



SNAP E&T and WIOA: Partnering to Raise Skills and Employment

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Agenda

- Reasons to collaborate
- Incentives and challenges
- Portland's experience
- Minnesota's experience
- Guiding questions for strategic partnerships
- Questions

Reasons to Collaborate

- Joint FNS/DOL letter encouraged collaboration
- Systems have
 - common goals
 - different and complementary strengths
- SNAP E&T funds can add value to existing WIOA services
 - Expand services to be more comprehensive and intensive in order to address multiple barriers to work

Incentives for Collaboration

- Share populations
 - For example, serving ABAWDs
 - Helps **SNAP E&T** participants meet work requirements
 - Helps **WIOA** meet requirement to serve out-of-school youth
- Neither system has sufficient knowledge and resources to offer *comprehensive* services on their own
 - Given tight labor market job seekers coming to American Job Centers are more likely to have multiple barriers to work
 - SNAP E&T can build on existing WIOA offerings to expand range of services

Challenges to Collaboration

- In the past workforce system performance targets created disincentives to serving SNAP recipients
 - Focused on short-term employment
 - Limited funding
 - Changes from WIA to WIOA may help alleviate these issues
- Potential for duplication of services
 - If not strategic, SNAP E&T and AJCs may wind up offering same types of services already provided under WIOA rather than expanded ones tailored to SNAP population needs

Insights from Portland, Oregon and Minnesota

- **Portland, Oregon, Worksystems Inc.**
 - **Patrick Gihring**, Chief Program Officer
 - **Stacey Triplett**, Community Programs Manager
- **Minnesota**
 - **Lynn Dahn**, Minnesota Department of Employment and Economic Development (DEED), SNAP E&T Program Coordinator and Liaison between Department of Human Services and DEED
 - **Nola Speiser**, Hennepin County Workforce Development Director



Worksystems, Inc.

Experience With SNAP E&T

Presenters: Patrick Gihring, Chief Program Officer
Stacey Triplett, Community Programs Manager
Portland, Oregon

Portland's One-Stop Context

- Universal WIOA enrollment.
- Prioritized open-door, high-volume, high-quality services.
- Funding for case management is redirected into an open “menu of services” that customers self-navigate.
- Approximately 50,000 enrollments per year.
- Works well for most customers, however, we use a collaborative “Common Customer Model” to provide more intensive services for populations with barriers to employment.

Common Customer Model

- Resources and services of multiple agencies are incorporated to support a more intensive level of service to a shared group of customers.
- The SNAP 50/50 program incorporates resources of local funders, SNAP E&T, and WIOA/one-stop services.
- Career Boost is the name of our local SNAP 50/50 program.

Career Boost



- Funding from City of Portland, Multnomah County, Joint Office of Homeless Services, State of Oregon, local area banks and foundations.
- Funding goes to intensive career coaching, occupational training and job placement services.
- Over 10 participating organizations, mostly CBOs.
- Total of \$1.6M / \$800,000 match.

BankWork\$ Example



- Funding from local area banks, match from SNAP E&T program.
- Partnership with Oregon DHS to recruit SNAP participants.
- Graduation at Oregon DHS offices.
- Sponsoring banks hire at graduation day event.

SNAP E&T increases services for high-barrier populations

The Portland Metro area context:

Economic Opportunity Programs

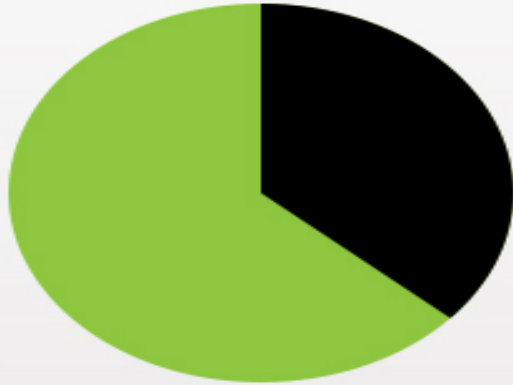
- A Home for Everyone
- Community Justice-involved customers
- Low-income residents

