



United States Department of Agriculture



2019 ACT Workforce Summit

Sustainable Funding for Career Pathways - October 30, 2019

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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.

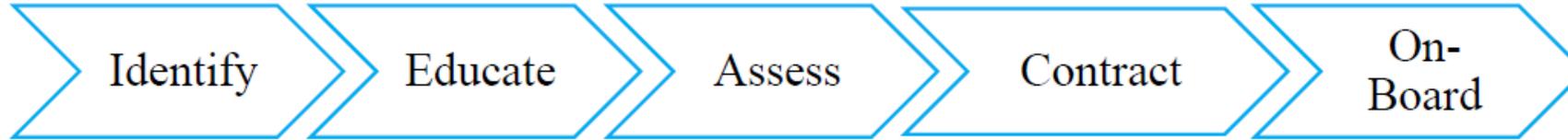
ABAWD Grants – Capped at \$20 Million



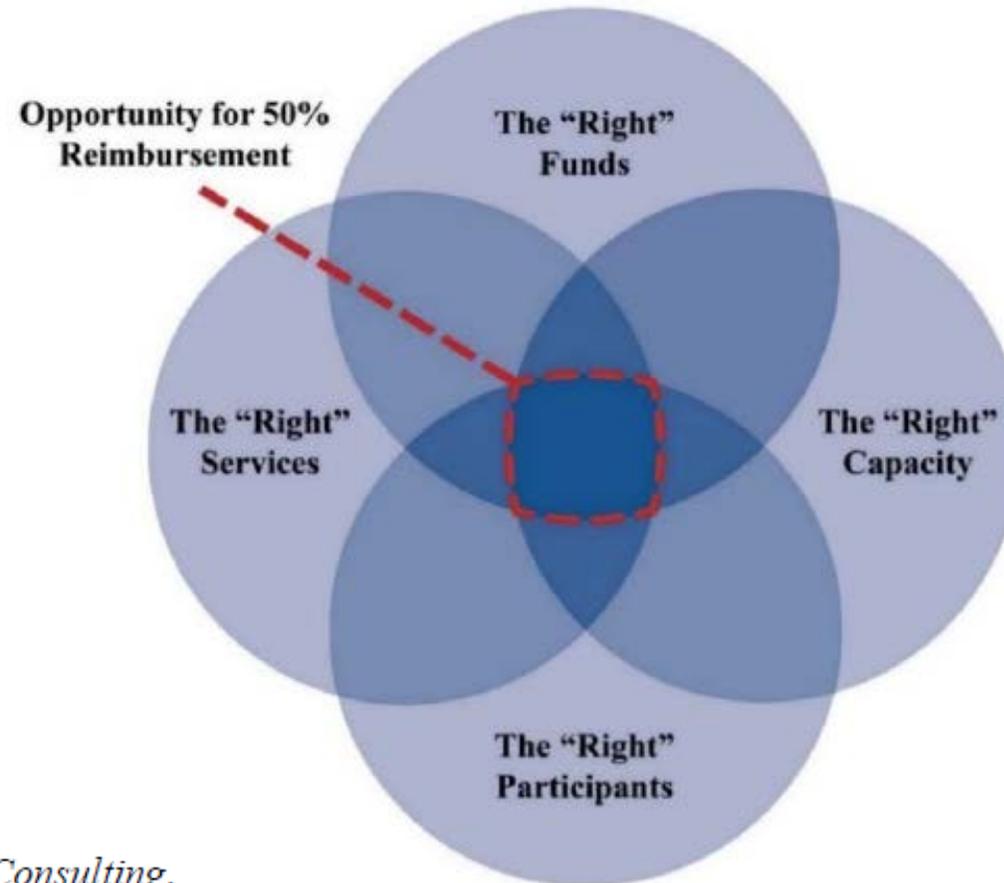
THIRD-PARTY – WHAT IS IT?

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

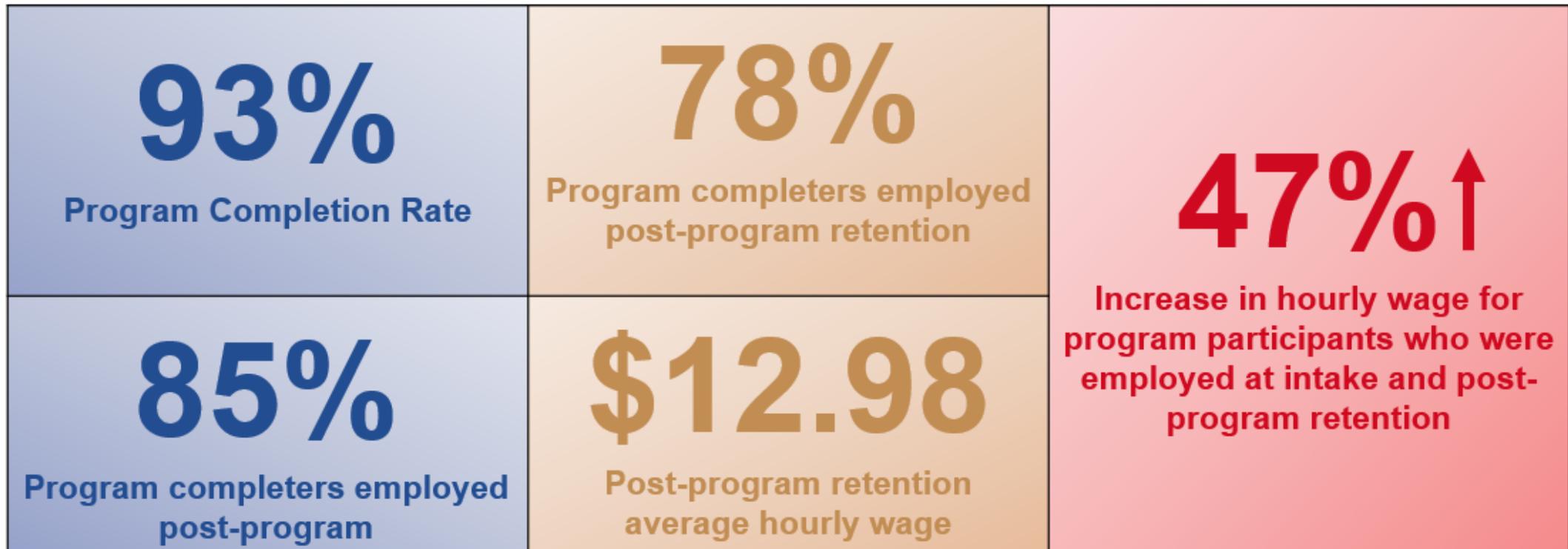
- ❖ Conduct a self-assessment;
- ❖ Develop a proposal;
 - ✓ Description of services,
 - ✓ Target population and anticipated number of participants to be served, placed in employment, and
 - ✓ Budget, including non-federal source for 50/50 reimbursement.
- ❖ Contract; and
- ❖ On-board.





- ❖ 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.

