Adult Learner Centered & Equity Framework for Community Colleges in a SNAP Network (ALCEF)

Information Session
December 5, 2024

cael
Link Learning and Work

sji
SEATTLE JOBS INITIATIVE

APHSA
American Public Human Services Association

grant Associates

Welcome!

- Information session about ALCEF and how it can help your college **build or advance your SNAP Employment and Training (E&T) program.**

  - ALCEF: Adult Learner Centered and Equity Framework for Community Colleges in a SNAP Network

- Funded by a federal grant from USDA's Food and Nutrition Service (FNS)

- Goal: introduce more community college students to SNAP E&T benefits

- ALCEF partners: CAEL, Seattle Jobs Initiative (SJI), APHSA, Grant Associates

Agenda

- Introductions

- Overview of ALCEF initiative

    - Participation

    - Benefits

- SNAP E&T Fundamentals

- Q&A

- Next steps

Chat and Q&A

- We will be monitoring the chat and Q&A boxes

- Questions will be compiled, and we will answer them during the Q&A section

Introductions

Brief introductions (in chat):

- Name, organization, location

ALCEF team members:

CAEL

- Matt Waltz, Senior Vice President, Partnerships and Development
- Rachel Hirsch, Vice President, State Strategies
- Ashley Wilhelm, Senior Director, Initiatives
- Mohona Siddique, Director, Initiatives

SJI (Seattle Jobs Initiative)

- Kathi Medcalf, Senior Managing Consultant
- Deana Rader, Senior Consultant
- Andrew Schramm, Senior Consultant

APHSA (American Public Human Services Association)

- Brandy Whisman, Organizational Effectiveness Consultant

Grant Associates

- Vanessa Preston, Executive Vice President

Poll

1. On a scale from 1 to 5, how would you rate your level of experience with SNAP Employment and Training (E&T)

   1 = never heard of SNAP E&T
   5 = have run a SNAP E&T program

2. What is your primary area of focus at the college?

   o Student Services
   o Student Resources (e.g., resource centers)
   o Advising
   o Finance/Business Office
   o Financial Aid
   o Instruction
   o Workforce (career and technical education)
   o Adult Education
   o Continuing Education
   o Other

Overview of ALCEF Initiative

ALCEF overview

ALCEF: An initiative offering **training and technical assistance** to community and technical colleges to build or advance SNAP E&T programs

SNAP E&T: a program of USDA's Food and Nutrition Service (FNS) that offers **flexible funding** for states and their partners (community colleges!) to provide employment and training and related support services to people receiving SNAP

SNAP E&T: a critical support

"I often several times said, 'I can't believe that this program is available.' **I'm getting so much benefit; this can change my life**."

–*SNAP E&T student participant*

"I can't pay $4,000–$5,000 for my certificate and payment plans [...] SNAP [E&T]—that little bit of money has gotten me here. **I'm super grateful for it**. **Super grateful**."
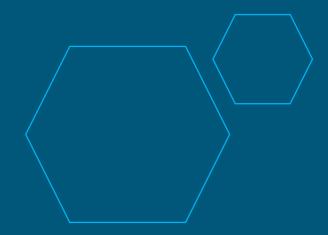
–*SNAP E&T student participant*

Through SNAP E&T, you can **provide critical support** to college students who are receiving SNAP and **receive reimbursement on eligible funds** that you spend on running your program and supporting students

Benefits of participating

✓ Receive **high-quality training** and **customized technical assistance** from SNAP E&T experts and practitioners

✓ **Connect with peers** and other colleges offering SNAP E&T

✓ **Connect with state leadership**, local **community organizations**, **workforce boards**, and other partners

✓ Develop a **customized roadmap** to enhance your understanding of the local SNAP E&T landscape

✓ Gain **new and enhanced strategies** to support students' basic needs

✓ **No cost** to participate in cohorts

Note: if you choose to participate in regional convenings, you will need to cover travel and meal costs
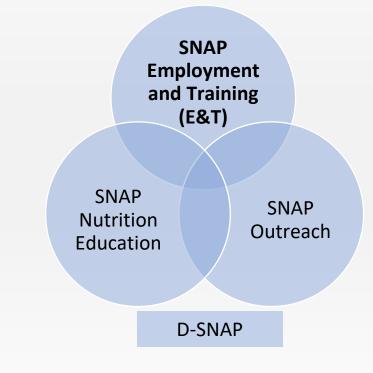
SNAP E&T Fundamentals

SNAP universe

SNAP: Supplemental Nutrition Assistance Program

Purpose of SNAP Employment & Training

To assist members of SNAP households in gaining skills training, work, or experience that will increase their ability to obtain regular employment.