Funding Scenarios Change



- Year-to-year uncertainty of funding
- Local sources developed
- CBO relationships built
- Connection to DHS
- Administrative capacity
- CDBG diversification

How CDBG Is Utilized



- Funding jurisdictions included workforce development in Consolidated Plan starting in 2004
- Category “non-housing community development”

Success Story

A customer was referred to the program in early March of 2017 while they were living in a shelter. Their main barrier was a need to find a job that would allow the use of a wheelchair. Their Career Coach referred them to Vocational Rehabilitation due to their physical limitations with hopes of gaining other work supports and possibly an electric wheelchair. This customer was very motivated to look for work. They state they have struggled with depression about their circumstances, but is now feeling hope due to all of the assistance they have received from Vocational Rehabilitation, the Career Coach, and the Housing Hub Rental Assistance Team. This client has years of experience in construction and operating a key-making kiosk. Their Career Coach assisted them in applying at Home Depot and they were offered employment after their first meeting. This participant also found an apartment with the assistance of the Housing Hub and has now been employed for three months. This client also recently won the highest customer service award at Home Depot.

Benefits All Around

To Workforce Boards

- Additional resources enable intensive services.
- Supports WIOA vision of “core partners” working together in America’s Job Centers (AJC).
- Can be used to leverage new local resources, in addition to the federal matching funds.
- Increases partnerships with Community-Based Organizations

To Community Agencies

- Program recruitment concentrates on serving customers in need.
- Administrative capacity built that supports many new opportunities.
- Familiarity with AJCs brings more resources to customers

Contact Information & Resources

- Video of customers of the Economic Opportunity Program
- Report on employment/housing systems alignment
- striplett@worksystems.org
- pgihring@worksystems.org

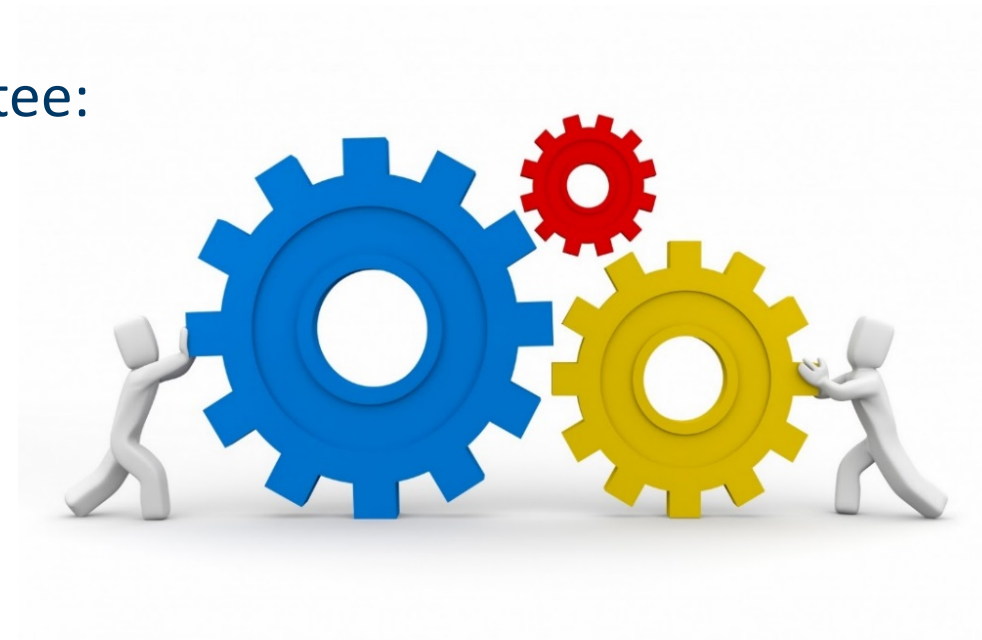


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Lynn Dahn: SNAP E&T Program Coordinator and Liaison Between DHS and DEED

Nola Speiser: Workforce Development Director with Hennepin County

- 1) Minnesota SNAP E&T Mission, Vision, Priorities
- 2) Referrals and Co-Enrollment
- 3) Activities Crosswalk (SNAP, ACP, WIOA)
- 4) Career Pathways Partnership Sub-Committee:
Referrals/Co-Enrollment



Department of Human Services: SNAP E&T

Vision

Minnesota envisions a SNAP Employment and Training Program where Minnesotans with low incomes have clear pathways in developing marketable and in-demand skills, leading to career advancement and self-sufficiency.