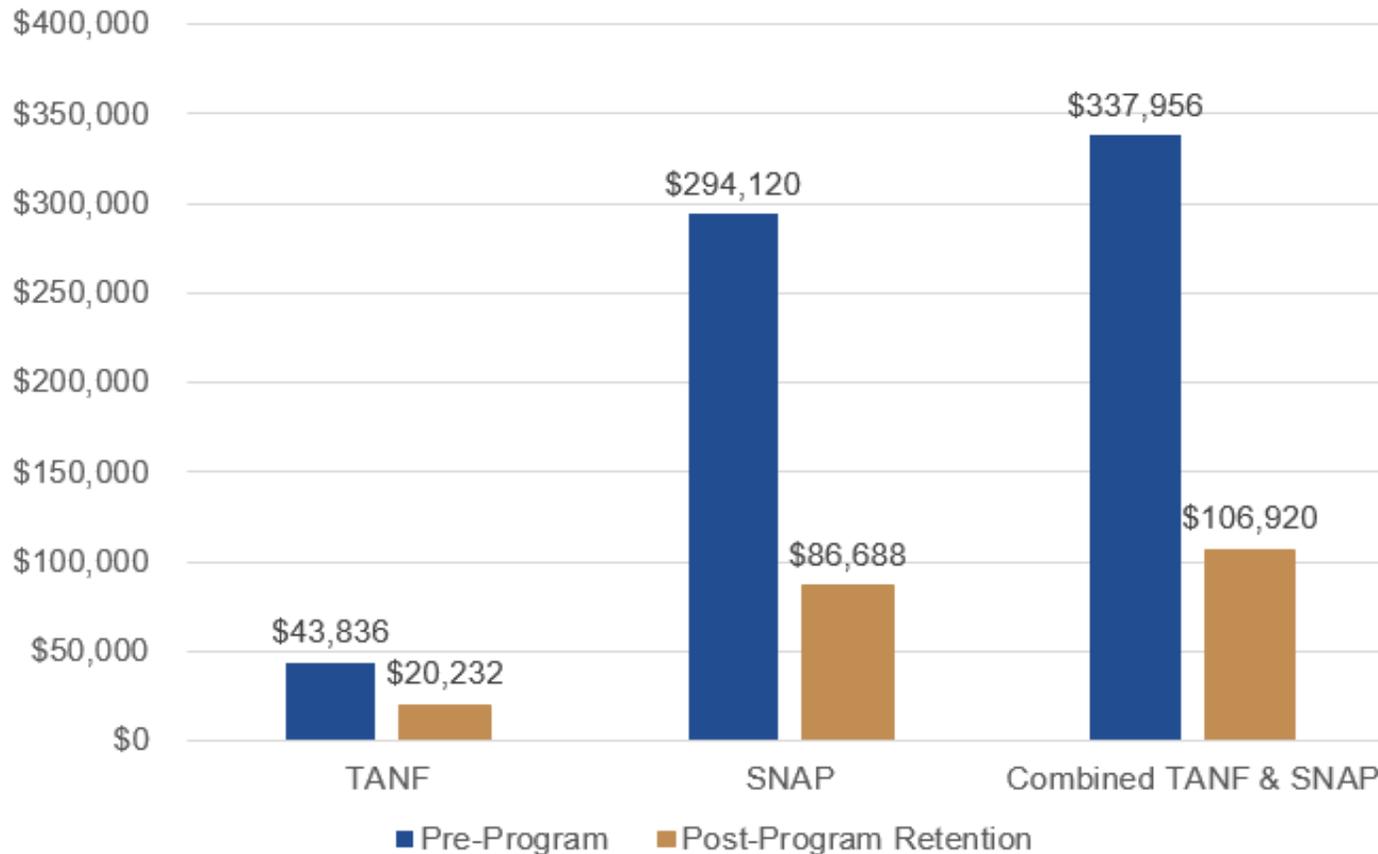
Atlanta Career Rise – Job Training Programs that Work



Link: http://atlantacareerrise.org/documents/acr_job_training_programs_report_2018.pdf

Public Assistance Outcomes

Comparison of TANF & SNAP



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**



GOODWILL: DID YOU KNOW?

- 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.

promote Goodwill and Goodwill Industries of North Georgia.

As an event attendee, you acknowledge that Goodwill of North Georgia and its affiliates have permission to use your name, like name, photograph, or likeness for the purpose of advertising, publicity, or in any other way in any media now known or ever developed without compensation.

You hereby waive all rights to inspect and approve the product, its use or such written or spoken copy in connection therewith.

You agree that you will not hold Goodwill of North Georgia or anyone who receives permission from it, responsible for any liability resulting from the use of your name, likeness, or photograph(s) in accordance with the terms hereof. You agree to waive and release any such claims, including but not limited to, distortion, optical illusion or faulty reproduction that may occur in the finished product, which might be construed as being a misrepresentation of you, your character, or your person, as well as any claim that use of your name, likeness, or photograph(s) constitutes an invasion of privacy.




