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A. Cover Page and Authorized Signatures

State: Ohio

State Agency Name: Ohio Department of Job and Family Services

Federal FY: 2024

Date Submitted to FNS (revise to reflect subsequent amendments): August 15, 2023

List State agency personnel who should be contacted with questions about the E&T State plan.

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Certified By:

State Agency Director (or Commissioner)

Date

Certified By:

State Agency Fiscal Reviewer

Click or tap to enter a date.

Date

B. Amendment Log

In accordance with 7 CFR 273.7(c)(8), State agencies must submit plan revisions to the appropriate FNS Regional office for approval if it plans to make a significant change. For a complete list of situations requiring an amendment to the E&T State plan, see Plan Modifications in the E&T State Plan Handbook. The State agency must submit the proposed changes for approval at least 30 days prior to the planned implementation.

Please use the log below to document the submission of an amended plan. A single line in the log should capture each time a plan is amended and resubmitted, not each individual amendment throughout the plan.

To expedite the review process for amendment changes, please highlight areas where text has been added or changed. After FNS approval of amendment changes, highlighting must be removed and a clean, updated plan submitted to FNS.

Table B.I. Amendment Log

Amendment Number	Brief description of changes or purpose for amendment (If amendment includes budget changes, include in description)	Sections of Plan Changed (Highlight areas of plan with changes)	Date submitted to FNS	Date approved by FNS

C. Acronyms

State agencies may consider including acronyms for the SNAP State agency, SNAP E&T program name, State's management information system, and SNAP E&T providers or contractors.

Below is a list of common acronyms utilized within this plan. Please delete acronyms that do not apply and add additional acronyms in alphabetical order.

Table C.I. Acronyms

Acronym	Acronym Definition
ABAWD	Able-Bodied Adult without Dependents
ARIES	Advancement through Resources, Information & Employment Services
CCAP	Community College Acceleration Program
CCDF	Child Care Development Fund
CEO	Center for Employment Opportunities
E&T	Employment and Training
FY	Fiscal Year
FNS	Food and Nutrition Service
GA	General Assistance
GRF	General Revenue Fund
ITO	Indian Tribal Organization
JRet	Job Retention
MOU	Memorandum of Understanding
OAC	Ohio Administrative Code
ODJFS	Ohio Department of Job and Family Services
OMJ	Ohio Means Jobs
OWD	Office of Workforce Development
OWF	Ohio Works First
SJS	Supervised Job Search
SNAP	Supplemental Nutrition Assistance Program
SUTQ	Step Up to Quality
TANF	Temporary Assistance for Needy Families
USDA	United States Department of Agriculture
WBL	Work-based Learning
WEP	Work Experience Program (which is the Workfare component in Ohio)
WIET	Workforce Inventory of Education and Training
WIOA	Workforce Innovation and Opportunity Act

D. Assurances

By signing on the cover page of this document and checking the boxes below, the State agency Director (or Commissioner) and financial representative certify that the below assurances are met.

Table D.I. Assurances

Check the box to indicate you have read and understand each statement.	Check Box
I. The State agency is accountable for the content of the E&T State plan and will provide oversight of any sub-grantees. (7 CFR 273.7(c)(4) and 7 CFR 273.7(c)(6))	<input checked="" type="checkbox"/>
II. The State agency is fiscally responsible for E&T activities funded under the plan and is liable for repayment of unallowable costs. (7 CFR 271.4, 7 CFR 276.2, and 7 CFR 277.16)	<input checked="" type="checkbox"/>
III. State education costs will not be supplanted with Federal E&T funds. (7 CFR 273.7(d)(1)(ii)(C))	<input checked="" type="checkbox"/>
IV. Cash or in-kind donations from other non-Federal sources have not been claimed or used as a match or reimbursement under any other Federal program. (7 CFR 277.4(d)(2))	<input checked="" type="checkbox"/>
V. Documentation of State agency costs, payments, and donations for approved E&T activities are maintained by the State agency and available for USDA review and audit. (7 CFR 277.17)	<input checked="" type="checkbox"/>
VI. Contracts are procured through appropriate procedures governed by State procurement regulations. (7 CFR 277.14)	<input checked="" type="checkbox"/>
VII. Program activities are conducted in compliance with all applicable Federal laws, rules, and regulations including Civil Rights and OMB regulations governing cost issues. (7 CFR parts 271, 272, 273, 274, 275, 276, 277, 281, and 282)	<input checked="" type="checkbox"/>
VIII. E&T education activities directly enhance the employability of the participants; there is a direct link between the education activities and job-readiness. (7 CFR 273.7(e)(2)(vi))	<input checked="" type="checkbox"/>
IX. Program activities and expenses are reasonable and necessary to accomplish the goals and objectives of SNAP E&T. (7 CFR 277.4(d)(3))	<input checked="" type="checkbox"/>

