job search assistance programs fall short of helping participants achieve lasting self-sufficiency.** In contrast, more intensive services that combine

several components simultaneously or sequentially appear to be more promising in helping participants achieve the desired improvements in employment and earnings. For example, programs that combine job search and education/training activities with a specific mix of services based upon the individual's needs resulted in higher rates of participation, overall and by component, and longer lasting impacts than single activity programs. Programs that combine basic skills training with contextualized vocational education and those that include both job search assistance and transitional employment subsidies also show benefits.

**Programs leading to academic credentials or community college certificates are often associated with improved outcomes.** This is especially true when the education and training is in a sector that has been targeted for its expected high growth and ability to offer high-wage jobs. Similarly, strategies that connect participants to in-demand fields or careers, including apprenticeships and on-the-job training, also lead to improved earnings.

**The SNAP E&T program has limited resources, so it is important to weigh the available evidence when planning which components to offer participants.** The literature recommends collaboration with non-profit organizations, community colleges, and other programs as one way the program may be able to take advantage of some of the more promising strategies.

### Recommendations

**The findings from the synthesized research suggest SNAP recipients will benefit most from SNAP E&T if services offered by State programs:**

- Are based on assessments of the workforce-related strengths and weaknesses of SNAP clients;
- Comprehensively address individuals' needs for skills training, basic skills education, and overcoming barriers to employment;
- Help participants earn credentials valued by employers in their chosen industry or sector; and
- Develop skills closely linked to labor market demands in the local area.

**State SNAP E&T program designs may need adjustments to maximize use of best practices.**

States that enroll a relatively large number of mandatory work registrants in SNAP E&T services, or that emphasize self-reported job search as a program activity, are less likely to see an increase in self-sufficiency among SNAP participants. In contrast, States that emphasize the delivery of post-secondary education tailored to labor market demands appear to have a better likelihood of improving long-term employment and earnings for participants. However, as 100 percent Federal funding for SNAP E&T program activities is limited, findings suggest this program will remain small in scope unless State SNAP E&T managers can develop partnerships with community-based organizations, colleges, and other providers to leverage additional funds matched with a 50-percent reimbursement from Federal funding.

### For More Information

Paprocki, Anne, Deborah Kogan, and Hannah Diaz. *Supplemental Nutrition Assistance Program (SNAP) Employment and Training (E&T) Best Practices Study: Final Report*. Prepared by Social Policy Research Associates for the U.S. Department of Agriculture, Food and Nutrition Service, November 2016. Available online at: [www.fns.usda.gov/research-and-analysis](http://www.fns.usda.gov/research-and-analysis).