



## Regulatory Reform at a Glance

### USDA Improving Services to Provide More Participants the Dignity of Work Final Rule: Employment and Training Opportunities in the Supplemental Nutrition Assistance Program

#### The Issue

USDA/FNS has published in the Federal Register the Final Rule entitled “Employment and Training Opportunities in the Supplemental Nutrition Assistance Program (SNAP).” The rule makes a wide range of enhancements to the SNAP Employment and Training (E&T) program, which helps participants gain the skills and work experience necessary to move towards—and into—employment.

#### The Background

Congress established the SNAP E&T program in 1985, reflecting the recognition that long-term reliance on government benefits has never been the American Dream and every individual deserves the opportunity to experience the life-transforming dignity of work to move themselves and their families forward.

Administered by the States and territories through local providers, SNAP E&T transforms lives by helping participants gain the skills, training, or work experience they need to enter, reenter, or remain in the workforce. Program funding is flexible, allowing providers to tailor services and supports to the needs of participants and employers in the communities in which they live, and encouraging partnership with other workforce programs.

USDA provides over \$100 million each year for States to operate their E&T programs. If States invest their own money—or include outside funding from any non-federal source—to expand and enhance E&T programs, the Federal government will match those funds, dollar for dollar, without limit.

In the 2018 Farm Bill, Congress tasked USDA with bolstering the quality and accountability of SNAP E&T programs. Today’s changes promote evidence-based practices and enhance accountability for both State agencies and E&T participants.



Daniel, a machinist, on the job after completing SNAP E&T training through GMT Corporation in Waverly, IA.

# Summary of Changes

This rule will better assist SNAP participants and their families move forward and into work and better futures by ensuring States use evidence-based strategies to help participants get the skills local employers need most. At the same time, it empowers States to innovate, while holding them accountable for participant increases in work and earnings. Highlights include:



**Increasing the likelihood of participant success** by shifting efforts to proven strategies like apprenticeships, requiring States that offer job retention services to provide them for at least 30 days, and allowing E&T funds to be used for subsidized employment.



**Increasing minimum funding allocations to States for E&T.**



**Strengthening participant support** by ensuring they receive case management services, that they are well-matched with their E&T activity, and that States take action if someone is found not to be a good fit for an E&T program.



**Promoting better alignment with the needs of the labor market** by requiring States to consult with State workforce development boards to ensure E&T services fit into the larger State strategy of developing a skilled workforce.



**Increasing coordination with the private sector through “workforce partnerships”** by offering a streamlined means for businesses, not-for-profit, and other employers to provide employment and training opportunities to SNAP participants at no Federal cost.



**Providing additional opportunities** by connecting participants with employment and training programs administered by the Departments of Labor and Veterans Affairs.