Welcome
South Dekalb
Graduates
Check In

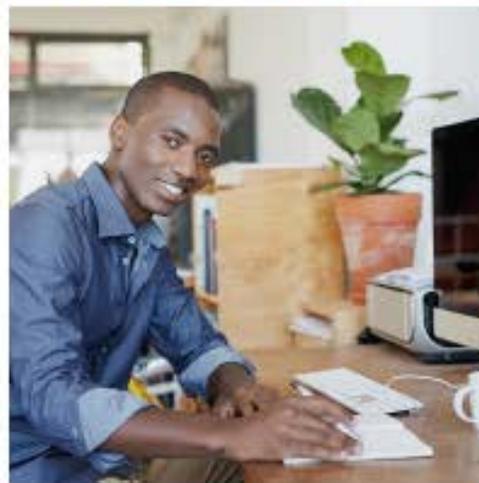

Welcome
Decatur
Graduates
Check In





We serve
all job-seekers

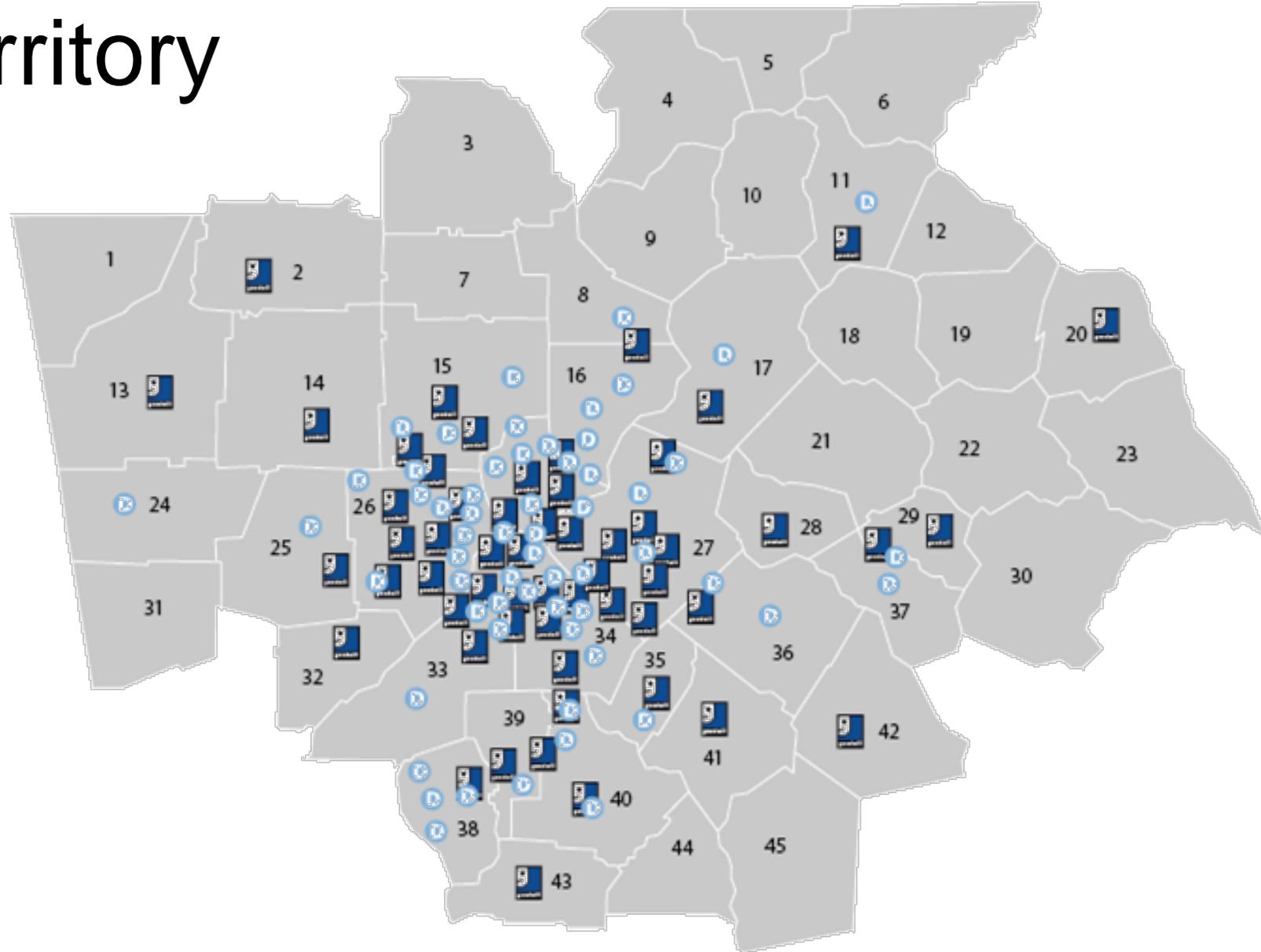
But, we focus on **priority**
populations with high **barriers**
to employment.



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

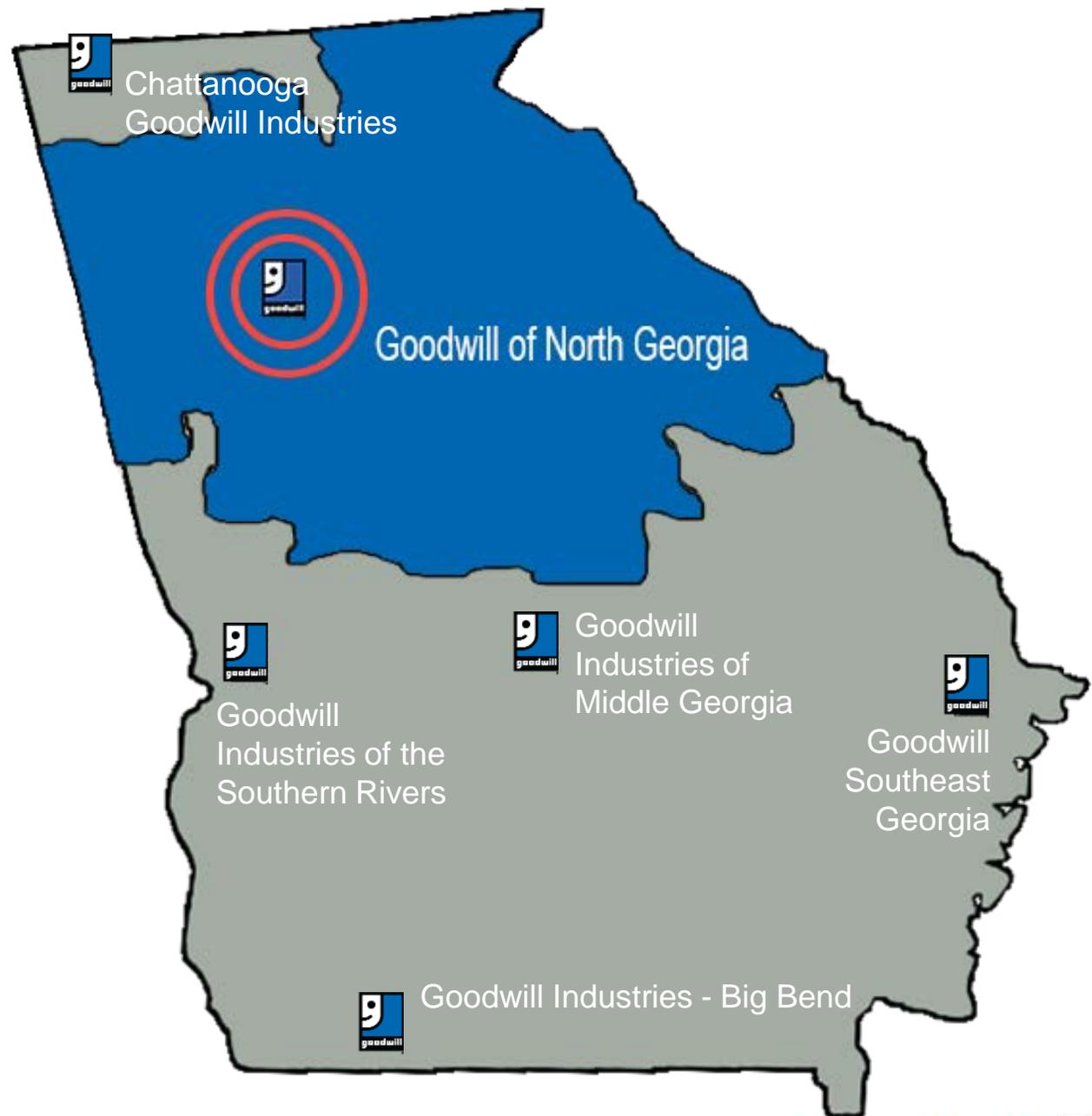


Our Territory

Georgia Goodwill Association is Statewide

Our market:

