2019 ACT Workforce Summit
Sustainable Funding for Career Pathways - October 30, 2019

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Food and Nutrition Service, USDA

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WHAT IS SNAP EMPLOYMENT & TRAINING?

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

- The program is administered at the federal level by the U.S. Department of Agriculture’s Food and Nutrition Service (FNS).

- All states are required to operate a program.
PROGRAM DESIGN

States can design SNAP E&T programs to suit the needs of the population and decide how services will be delivered.

Services can be provided by:

- SNAP eligibility agency;
- State labor agency;
- WIOA service providers;
- Community and Technical Colleges;
- Community Based Organizations (CBO) (Goodwill, YWCA, etc.); or
- Employers.
Examples of SNAP E&T Flexibility

- It can partner with TANF, WIOA or any other workforce program to deliver integrated, holistic and seamless services.

- It can fund training for individuals looking to compete for the middle-skill jobs that employers need.

- It can provide standalone funding for critical participant supports, like transportation, child care and others; or, help to cover supports not funded by other programs.

- It can help to braid and leverage non-federal funding for allowable training and supports already being provided by community based programs, enhancing sustainability.
FUNDING

Grant Funds to State – Capped at $103.9 Million:

- Planning, implementation and operation of state E&T programs.

Fifty Percent Funds – Not Capped:

- Additional administrative costs that exceed the state’s funding under the annual E&T grant, and reimbursement of allowable costs not paid for through federal funds.

ABAWD Grants – Capped at $20 Million
THIRD-PARTY – WHAT IS IT?

A third-party partnership simply means that E&T services are provided by third parties, such as community colleges, community based organizations, etc.

**Main Feature:** Funds to pay for the services come from the partners rather than the state or labor agency, and can be reimbursed at 50% by federal SNAP E&T funds.
STATE PROCESS
SNAP E&T
PARTNERSHIPS

Source: Hennepin County, Minnesota, and InsightWorks Consulting.
PROVIDER STEPS TO BECOME A PARTNER

❖ Conduct a self-assessment;
❖ Develop a proposal;
  ✓ Description of services,
  ✓ Target population and anticipated number of participants to be served, placed in employment, and
  ✓ Budget, including non-federal source for 50/50 reimbursement.
❖ Contract; and
❖ On-board.
State of Georgia provider partner since 2016.
Operationalized Georgia’s vision to expand services statewide.
Training and consulting for other Georgia partners.
Current technical assistance for provider in Texas.
Intermediary contract entity leading to scalable program growth.
Trusted partner and national ambassador of SNAP E&T.
Atlanta Career Rise – Job Training Programs that Work

<table>
<thead>
<tr>
<th>Program Completion Rate</th>
<th>Program completers employed post-program retention</th>
<th>Increase in hourly wage for program participants who were employed at intake and post-program retention</th>
</tr>
</thead>
<tbody>
<tr>
<td>93%</td>
<td>78%</td>
<td>47%↑</td>
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</table>

- **Program completers employed post-program**: 85%
- **Post-program retention average hourly wage**: $12.98

Public Assistance Outcomes

Comparison of TANF & SNAP

- **TANF**
  - Pre-Program: $43,836
  - Post-Program Retention: $20,232

- **SNAP**
  - Pre-Program: $294,120
  - Post-Program Retention: $86,688

- **Combined TANF & SNAP**
  - Pre-Program: $337,956
  - Post-Program Retention: $106,920

68% ↓

Total Benefits Received (SNAP & TANF)
SNAP Employment & Training
What do you know about Goodwill?
Our Founder’s Vision

“Friends of Goodwill®, be dissatisfied with your work until every handicapped and unfortunate person in your community has an opportunity to develop to his fullest usefulness and enjoy a maximum of abundant living.”

Rev. Edgar J. Helms, 1941
You are probably familiar with Goodwill thrift stores
Nationally, our **retail footprint is larger than Target.**
Donated goods retail social enterprise sustains our mission.

We are the **largest federal facilities maintenance contractor** in Greater Atlanta, maintaining millions of square feet every night.

**One out of every 275** adults in the U.S. who went to work last year received help from a Goodwill agency.

Goodwill® Tops the Brand World Value Index Survey at **#1 for Best Brand** Overall 2016 and 2017.
OUR MISSION IS TO PUT PEOPLE TO WORK.
We serve all job-seekers

But, we focus on priority populations with high barriers to employment.