Table D.II. Additional Assurances

The following assurances are only applicable to State agencies with the situations described below. If the condition applies, check the box to indicate you have read and understand each statement.	Check Box
I. If in-kind goods and services are part of the budget, only public in-kind services are included. No private in-kind goods or services are claimed. (7 CFR 277.4(d) and (e))	<input checked="" type="checkbox"/>
II. The E&T Program is implemented in a manner that is responsive to the special needs of Indian Tribal members on Reservations. The State agency shall consult on an ongoing basis about portions of the E&T State Plan which affect them; submit for comment all portions of the E&T State Plan that affect the Indian Tribal Organization (ITO); if appropriate and to the extent practicable, include ITO suggestions in the E&T State plan. (For States with Indian Reservations only.) (7 CFR 272.2(b)(2) and 7 CFR 272.2(e)(7))	<input type="checkbox"/>

E. State E&T Program, Operations, and Policy

I. Summary of E&T Program

- a) Provide the vision and mission of the State E&T program. In addition, describe how your State agency's E&T program meets the purpose of E&T which is to: 1) increase the ability of SNAP participants to obtain regular employment; and 2) meet State or local workforce needs.

The purpose of Supplemental Nutrition Assistance Program (SNAP) Employment and Training (E&T) is to assist individuals participating in the SNAP program to gain skills, training, or work experience that will increase their ability to obtain employment and ultimately become self-sufficient. The components of the SNAP E&T program are limited to the following:

- Supervised Job Search (SJS) (OAC rule 5101:4-3-33);
- Education and Training (OAC rule 5101:4-3-35) which includes the following:
 - Educational Program, Basic Education and/or Foundational Skills Instruction (includes High School Equivalency programs)
 - Career and/or Technical Education Programs or Other Vocational Training
 - English Language Acquisition
 - Work (Job) Readiness Training
- Workfare (OAC rule 5101:4-3-34) - known in Ohio as the Work Experience Program (WEP).
- Job Retention Services (OAC rule 5101:4-3-39)
- Work-based learning (WBL) (OAC rule 5101:4-3-40)

1) The State requires that all 88 Ohio counties offer the following: Supervised Job Search, at least one Education and Training activity, and WEP. These activities are designed to provide a reasonable opportunity to find suitable employment

Supervised Job Search:

Supervised job search is a structured program in a way in which participants are trained in the strategies and skills to be used in obtaining employment of the highest quality within the shortest period of time; provides participants with an experience in which supervised job search techniques that they acquire could be used at any time during their work years; and, provides employers in the community with qualified individuals to fill vacant positions.

Education and Training:

Education and Training includes basic and vocational education and job readiness training activities with the goal of improving the skills of the participant . Individuals may participate in English Language Acquisition, Basic Education, Vocational

Education or Work (Job) Readiness Training Activities, with the goal of enhancing their employability. Job Readiness Training, specifically, is tailored to the individual needs of the participant as much as possible, and may include career assessment, classroom instruction, job development and placement services, and information on how to identify and overcome barriers to employment. The activities are designed to increase the employability potential, by ensuring that participants are becoming familiar with general workplace expectations and exhibit behavior and attitudes necessary to compete successfully in the labor market. Job Readiness Training Activities may include, but are not limited to the following:

- o Classroom instruction in the strategies and skills of job seeking;
- o Job lead development;
- o Identifying and overcoming personal barriers to employment;
- o Building self-confidence and self-promotion;
- o Good grooming and dress techniques;
- o Managing time, money, and household budgets;
- o Obtaining proper dependent care and supervision of dependents while working;
- o Conducting self-assessments to determine employment options and training needs;
- o Completing resumes, work histories, and application forms;
- o Learning and using good interviewing techniques;
- o Using resources such as the telephone, telephone directories, newspapers, internet, and friends and/or relatives;
- o Contacting the individual who does the hiring;
- o Maintaining good records of supervised job search activities;
- o Understanding employer expectations;
- o Understanding unions, benefits, taxes, deductions, and hospitalization policies;
- o Being prompt and punctual for work;
- o Accepting supervision positively;
- o Relating to other employees; or
- o Retaining the job as a step toward security and independence.