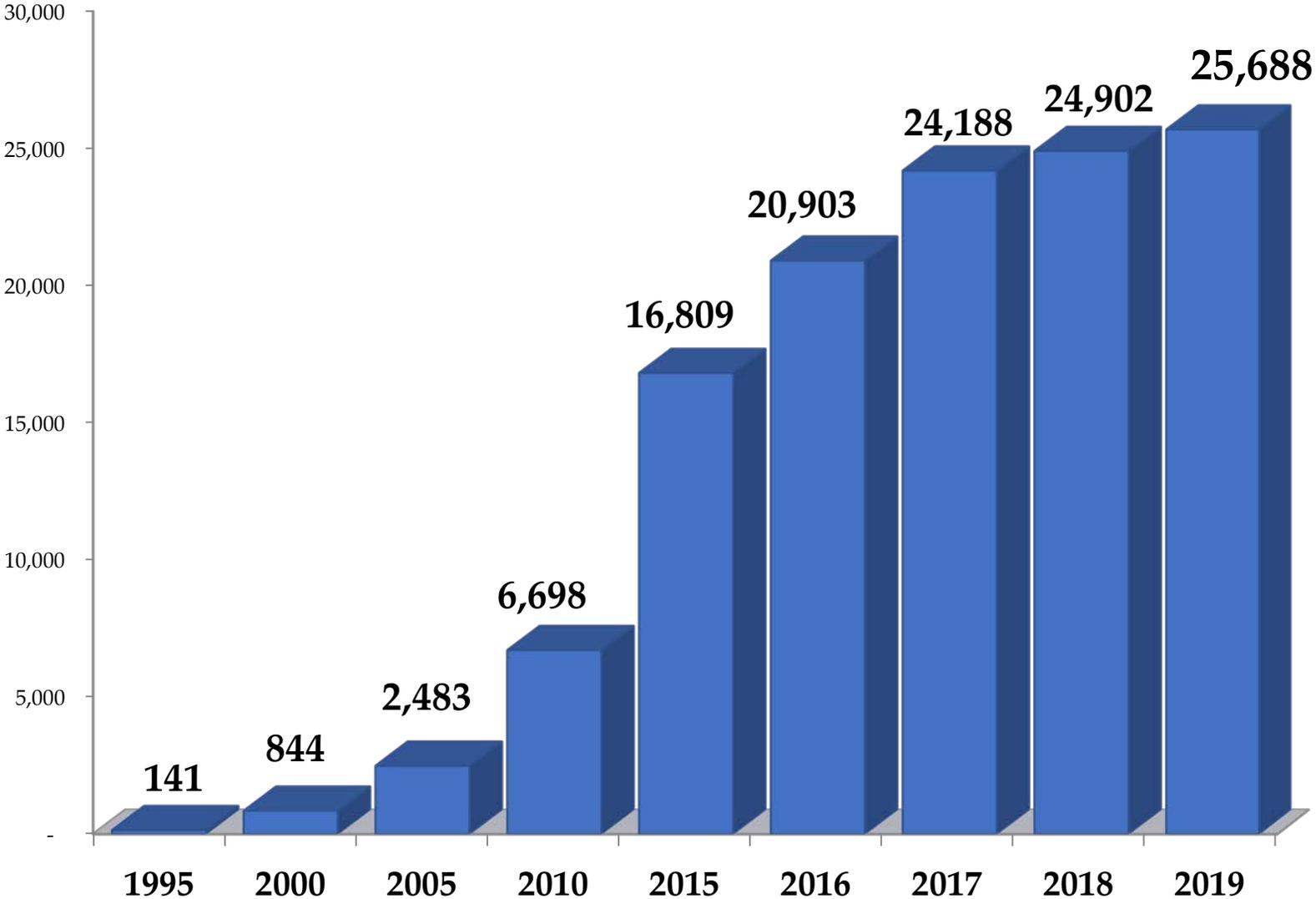
- Urban
- Suburban
- Rural



We Put 25,688 People to Work in FY2019!

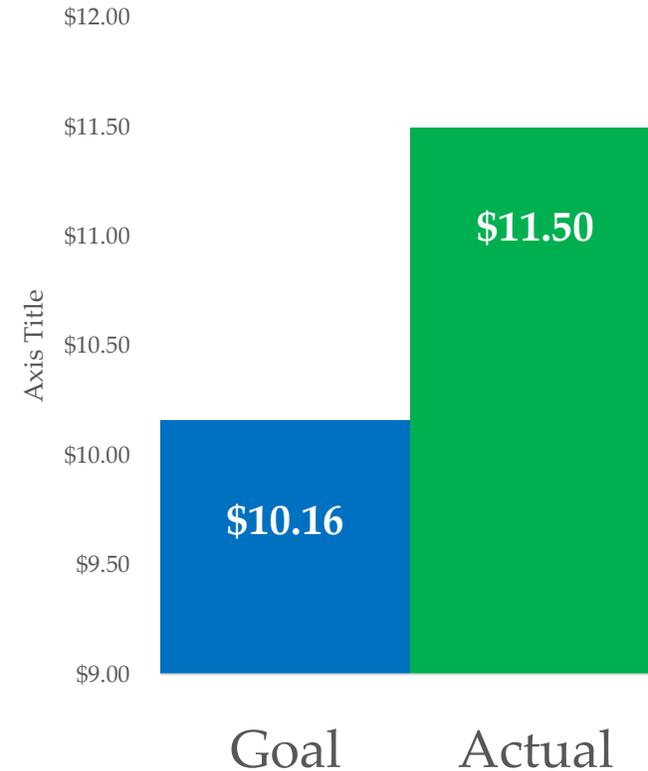


WE PUT PEOPLE TO WORK.