Section 6 (d)(4) of the Food and Nutrition Act

Programs within SNAP

- SNAP Employment and Training (E&T)
- SNAP Nutrition Education
- SNAP Outreach
- D-SNAP

SNAP E&T overview

- Each state is required to operate a SNAP E&T program and receives federal funding annually to operate and administer the program

- SNAP E&T programs:

  - Help SNAP participants gain skills and find work that moves them forward to self-sufficiency

  - Provide SNAP participants with access to training and support services to help them enter or move up in the workforce

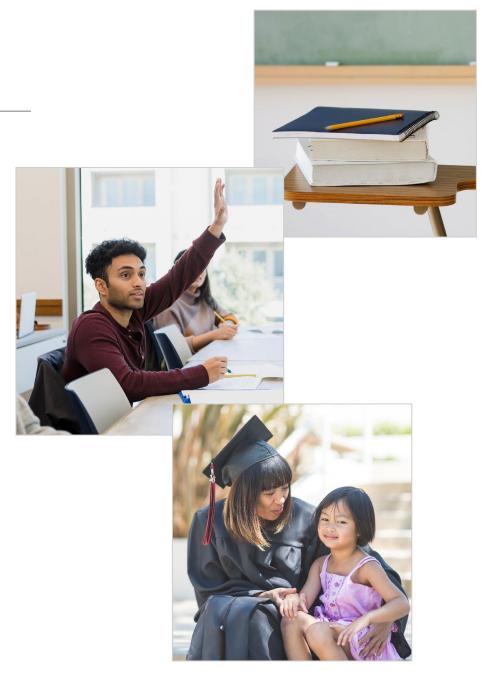 - Help reduce barriers to work by providing support services, such as transportation and childcare

Why community colleges?

Community colleges already offer:

✓ Career pathways opportunities

✓ Programs that bridge pre–college–level students to college–level training

✓ Apprenticeships or other integrated instruction models

✓ Connections to the labor market

Benefits for students and colleges

For your students:

- SNAP E&T can support students' basic needs while they are in college

- It can provide assistance with items such as books, tools, clothing, internet, childcare, tuition, and more

- It can provide case management for students struggling to navigate college systems
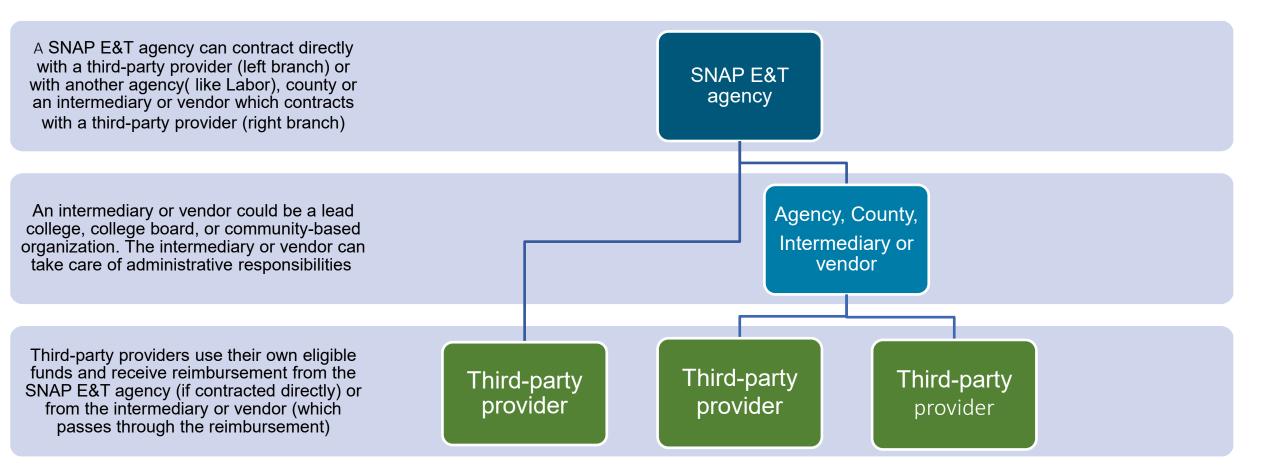
For the college:

- Reimbursement (up to 50%, Tribal Colleges up to 75%) of non-federal funds already being spent on students and staffing to serve the students that qualify. Colleges must cover 100% of costs upfront.

SNAP E&T administration

- All states are required to operate SNAP E&T programs

- USDA provides ~$600 million annually to states to operate SNAP E&T programs

- States have considerable flexibility in designing E&T programs that meet the needs of participants and employers

- States determine who they partner with to deliver SNAP E&T

SNAP E&T 50-50 program

A SNAP E&T agency can contract directly with a third-party provider (left branch) or with another agency(like Labor), county or an intermediary or vendor which contracts with a third-party provider (right branch)

An intermediary or vendor could be a lead college, college board, or community-based organization. The intermediary or vendor can take care of administrative responsibilities

Third-party providers use their own eligible funds and receive reimbursement from the SNAP E&T agency (if contracted directly) or from the intermediary or vendor (which passes through the reimbursement)

SNAP E&T agency

Agency, County, Intermediary or vendor

Third-party provider

Third-party provider

Third-party provider

What is a third-party provider?

An organization/program that contracts with the SNAP agency or state's intermediary to provide E&T services

SNAP E&T Services

Program components
- Education
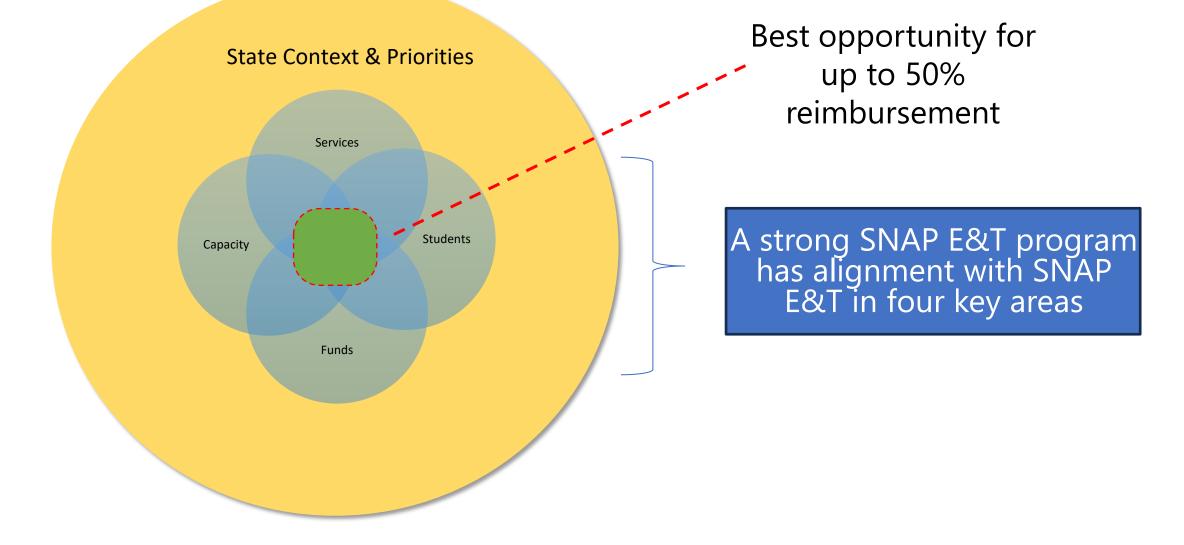- Work Experience
- Non-Education, Non-Work

Participant Reimbursements (Supportive Services)