Also, Ohio has aligned the allowable SNAP E&T Vocational Education activities with the Workforce Innovation and Opportunity Act (WIOA) approved programs. A listing of these programs can be found by accessing the following website: <https://wiet.ohio.gov/wiet>. The approved WIOA programs match job opportunities within a community with occupational and basic training to obtain those jobs (approved programs can be found by searching for a specific program name or by county).

WEP:

Lastly, Ohio's Workfare program (WEP) is a component in which individuals are given an opportunity to learn through work experience by providing training and work experience for participants not otherwise able to obtain employment. WEP assists participants to move into regular employment by giving them an opportunity to improve existing skills or learn new skills through work experience; promoting self-

esteem by providing an opportunity for them to engage in productive work; and by working in jobs that serve a useful public purpose.

Ohio has also added the option for counties to offer WBL or JRet services to help broaden the list of available activities. Ohio is working on statewide guidance for the development and implementation of these programs.

WBL

The goal of WBL is to improve the employability of the SNAP E&T participant through actual work experience, training, or both. Improving employability means providing the participant with new knowledge, skills and work experience that enable the participant to obtain employment and/or to gain better employment. In Ohio, WBL program activities can include, but are not limited to the following:

- Internships;
- Pre-apprenticeships;
- Apprenticeships;
- Customized training;
- Transitional jobs;
- Incumbent worker training;
- On-the-job workers training as defined under Workforce Innovation and Opportunity Act (WIOA);

The above activities may also be Subsidized by E&T

County agencies will be encouraged to work with local employment agencies based on needs of the area to determine appropriate partnerships with organizations for WBL. Work-based learning programs are arranged within the private for-profit sector, the non-profit sector or the public sector and are to provide the same benefits and working conditions that are provided at the job site to employees performing comparable work for comparable hours.

Job Retention

Job Retention is providing opportunities for training and skill development to improve employment outcomes, job retention, and promote long-term self-sufficiency and independence for SNAP participants. Job Retention is designed to help achieve satisfactory performance, retain employment and increase earnings over time by improving basic skills, increasing employability, aiding in career advancement and aiding SNAP E&T individuals to gain better employment (if already employed). In Ohio, Job Retention Services may include but are not limited to:

- Financial literacy planning;
- Employer mediation;
- Job Coaching;
- Workplace Literacy;
- Training/skills Enhancements;
- Supportive Services- such as reimbursement for costs associated with transportation and child care.

2) County agencies are encouraged to coordinate with other workforce development agencies in their community, including two-year colleges, vocational schools, basic education programs, Ohio Means Jobs (OMJ) centers, regional development organizations, and vocational rehabilitation agencies. County agencies are to provide each work registrant with information about services available through the OMJ website (<https://ohiomeansjobs.ohio.gov>) and/or the closest OMJ center. A county agency, who utilizes OMJ, should ensure that any individual assigned to OMJ has an email account and access to a computer and the internet. If the individual does not have access to a computer or the internet, they may visit the OMJ in-person at their local county agency. County agencies may refer SNAP E&T participants to the OMJ website to participate in education and training activities such as Supervised Job Search and/or Job Readiness Training that may count towards their participation requirements as well. County agencies can track participation as well as assess barriers and competencies through the Advancement through Resources, Information & Employment Services (ARIES) system (formerly the Ohio Workforce Case Management System (OWCMS)).

The State's focus on in-demand careers in the SNAP E&T program is based on the in-demand careers established by the State Workforce Board (<https://topjobs.ohio.gov/wps/portal/gov/indemand/top-jobs-list%20/>).

Additionally, careers that lead to employment are the basis for enrollment in the four community colleges participating in Ohio's Community College Acceleration Program (CCAP).

b) Is the State's E&T program administered at the State or county level?

Ohio is a State supervised; county administered state.

c) (For county-administered States only) Describe how counties share information with the State agency (e.g. county E&T plans), and how the State agency monitors county operations.

Each county agency is required to develop written standards, criteria, and procedures for the operation of the SNAP E&T program in their county and is required to submit a SNAP E&T Plan to the state agency describing the county agency's policies and procedures. The number of monthly hours a mandatory participant is required to participate in a SNAP E&T component is determined by the county agencies, but not to exceed 120 hours where prohibited. A volunteer participant may choose to participate more than 120 hours a month in any combination of SNAP E&T, (which includes WEP) or regular paid employment. However, if a SNAP recipient volunteers to participate in WEP, the number of total hours assigned cannot exceed the total SNAP benefit amount divided by the federal or state minimum wage, whichever is higher, in accordance with the Fair Labor Standards Act (FLSA). An able-bodied adult

without dependents (ABAWD) assigned to WBL must be assigned to an additional SNAP E&T activity when the maximum numbers of hours assigned to WBL does not fulfill the 20 hour per week minimum for the ABAWD work requirement. Job retention supportive services that are participant reimbursements will not count toward the ABAWD work requirement.