Employment Rate Served to Placed Ratio

Average Wage



Quality

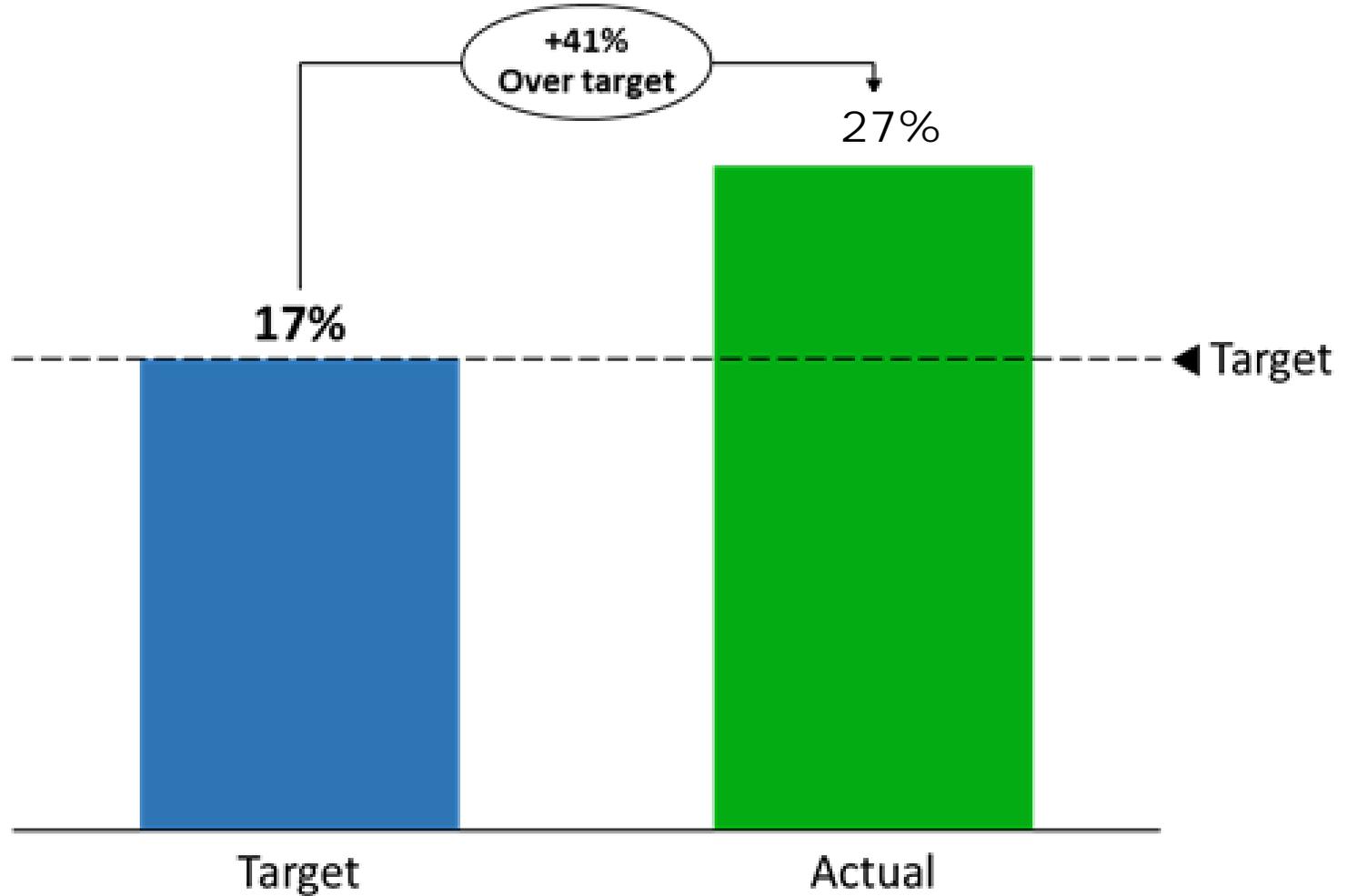


Middle Class+



Working Class +

% of Persons Employed in Better Jobs



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

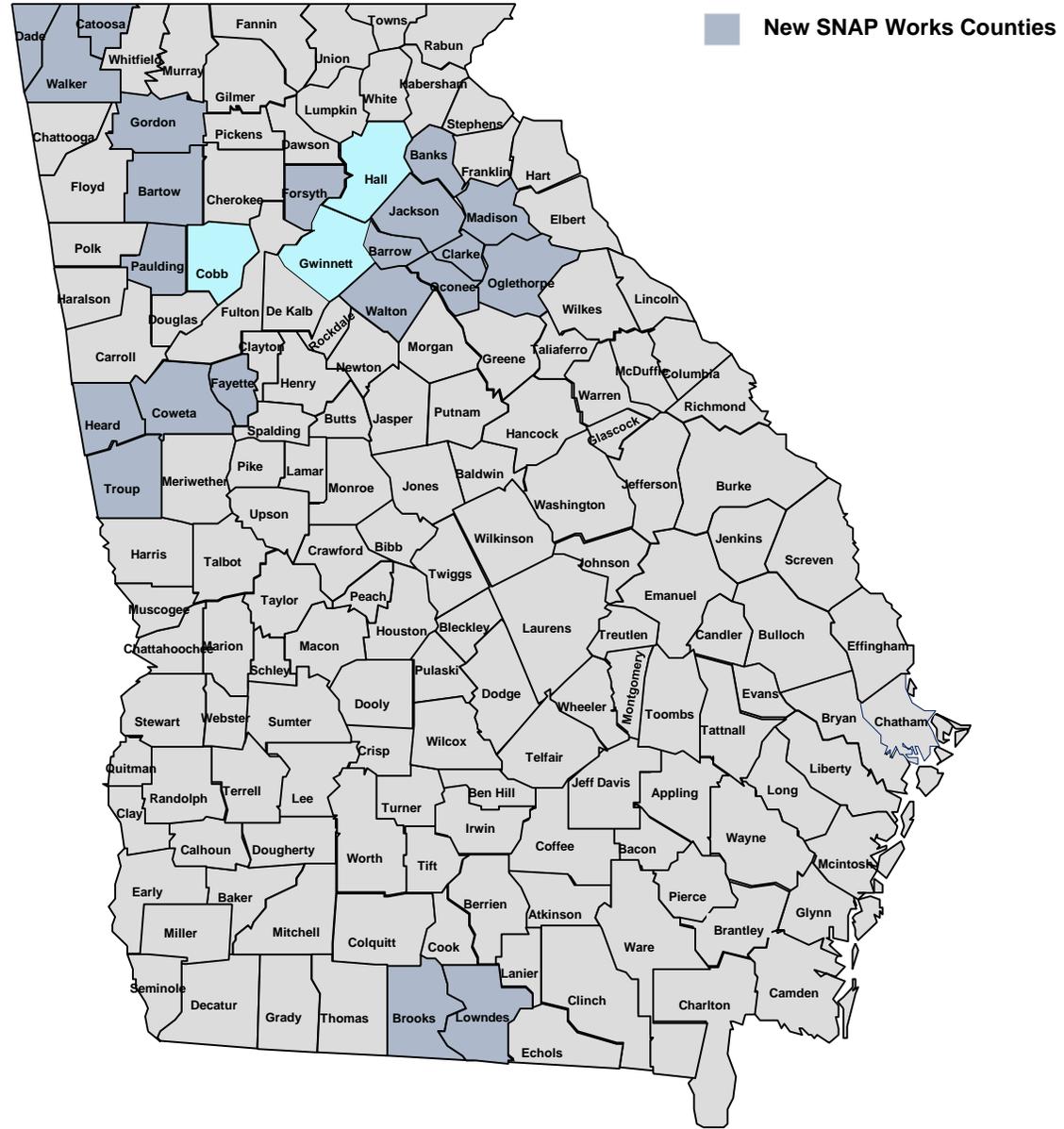
- Over 200,000 SNAP recipients eligible to receive SNAP E&T services in metro Atlanta alone.
- The Georgia Division of Family and Children Services (DFCS) wished to incorporate skill building services in addition to existing Job Search services.
- Goodwill of North Georgia was the first 3rd party partner in the state in 2017
- Developed a three-year program enhancement and expansion plan 2017 to 2019.