Must be reasonable & necessary for E&T participation

Integrated Case Management
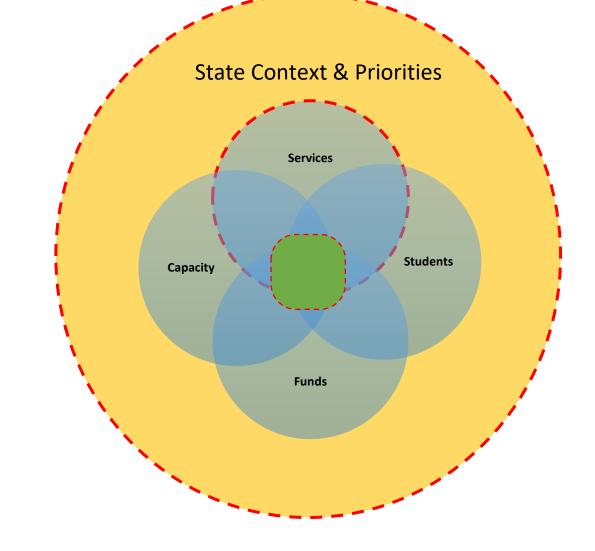- Assessment
- Service plans
- Case noting
- Employment goals

Core areas of a SNAP E&T program

State Context & Priorities

Services

Capacity

Students

Funds

Best opportunity for up to 50% reimbursement

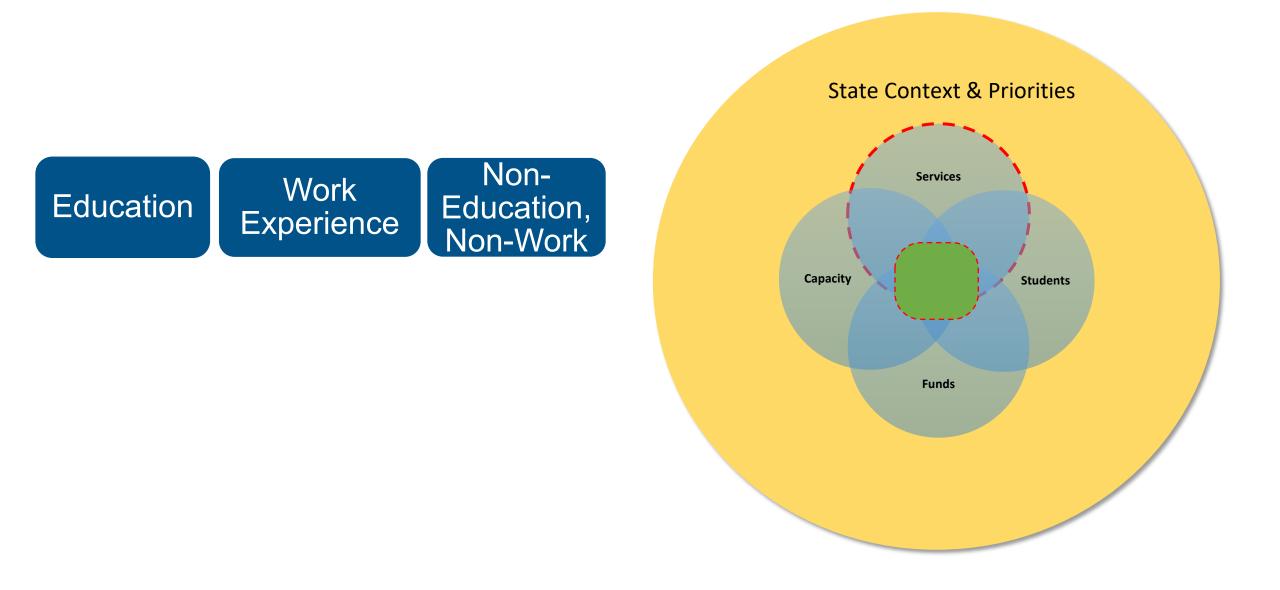A strong SNAP E&T program has alignment with SNAP E&T in four key areas