The Ohio Department of Job and Family Services (ODJFS) staff provides technical assistance through county site visits, video conferences, and through phone and email contacts. The training sessions address assessments, assignments and best practices for both SNAP E&T and ABAWDs. Through each county's SNAP E&T plans, State staff review the county's processes and procedures annually to ensure compliance. If a county agency is not operating their SNAP E&T program per policy, or State reviewers have questions regarding their contracts or fiscal information, contact is made with the county stating deficiencies/unclear information. The county agency is required to update and re-submit their plan for review; this cycle continues until the plan is accepted by the State.

The Management Evaluation (ME) Unit of the Bureau of Program Integrity consists of five reviewers known as Quality Initiative Specialists and their supervisor. The unit is charged with reviewing the operation of SNAP in each of Ohio's county departments of job and family services (CDJFS) to ensure that the CDJFS operate the program in accordance with federal and state regulations.

Ohio has 88 counties and 85 separate County Departments of Job and Family Services agencies. While Ohio is now considered one project area for applications and the transfers of cases, ME Reviews continue to be conducted for individual agencies. Beginning in FFY 2022, reviews for any SNAP County Shared Services (CSS) group were scheduled during the same review period. The agencies in each of these eight SNAP CSS groups are being reviewed on a biennial basis; therefore, small agencies in these groups will be reviewed more frequently than required in the size designations listed below. This methodology will ensure that all the medium agencies in the group will continue to be reviewed every other year.

- A. Small – Local agencies with fewer than 5,000 assistance groups (AGs) will be reviewed on a triennial basis.
- B. Medium – Local agencies with between 5,000 and 25,000 AGs will be reviewed on a biennial basis.
- C. Large – Local agencies with more than 25,000 AGs will be reviewed on an annual basis.

The unit will also review cases from every county agency to ensure that sanctions are properly imposed due to failures in the SNAP E&T program as follows:

- ME staff will review a minimum of five random E&T sanctioned cases from each of the 85 agencies during FFY 2024, either as part of the ME Review (for those to be scheduled for a regular ME review) or as a stand-alone case review.
 - The reviews will consist of all actions related to the sanction, including failures, noticing of the right to provide good cause by issuing the Notice of Alleged Failure (JFS 07209), exemptions if applicable, the completion of the JFS 07208 screening tool, the proposal of the sanction, the completion of the pre-sanction checklist (JFS 07210), and any sanction compliance completed.
 - If cases are found that have been sanctioned without the forms being completed or completed incorrectly, the county agency will have to reinstate benefits.
- ME staff will observe a set minimum of eligibility observations during a normal ME review to ensure adequate E&T screening is being completed using the screening tool, along with the other aspects of the interview we are already observing. These are already being completed as follows:
 - a minimum of 2 in each “small” agency, 4 in each “medium” agency, and 6 in each “large” agency.
 - These interview observations will include the following:
 - General work requirements and ABAWD exemptions
 - Correct completion of the ODJFS approved screening form
 - Saving the completed form to the case record
 - Screening for supportive service needs and participant criteria
 - Providing an oral explanation of all work requirements for the assistance group

A form will be developed to collect this data that will be shared with the Office of Family Assistance (OFA). The Bureau of Program Integrity (BPI) will share results of the information found with OFA on a quarterly basis.

There will be no Continuous Improvement Plans to the counties having a full-blown ME review, or to the counties only having the five random cases reviewed. The information found will be shared by OFA staff to the county agencies during their regularly scheduled county engagement meetings. These are held three times a year with the metro agencies, and every six months with the non-metro agencies. If a county engagement is needed more frequently based on possible ME findings with SNAP E&T compliance issues, meetings will be added to the schedule.

- d) Provide the geographic areas of the State where the E&T program operates, and describe the rationale for this selection. Designate which areas, if any, operate mandatory E&T programs.

Ohio operates a statewide mandatory E&T program in all 88 counties within the State. Participation in at least one SNAP E&T component and case management is mandatory for all ABAWD's, even those who reside in a county with a waiver of the ABAWD time limit.