Challenges

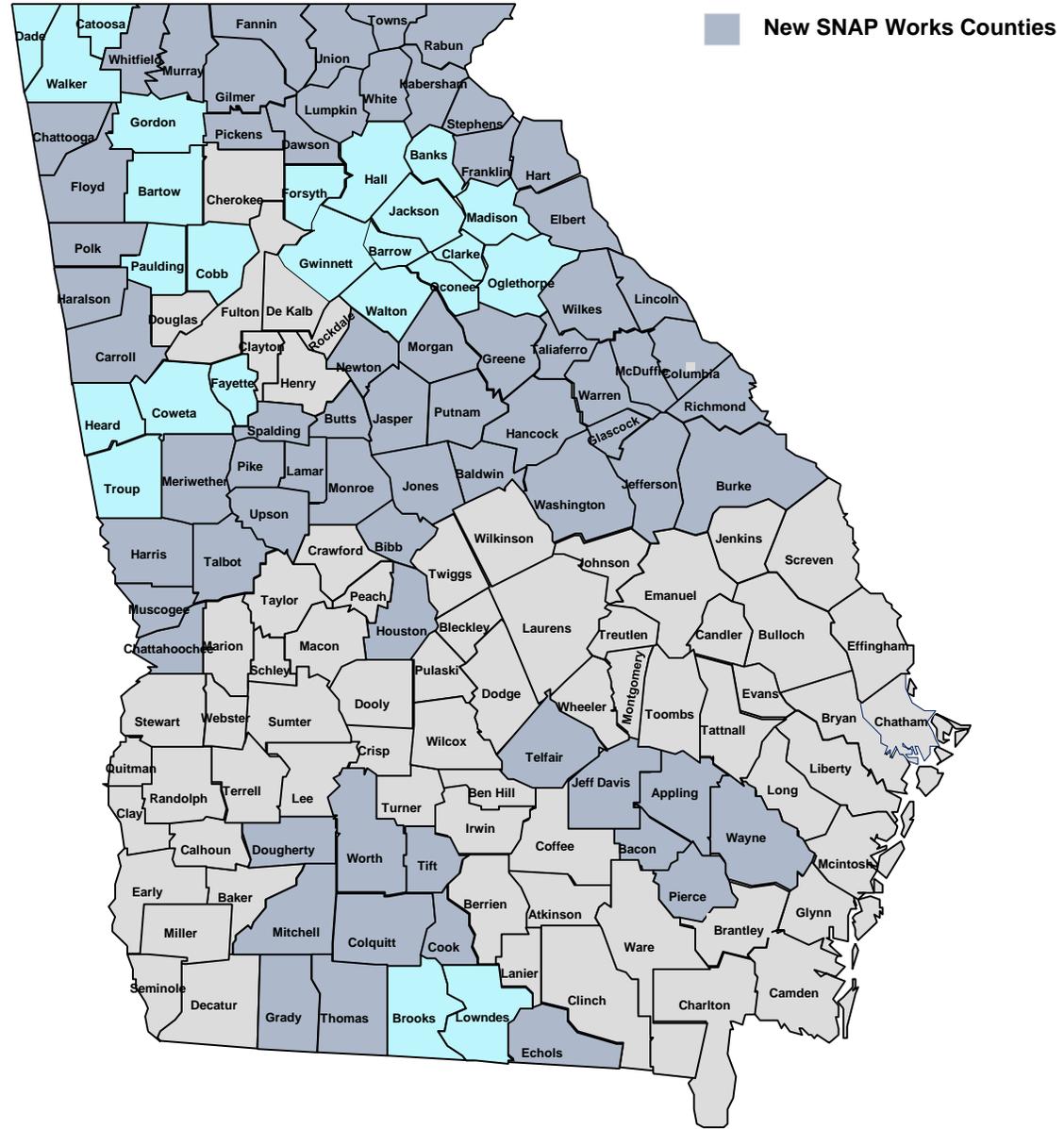
- Less than \$2 million to fund the entire program.
- Limited connections to the State's workforce development system.
- Identifying a pipeline of potential workforce partners to support program expansion.
- Historical silo approach.