SNAP E&T Program Service Priorities

SNAP E&T Programs must offer the following three services

- At least 1 Component
- Integrated Case Management
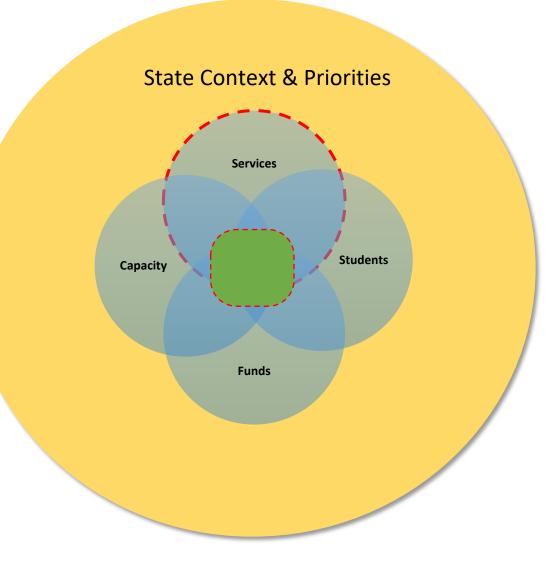- Participant Reimbursements— Supportive Services

State Context & Priorities

Services

Capacity

Students

Funds

Services: SNAP E&T components

Education

Work Experience

Non-Education, Non-Work

Integrated Case Management

- Case management is a required SNAP E&T element and is a set of services to guide and support participants as they engage with an E&T program.

- Case management services can include, but are not limited to:

  - **Comprehensive intake assessments**
  - **Individualized service plans**
  - **Progress monitoring**
  - **Coordination with service providers.**

  - Case management services can be documented via case notes and included in the participant record or file.

State Context & Priorities
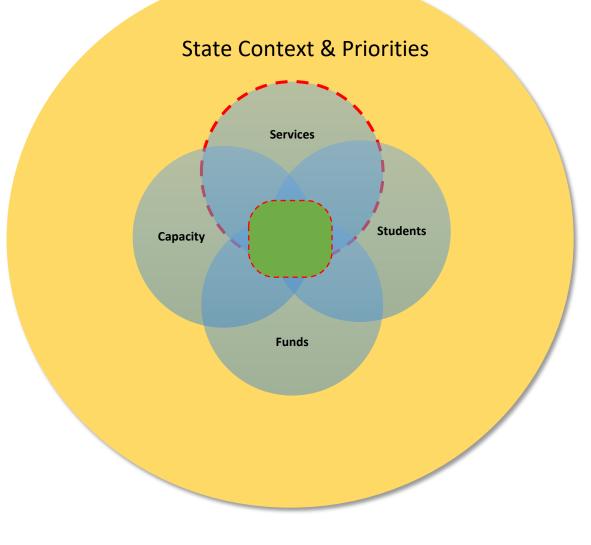
Services

Capacity

Students

Funds

Services: Participant Reimbursements

Also known as supportive services.

Examples:

- Transportation

- Books, work tools, and supplies

- Tuition and fees

- Childcare

- Digital supports such as phone, internet and sometimes laptops

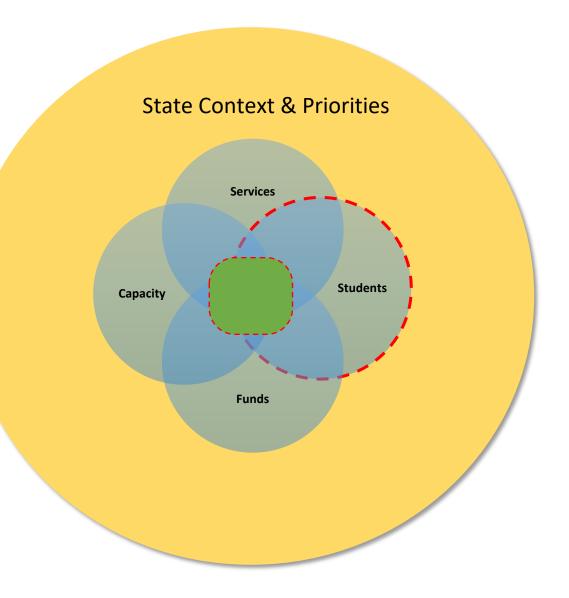State Context & Priorities

Services

Capacity

Students

Funds

Students

Students are eligible for SNAP E&T if they are:

- Receiving SNAP

- Not receiving TANF cash assistance

- Able to work upon program completion
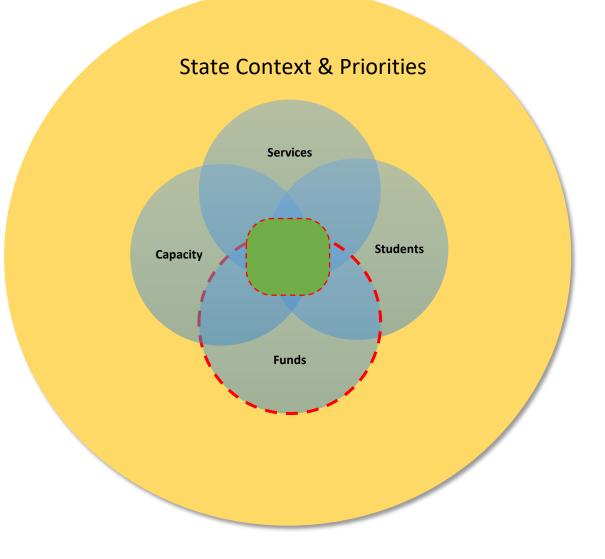
SNAP E&T can support students who:

- Are enrolled in certificate or degree programs that lead directly to employment

- Have a starting point in Adult Basic Education (ABE)

- Need additional support to succeed

  - Supportive services such as transportation and childcare, digital supports
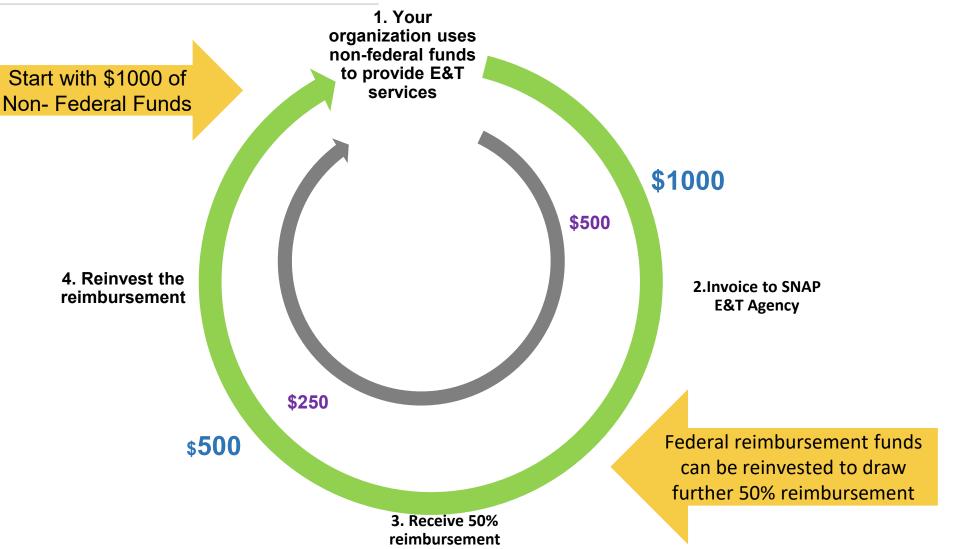
  - Navigation or case management

Funds

Eligible funds must be non-federal and non-federally matched. Examples:

- State worker retraining dollars

- Low-income student support

- Other state training funds for specific populations such as re-entry, homeless, non-custodial parents