- e) Provide a list of the components offered.

In addition to case management, all 88 Ohio counties must offer the following E&T components: Supervised Job Search, at least one Education and Training activity, and WEP.

- Supervised Job Search
- Education and Training which includes the following:
 - Educational Program, Basic Education and/or Foundational Skills Instruction (includes High School Equivalency programs)
 - Career and/or Technical Education Programs or Other Vocational Training
 - English Language Acquisition
 - Work (Job) Readiness Training
- WEP

Ohio has also added the option for counties to offer WBL or JRet services once statewide guidance is available for the development of the programs, to help broaden the list of available activities.

- f) Provide the web addresses (URLs) of State E&T policy resources such as handbooks and State administrative code, if available.

<https://emanuals.jfs.ohio.gov/CashFoodAssist/FACM/FAH3000/>

II. Program Changes

Please complete this section if applicable, and only include changes to the program for the upcoming Federal fiscal year (FY).

- a) Summarize changes for the upcoming Federal fiscal year (FY) from the prior FY. Significant changes may include new initiatives, changes in funding or funding sources, policy changes, or significant changes to the number of partners or participants. Significant changes could include those made as a result of management evaluation findings or participation in program improvement initiatives, such as SNAP to Skills. It is not necessary to include changes made as a result of new Federal rulemaking.

Mandatory Use of Forms and New Policy for E&T Compliance:

Effective July 1, 2023, the State implemented new policy to help ensure all requirements are being met prior to sanctioning an individual who is non-compliant with SNAP E&T. This is a result of being notified by FNS that “until Ohio is in full compliance with regulations affecting program access, the State must take steps immediately to ensure that SNAP E&T participants are not improperly sanctioned” and must “clearly describe how the State will halt improper sanctions and how they are actively working to ensure the State’s E&T program will come into compliance.”

- **Screening Tool**

During the SNAP eligibility interview, for any individual in receipt of SNAP who is either (1) an adult or (2) a 16 or 17 year old who is the assistance group name and is not in school or in the SNAP E&T program, the caseworker must use the JFS 07208 “Supplemental Nutrition Assistance Program Employment Program Work Registration, ABAWD and Employment and Training Screening Tool” to determine if an individual is a work registrant and/or an ABAWD and is appropriate to refer for SNAP E&T. This screening tool also includes the oral rights and responsibilities that must be read to the individual based on whether or not they are subject to the work registration requirements, ABAWD work requirements, and/or SNAP E&T requirements. The JFS 07208 must be kept in the case record.

In lieu of using the JFS 07208, a county agency can create an automated system equivalent, but must have it approved by ODJFS prior to implementation. A county-created automated system screening tool must capture the same information outlined in the JFS 07208, including the appropriate oral noticing requirements based on the individual’s status. Additionally, the automated system equivalent must be able to save a summary of the screening into a document management system to be retrievable by a third-party reviewer. Electronic tools must be sent to ODJFS for review and approval. The county agency must continue to use the JFS 07208 until approval is received from ODJFS for the county-created automated system equivalent.

In either instance of the JFS 07208, or automated system equivalent, use of the screening tool must be clearly documented in journal notes.

- Notice of Alleged Failure

Prior to this letter, a county agency could notify an individual of their failure to comply with the appraisal or SNAP E&T assignment with either a letter, phone call, email or other communication method chosen by the agency. ODJFS is now requiring the JFS 07209 “Supplemental Nutrition Assistance Program Notice of Alleged Failure” to be used to notify all individuals of their failures and their right to provide good cause. The county agency must allow at least 7 days from the mailing date of the notice for good cause to be provided before it can determine there was no good cause for the failure. A copy of the JFS 07209 sent to the client must be kept in the case record and documented in journal notes.

- Pre-sanction Checklist

Prior to proposing a sanction for failing to attend a SNAP E&T appraisal or assignment without good cause, the county agency must complete the JFS 07210 “Supplemental Nutrition Assistance Program Employment Program Employment and Training Pre-Sanction Checklist.” All answers on the JFS 07210 must be “yes” to all questions, and the supplemental questions must be answered before a worker can proceed with proposing a sanction. If any of the questions are answered with “no”, then not all policies were implemented correctly, and the sanction cannot be proposed. The JFS 07210 must be saved in the case record and emailed to ODJFS within 2 business days of proposing the sanction. If these actions are not completed, the sanction is invalid, and the county agency will be required to remove the sanction and reinstate SNAP benefits.