Year One Expansion 2017



Courtesy of the Division of Family and Children Services

Year Two Expansion 2018



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

2017 Contract Values*:

100% Funds: \$2,349,975

50/50 Funds: \$9,165,539

2018 Contract Values*:

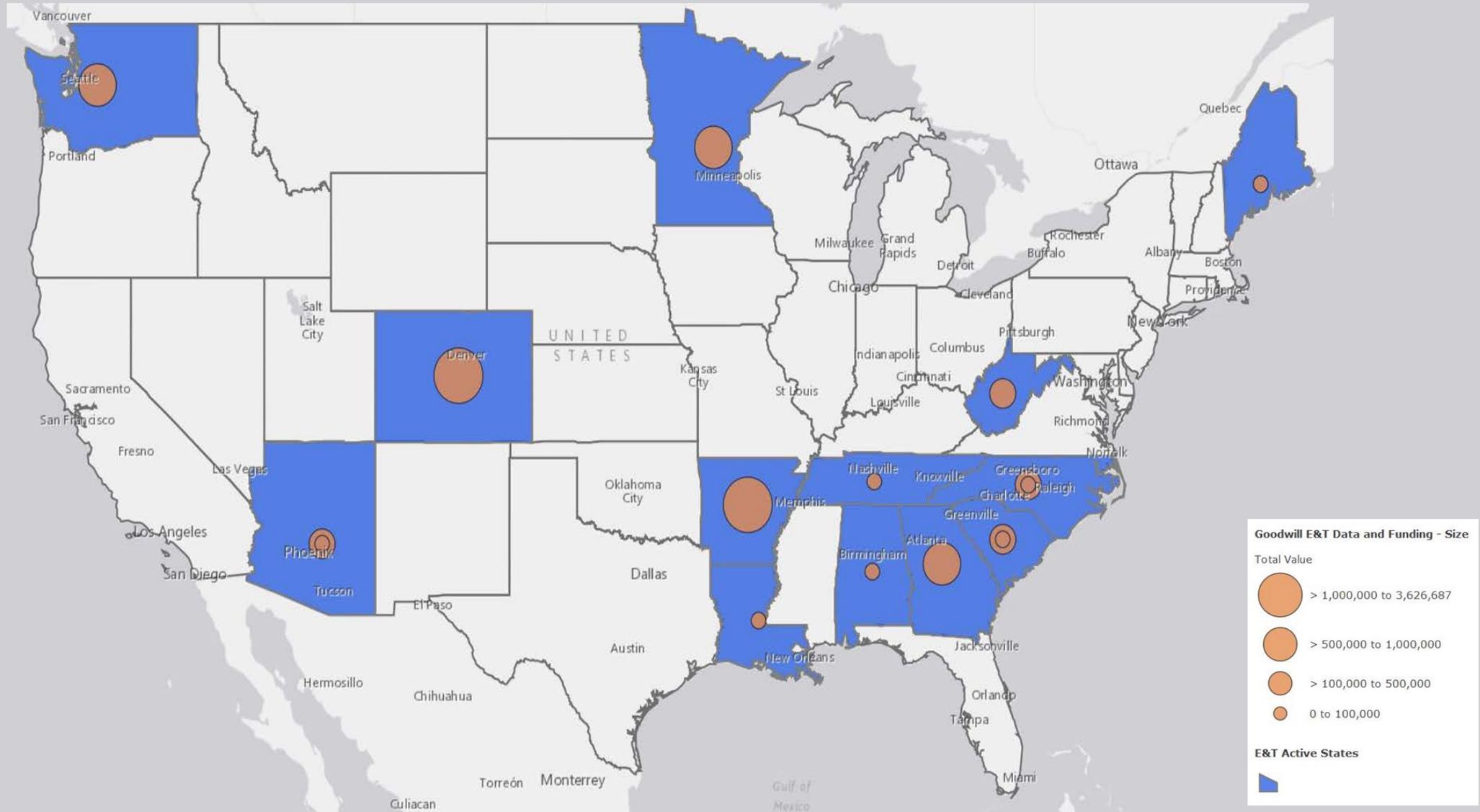
100% Funds: \$2,307,979

50/50 Funds: \$12,189,433

**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.



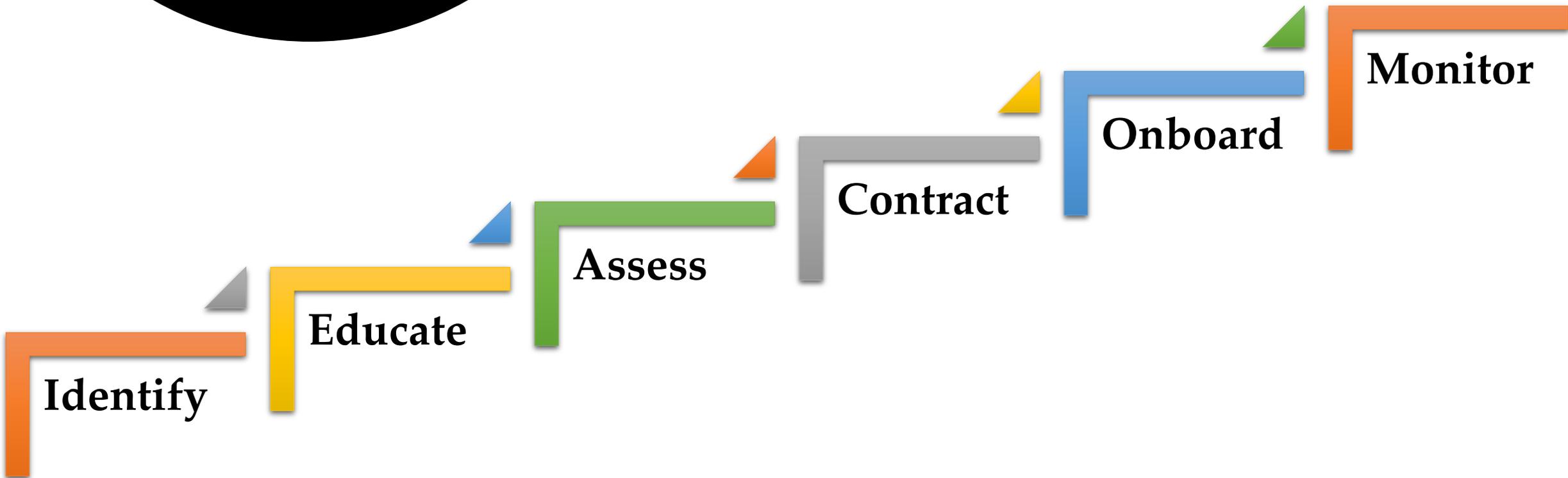
October 2018:

Expand SNAP E&T
Technical Assistance
and Intermediary
Role

Goal: Enhance SNAP
E&T system to
include 360°
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

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.



First jobs. Next jobs. Careers.



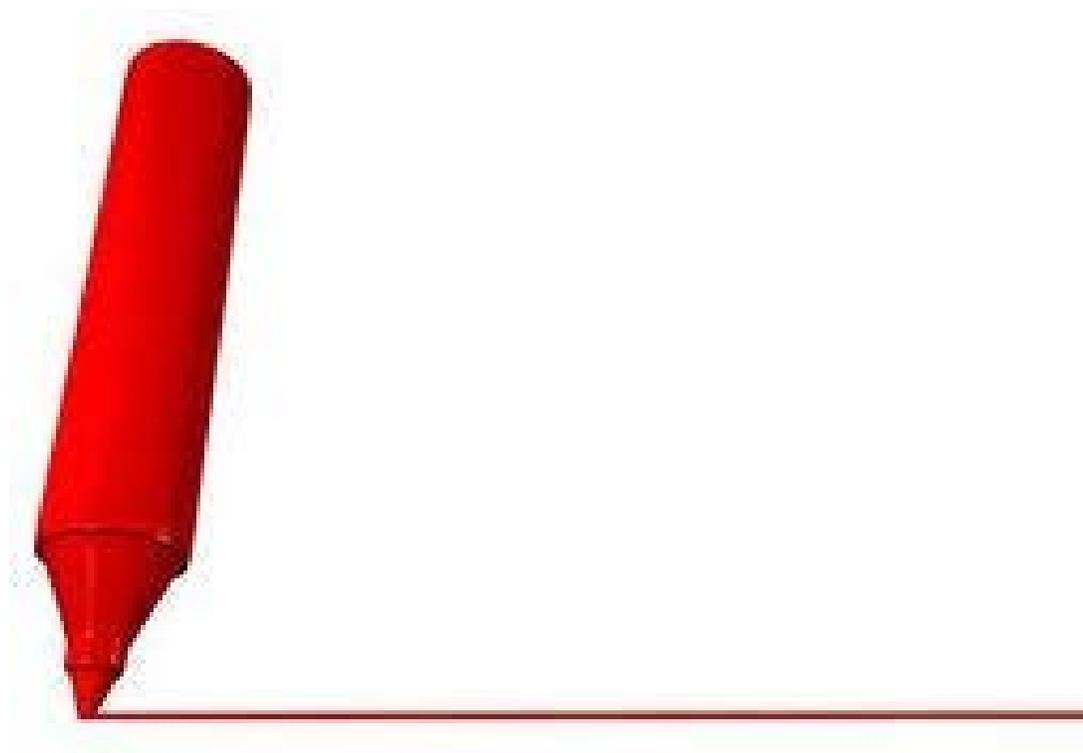
We've got everything you need to find them.