Mission

Through strong partnerships, our mission is to help recipients fully utilize their SNAP benefits, gain the essential skills needed for gainful employment and successfully transition off public assistance.

Department of Human Services: SNAP E&T

Priorities

- Develop a continuum of evidence-based employment and training
- Make available services that are responsive to participants' needs
- Build a range of support services
- Work inclusively
- Share progress publicly

Referrals and Co-Enrollment

Initial Assessment

- Determine eligibility for WIOA Adult (WIOA Title IB), and relevant career pathway program
 - Assess income status, do a reverse referral if applicable
 - If on SNAP E&T coordinate with employment counselor

State funded career pathway program:

Provides support services and navigation, Adult Basic Education
*potential for SNAP E&T (WIOA Title II) reimbursement

WIOA Adult:

Provides assessment, training, job search, job placement, support services, etc.

SNAP E&T:

Provides initial assessment if individual was enrolled prior to enrollment in WIOA Adult or career pathways, can assist in providing basic employability skills and job search activities

Navigator(s):

In many cases there will be one navigator for both the WIOA Adult program and the career pathway program. If there are multiple, they will work together to understand which program can provide the appropriate services based on participant needs

System Change

- Workforce One (WF1) - system changes
- SNAP E&T User Guide
- Technical assistance
- WF1 trainings

WORKFORCE ONE

Activities Crosswalk

Component	SNAP E&T Activity	Adult Career Pathways Activity	WIOA Adult Activity
Work Experience	Uncompensated Work Experience	Uncompensated Work Experience	
	Paid Work Experience	Paid Work Experience	Staff Assisted Job Placement
	OJT- Public or Private	OJT- Public or Private	OJT- Public or Private
	Apprenticeship	Apprenticeship	Apprenticeship
	Employed Full-Time	Employed Full-Time	Employed, Pending Exit
	Employed Part-Time	Employed Part-Time	Employed, Pending Exit

Activities Crosswalk

Components	SNAP E&T Activities	Adult Career Pathways Activities	WIOA Adult Activities
Educational Programs	Adult Diploma Program	Adult Diploma Program	
	Adult Basic Education		
	GED Training	GED Training	GED Training
	Classroom Training	Credentialed Coursework/Training	Classroom Training Customized Training Incumbent Worker Training
	ESL/ELL Training	ESL/ELL Training	ESL Training
	Integrated Educational Training (IET)		
	Bridge Programs	Bridge Programs	
	Basic Skills/Remediation Services	Basic Skills/Non-Credentialed Training	
	Non-Credentialed Training	Basic Skills/Non-Credentialed Training	Non-Credentialed Training

Career Pathways Partnership

Vision

A healthy economy, where all Minnesotans have or are on a path to meaningful employment and a family-sustaining wage, and where all employers are able to fill jobs in demand.

Career Pathways Partnership Purpose

The committee's purpose is to establish state leadership and an operational framework to support regional sector-based Career Pathways.

Referrals and Co-enrollment Sub-Committee

Thank You!

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Guiding Questions for Strategic Partnerships

- Which types of clients and outcomes are a priority for both SNAP E&T and WIOA programs? What are the “pain points” for both systems where working together could help solve them?
- What services do those shared clients already receive from AJCs?
- What additional skill-building, supports, or other services do they need to find jobs leading to self-sufficiency? Which ones can SNAP E&T invest in?
- What other partners in the community should be involved in order to deliver a comprehensive array of services to this population?
- Do these partners offer opportunities to leverage non-federal funds through 50-50 third-party reimbursement agreements?

Questions



Thank you