In lieu of using the JFS 07210, a county agency can create an automated system equivalent, but must have it approved by ODJFS prior to implementation. A county-created automated system pre-sanction checklist must capture the same information outlined in the JFS 07210. Additionally, the automated system equivalent must be able to be saved into a document management system to be retrievable by a third-party reviewer. Electronic tools must be sent to ODJFS for review and approval. The county agency must continue to use the JFS 0710 until approval is received from ODJFS for the county-created automated system equivalent.

In either instance of the JFS 07210, or automated system equivalent, use of the pre-sanction checklist must be clearly documented in journal notes.

- b) Highlight any changes from above that the State agency is making to the E&T program based on the prior year’s performance, for instance changes made as a result of E&T outcome and participation data.

OB Enhancements:

The State spent extensive time and effort to enhance OB to display an individual’s full work requirement for SNAP: their status as a work registrant, if they’re ABAWD

subject to a work requirement and conversely a descriptive view of an individual's exemptions should they meet any. Previous, Ohio Benefits only identified individuals as an ABAWD. This was done to help county agency workers understand the status of an individual and have the information in front of them on the OB screen so as to eliminate confusion.

Federal Reporting Enhancements:

With the updates to OB to identify an individual's full work requirement for SNAP, this meant that reports logic was updated to now count the subsets for the state measures.

SNAP E&T Study:

The State has partnered with Deloitte to conduct a current state of SNAP E&T in Ohio. The study consists of reviewing and analyzing four years' worth of SNAP E&T data as well as a study sent to county agencies to determine the level of engagement county agencies have with SNAP E&T individuals.

SNAP E&T Redesign

As part of the biennial budget process, Ohio's General Assembly has required the Ohio Department of Job and Family Services to redesign the SNAP employment and training (E&T) program. The goal for the redesigned SNAP E&T program is to meet the needs of Ohio's employers, promote sustained self-sufficiency and end the dependency for public assistance. To ensure that the redesigned program can meet that goal, we are forming an Executive Committee and a subsequent workgroup to oversee this effort. The Executive Committee will come together periodically to hear from shareholders, advocacy groups, employer representatives and the public; and to receive updates from the workgroup. The workgroup will consist of county agencies SNAP E&T representatives, workforce board representatives, state SNAP ET, TANF and WIOA policy subject matter experts, the business community, and advocates (e.g. legal aid). In addition to SNAP E&T redesign, the workgroup will also look holistically at how to align SNAP E&T, the TANF work program and WIOA programs. The kickoff for the redesign is scheduled for August 16, 2023.

III. Consultation and Coordination with the Workforce Development System

State agencies must design the E&T program in consultation with the State workforce development board and operate the E&T program through the Statewide workforce development system (7 CFR 273.7(c)(5)). The goal of this section is to explain the relationship between the State agency and other organizations it plans to consult and coordinate with for the provision of services, including organizations in the statewide workforce development system. The statewide workforce development system refers to a network of providers, which may include government and the public sector;

community-based organizations and non-profits; employers and industry; occupational training providers; and post-secondary institutions, such as community colleges. Please note the State workforce development board is an entity that establishes regional strategic plans and sets funding priorities for their area. They are distinct from State workforce agencies.

Consultation

Consultation with the workforce development system generally includes discussions to learn about services provided in the community and how each organization functions and coordinates with others in the community. State agencies can demonstrate they consulted with their State workforce development board by noting the dates of conversations, who they spoke with, what they spoke about, and how they incorporated this information into the design of their E&T program.

- a) **Consultation with State workforce development board:** Describe how the State agency consulted with the State workforce development board in designing its SNAP E&T program. This description should include with whom the State agency consulted and the outcomes of the consultation. If the State agency consulted with private employers or employer organizations in lieu of the State workforce development board, skip to question (b).