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BOTTOM LINE



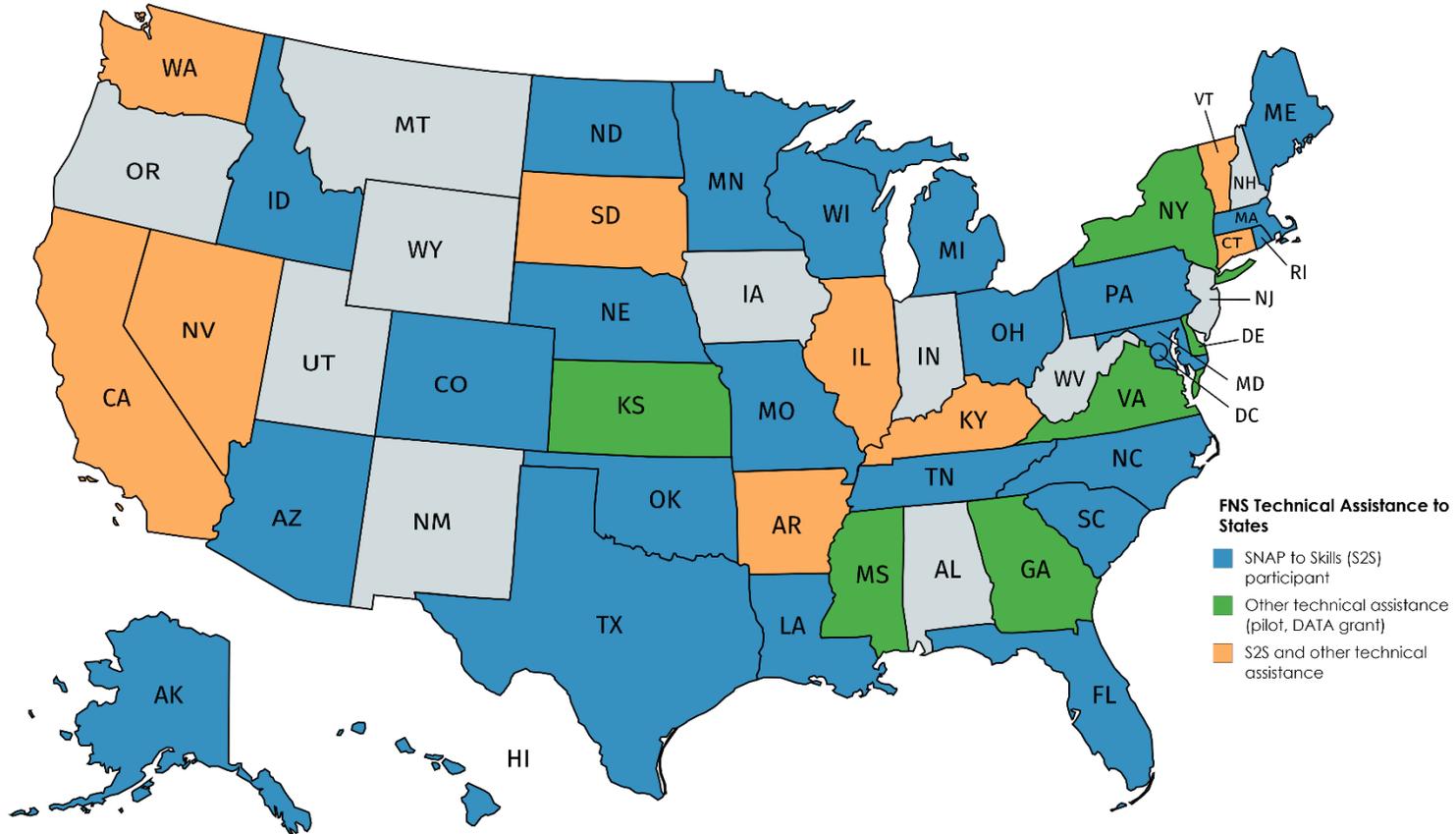


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SELF-SUFFICIENCY



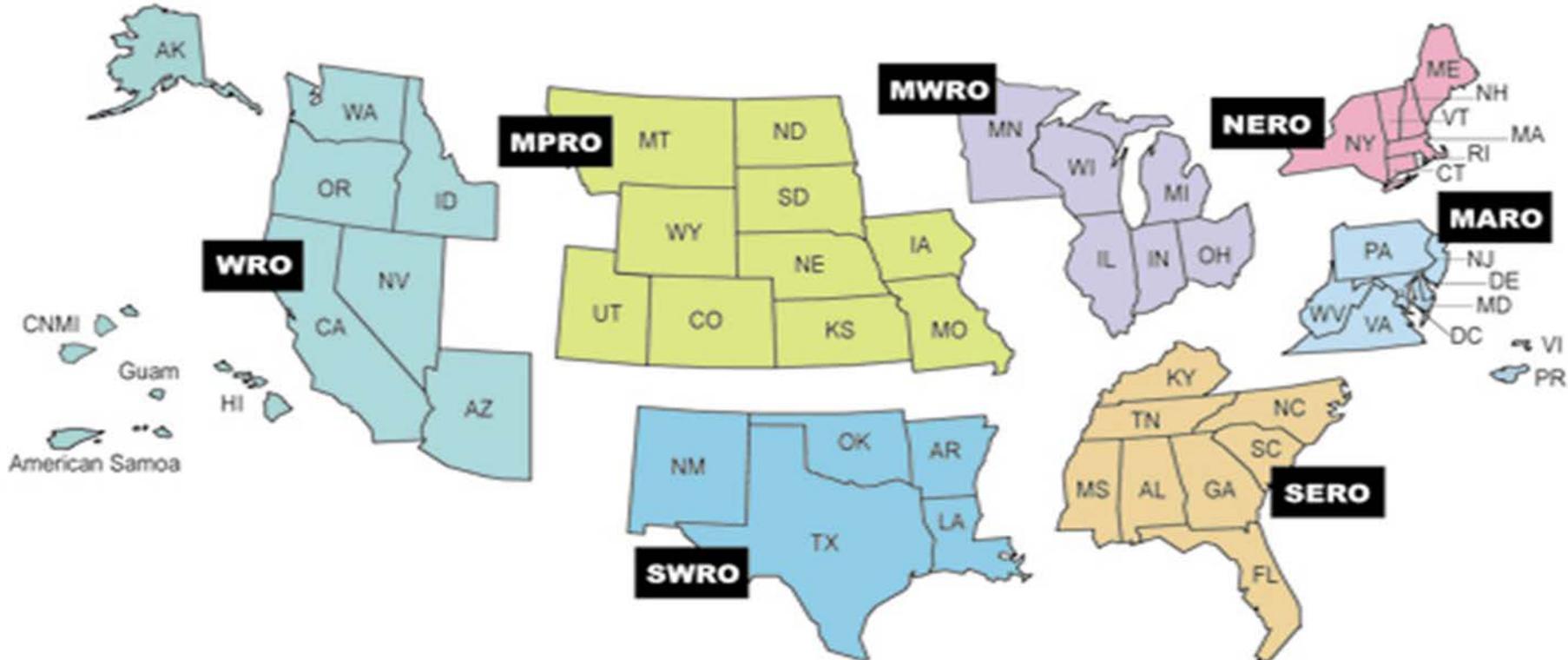
Agency Commitment to Helping States Succeed





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/>
- ❖ USDA Policy and Guidance: <https://www.fns.usda.gov/snap/et-policy-and-guidance>



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QUESTIONS???





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