- Foundation dollars
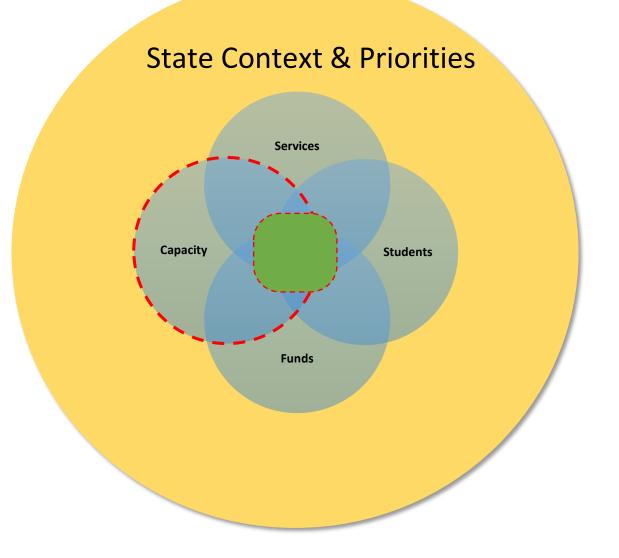
- Any other non-federal funds

50-50 Reimbursement

1. Your organization uses non-federal funds to provide E&T services

Start with $1000 of Non- Federal Funds

$1000

$500

2.Invoice to SNAP E&T Agency

4. Reinvest the reimbursement

$250

$500

Federal reimbursement funds can be reinvested to draw further 50% reimbursement

3. Receive 50% reimbursement

Capacity: administrative and fiscal

Example responsibilities:

- Documentation of supportive services

- Federal funds management

- Tracking and reporting

- Audits and monitoring

- Budgeting and invoicing

State Context & Priorities

Services

Capacity

Students

Funds

It can be complicated to set up a SNAP E&T program

Once done, it can be highly valuable:

- WA State draws $13 million in reimbursed funds for its community colleges

- Spokane Colleges

  - Started in 2011, 141 students, $141,000 in reimbursement

  - In 2022, served 888 students, $1,295,000 in reimbursement

  - Money spent on 2.77 FTEs, laptops and tuition along with supporting the food bank and other basic needs for students on campus

- Shoreline College

  - Started in 2007 with 16 students and $50,000 in reimbursement

  - In 2022, 219 students, $356,000 in reimbursement

  - This money is spent on a half-time employee, transportation, peer mentor program, focus groups, and events to attract more SNAP students

The ALCEF opportunity

- SNAP E&T training and technical assistance
- Connections (with peers, state leadership, local community and workforce organizations)
- New and enhanced strategies to support students
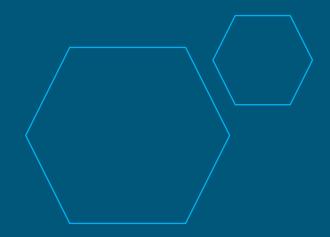
Exploration Cohort

- For colleges **new** to SNAP E&T
- Attend training sessions, develop roadmaps, and receive technical assistance over 6-month period
- <u>Goal</u>: Lay the groundwork and build the capacity to develop a SNAP E&T program

Capacity-Building Cohort

- For colleges with **existing** SNAP E&T programs
- Attend advanced trainings and workshops, receive opportunities to present on best practices, receive technical assistance over 6-month period
- <u>Goal</u>: Identify and implement new strategies for program advancement

FAQs about the Cohorts

- **College Team:** At least 2–3 people who can commit to the time requirements (more is great)

- **Time Commitment:** Monthly webinars, monthly TA calls, some team work outside of the 2 hours of work with the ALCEF team.

- **Exploration Cohort:** a desire to learn more about the SNAP E&T program and to make an educated decision about whether it is a good fit for your college within your states program.

- **Capacity Building Cohort:** a desire to improve or enhance/expand your current E&T program.

Q&A

Save the Date!
2025 Regional Summit
March 11-13
San Diego

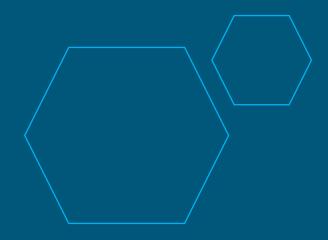https://www.cael.org/events/regional-convenings

Next steps

- Complete [College Profile](#) to determine your cohort

- Tentative Start Date:

    Late February or early March, webinars are usually on Thursday afternoons 3 PM ET.

Additional Information Session: January 16th, 2025, 3 PM ET

Thank you!

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