In Ohio, administration of workforce activities and the SNAP and TANF programs are all supervised by the ODJFS. The Deputy Directors are responsible for administering both SNAP and WIOA and report to the Director of ODJFS. Three of the offices have regular meetings, during which they consult with one another on alignment and emerging issues. The Director of ODJFS sits on the Governor's Executive Workforce Board, which meets quarterly. As mentioned above, as part of the biennial budget process, Ohio's General Assembly has required the Ohio Department of Job and Family Services to redesign the SNAP employment and training (E&T) program. The goal for the redesigned SNAP E&T program is to meet the needs of Ohio's employers, promote sustained self-sufficiency and end the dependency for public assistance. This work began August 24, 2023 and the workgroup meets twice weekly with individuals from county agencies SNAP E&T representatives, workforce board representatives, state SNAP ET, TANF and WIOA policy subject matter experts, the business community, and advocates (e.g. legal aid). In addition to SNAP E&T redesign, the workgroup will also look holistically at how to align SNAP E&T, the TANF work program and WIOA programs. This workgroup is developing ideas and recommendations to present to an Executive Committee to drive the outcome of Ohio's redesigned E&T program. The Executive Committee consists of the Director and Assistant Director of ODJFS, representation from the Governor's office of Workforce Transformation, the Ohio Workforce Association, Goodwill, Job and Family Services Director's Association and business owners. Through this collaboration of the workgroup and Executive Committee, the State is partnering not only with the Workforce Board, but with many other stakeholders, on a biweekly basis on the development and trajectory of the SNAP E&T program in Ohio.

This alignment at the state-level is critical because, at the local level, programs are not always administered by the same entity. ODJFS encourages the county agencies to coordinate services with local providers to ensure streamlining and consistency for clients. County agencies can refer SNAP E&T participants to local providers for education and training, career assessment, and job placement services.

ODJFS participates in a state OhioMeansJobs (OMJ) group, which was created to facilitate the coordination of services at the state and local level. The state OMJ group is an informal organization that includes representatives from the TANF and SNAP programs, the Workforce Innovation and Opportunity Act (WIOA), Ohio Department of Development, Ohio Board of Regents, Ohio Department of Education, Ohio Department of Mental Health and Addiction Services, Rehabilitation Services Commission, Ohio Department of Aging, and the county agencies. The organization provides coordination of services, improves communication and service delivery among the partners of the OMJ centers.

Collaboration between the workforce and SNAP E&T agencies is expected to continue through enhanced reliance on the education and training tools available through the OMJ website. To that end, all work registrants are provided information about the OMJ website which is where the fulcrum for all activities (including the WIOA Title 1 programs) of the State and local Workforce Boards are listed. Employment and Training components delivered through the workforce development agency may include Supervised Job Search, Education and Training, such as basic education or Job Readiness Training Activities.

Locally, the coordination between SNAP E&T programs and other state employment services vary by area. Some county agencies are the local OMJ operators and integrate all employment programs. Other county agencies refer SNAP E&T participants to the local OMJ center for Supervised job search assistance and WIOA core and intensive services. Some OMJ operate the SNAP E&T Supervised Job Search components only. Through OMJ, E&T participants can take online courses related to: Master Core Business skills (reading, writing, critical thinking, improve interviewing, etc.); GED preparation; career test preparation (career awareness/career exploration); and adult learning (building math, reading, writing, speaking and life skills). Many of the online courses available through OMJ can be used to expand the employability of participants by ensuring the participants become equipped to compete successfully in the labor market and thus can be counted as Work (Job) Readiness Training. Activities completed in OMJ are able to be tracked and show completion of courses taken.

Additional consultation and coordination with OWD will also be merged into the new workgroup that is being formed from the SNAP E&T redesign project mentioned previously.

- b) **Consultation with employers:** If the State agency consulted with private employers or employer organizations in lieu of the State workforce development board, document this consultation and explain the determination that doing so was

more effective or efficient. Include with whom the State agency consulted and the results of the consultation.

N/A

Coordination

Coordination with the workforce development system consists of efforts to partner with workforce providers to directly serve SNAP E&T participants or to align the flow or types of services offered across programs.

- c) **Special State Initiatives:** Describe any special State initiatives (i.e. Governor-initiated or through State legislation) that include SNAP E&T. Describe any efforts taken by the State agency to coordinate these programs, services, partners, and/or activities with the State’s E&T program.

ODJFS has partnered with the Office of Workforce Development (OWD) on two initiatives: Economic Mobility and the Benefit Bridge. Both initiatives are geared towards aiding the population we serve by offering resources, advocates, case managers as well as financial literacy in order to help them from benefits to self-sufficiency. These are long-term goals for our offices as well as the Director of ODJFS.

The Benefit Bridge program previously had five county agencies piloting the program, which consists of Compassion Counts training for staff and a Care Team for clients. The Compassion Counts training is designed around empathy and trauma. The goal of the trainings is to meet the clients where they are, build trust, and provide support to move individuals to economic independence. The Benefit Bridge project expanded in 2022 to include six additional county agencies in the pilot for a total of 11: Allen, Fairfield, Gallia, Hamilton, Hardin, Licking, Meigs, Perry, Portage, Stark, and Summit.