Opportunity Youth • Seniors • Returning Citizens • Parents • Non-Custodial Parents • Veterans • People Experiencing Homelessness • Refugees • People with Disabilities
Our Territory

• We operate **62** stores and **55** donation centers

• We operate **13** free-to-the-public career centers
Our Territory

Georgia Goodwill Association is Statewide

Our market:
- **Urban**
- **Suburban**
- **Rural**
We Put 25,688 People to Work in FY2019!
WE PUT PEOPLE TO WORK.
Employment Rate
Served to Placed Ratio

Average Wage

Intensive Services

85%

Goal Actual

$10.16

$11.50

Axis Title

$12.00

$11.50

$11.00

$10.50

$10.00

$9.50

$9.00

Goal Actual

$11.50

$10.16
Quality

% of Persons Employed in Better Jobs

Middle Class+

Working Class +
We Work Better Together
When you Partner with our Goodwill, you Partner with an Entire Network

9 college co-enrollment partnerships
39 public sector partnerships
65 non-profit and community-based partnerships
93 private foundation partnerships
5,000+ employer partnerships
SNAP E&T in Georgia

- Over 200,000 SNAP recipients eligible to receive SNAP E&T services in metro Atlanta alone.

- The Georgia Division of Family and Children Services (DFCS) wished to incorporate skill building services in addition to existing Job Search services.

- Goodwill of North Georgia was the first 3rd party partner in the state in 2017

- Developed a three-year program enhancement and expansion plan 2017 to 2019.
Challenges

• Less than $2 million to fund the entire program.

• Limited connections to the State’s workforce development system.

• Identifying a pipeline of potential workforce partners to support program expansion.

• Historical silo approach.
Year One Expansion 2017

Courtesy of the Division of Family and Children Services
Year Two Expansion 2018
Year Three Expansion 2019

New SNAP Works Counties

Courtesy of the Division of Family and Children Services
SNAP E&T and Goodwill Nationally
38 SNAP E&T partnerships with Goodwill agencies in U.S.

- An increase of 15 partnerships from 2017 to 2018
- A 33% increase in 50/50 funds in one year

<table>
<thead>
<tr>
<th>Year</th>
<th>100% Funds</th>
<th>50/50 Funds</th>
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<tbody>
<tr>
<td>2017 Contract</td>
<td>$2,349,975</td>
<td>$9,165,539</td>
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<tr>
<td>Values*</td>
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<tr>
<td>2018 Contract</td>
<td>$2,307,979</td>
<td>$12,189,433</td>
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<tr>
<td>Values*</td>
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*Actual amounts may vary based on expenditure levels
Lay of the Land
Why Goodwill?

• Aligned goals and expertise serving SNAP recipients.
• Allowable SNAP E&T services through Career Centers.
• Robust and diverse funding streams.
• Experience administering federally funded programs.
• Extensive connections to employers, funders and other workforce providers.
• Focused on results.
October 2018:
Expand SNAP E&T Technical Assistance and Intermediary Role

Goal: Enhance SNAP E&T system to include 360º of work supports
Technical Assistance and Intermediary Role

Identify
Educate
Assess
Contract
Onboard
Monitor
Readiness to be a SNAP E&T Provider

- Administrative Capacity
- Serve Significant # of SNAP Recipients
- Stable Source of Allowable Non-Federal Funding
- Robust Data Collection and Reporting
- Skill-Building Demand-Driven Vocational Programs and Supports
- Coordinate Program Administration, Eligibility, Compliance and Outcomes

Serve Significant # of SNAP Recipients
Benefits to State

- Quickly increase capacity
- Reverse referrals = increased SNAP E&T enrollment, participation, and move to self-sufficiency through employment
- Translator and Ambassador to SNAP recipients, partner non-profits AND to Employers who don’t have patience for regulations & paperwork.
- Non-profit Community-Based Organizations can be more nimble & responsive = more rapid expansion
- Community partnerships & Trusting relationships: CBOs do not issue sanctions; SNAP recipients see non-profit as encouraging place to connect to work.
Benefits to Provider

- Additional dollars for programs and services
- Huge draw for philanthropy!
- Better connections to state systems, leadership
- Ability to leverage resources across multiple sources, providers to better serve SNAP recipients
Meet your SNAP work requirement. And start a career.

We’ve got everything you need to find them.
BOTTOM LINE
SELF-SUFFICIENCY
Agency Commitment to Helping States Succeed

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Useful Information

- FNS SNAP to Skills Project
- FNS SNAP to Skills Learning Academy and State Institute.
- State flexibility to use federal E&T grants to hire consultants and build program capacity.
- Availability of state exchange funds for peer-to-peer learning.
- SNAP to Skills Website: [https://snaptoskills.fns.usda.gov/](https://snaptoskills.fns.usda.gov/)
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<tr>
<th>Region</th>
<th>SNAP E&amp;T Analyst</th>
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QUESTIONS???