A Care Team at minimum will include a benefit coach and a peer mentor or intensive case manager. It is recommended that the peer mentor/intensive case manager be dedicated to the Benefit Bridge program and be available outside of traditional working hours if possible. When appropriate, a child support case manager is also encouraged to be part of the Care Team. The Care Team looks at the client holistically and provides them with the supports they need to become economically independent including; benefit support, life skills, financial literacy and stability (mentally and financially), and a peer mentor (that has lived experience overcoming the struggles of transitioning from public assistance to economic independence) . County agencies also offer incentive. The State chooses which population of clients county agencies will serve in the Care Team pilot, which can include SNAP recipients. All services offered through the Benefit Bridge are funded with State general revenue funds (GRF)- no services are charged to SNAP E&T.

Additionally, as stated above, consultation and coordination with OWD will also be merged into the new workgroup that is being formed from the SNAP E&T redesign project mentioned previously.

- d) **Coordination with title I of WIOA:** Describe the extent to which the State agency is carrying out SNAP E&T programs in coordination with title I programs under the Workforce Innovation and Opportunity Act (WIOA).

A key component of successful collaboration at the local level is educating the county agencies on the WIOA programs, services offered and the role of the OWD. Anecdotally, it is believed that county JFS agencies are not fully aware of the services offered through WIOA programs that could benefit the SNAP E&T population. Establishing regular opportunities for exposure to WIOA programs and services may help alleviate this gap. Training and materials will be developed on the various WIOA programs and how they can be used to serve the SNAP E&T participants. This includes, but is not limited to: where are local one-stop/resource rooms, what do they offer and who is eligible to receive services; what is offered on the OMJ website, including building a “backpack” and exploring career pathways; or possible sharing/attending workshops and trainings available from OWD programs. Additionally, ODJFS, SJI and FNS presented to county agencies on June 30, 2022 on third-party partnerships.

Our rules allow for ABAWDs to fulfill their work requirement by participating in a work program which includes Title I WIOA programs, or a program or employment and training operating through the Department of Labor or Department of Veteran’s affairs. As we continue to work to inform county agencies about these work programs, we are optimistic that referrals and participation in Title I WIOA programs will increase. Since Ohio rules require ABAWDs to participate in SNAP E&T regardless of whether they are meeting the ABAWD requirements in another manner (such as through a WIOA program), counties tend to use the SNAP E&T activities to help meet the ABAWD requirements first. Counties may utilize WIOA to provide services potentially unavailable through their SNAP E&T program or when funding is low. The counties “braid” the E&T and WIOA funded services to provide “wrap around” support to individuals. E&T funds are not used to pay for WIOA services.

Additionally, county agencies have additional E&T case management tools through enhanced functionality of the OMJ website (<https://ohiomeansjobs.ohio.gov/>) and ARIES. OMJ is a comprehensive website that helps job seekers build and post resumes for employers to search, develop career profiles and plans, search for jobs in Ohio, complete skills assessments and tutorials to improve skills, and create current and future financial budgets. County agencies may refer SNAP E&T participants to the OMJ website to participate in supervised job search and job readiness training activities that will count towards their participation requirements. County agencies are able to track participation, assess barriers and competencies through ARIES. A county agency is not required to use OMJ to meet the requirements of Supervised Job Search or Work (Job) Readiness Training; it is within the county agency’s discretion to determine when it would be appropriate. However, a county agency should ensure that any individual assigned to OMJ has an email account and access to a computer and the internet.

e) **WIOA Combined Plan:** Is SNAP E&T included as a partner in the State's WIOA Combined Plan?

Yes

No

f) **TANF/GA Coordination:** Describe how the State agency is coordinating with TANF/GA programs, services, partners, and/or activities. Describe any TANF/GA special initiatives targeting specific populations and any actions taken to coordinate with these efforts.

The SNAP E&T Program is coordinated with Ohio's more comprehensive Temporary Assistance for Needy Families (TANF) work and training program called Ohio Works First (OWF). The processes for assessment, assignment to an activity, and sanctioning for non-participation are similar for OWF and SNAP E&T and occur in the same statewide eligibility system.

g) **Other Employment Programs:** Describe how the State agency is coordinating its SNAP E&T program with any other Federal or State employment program (e.g. HUD, child support, re-entry, refugee services).

Through our partnership with OWD on the Economic Mobility and the Benefit Bridge project, both initiatives are geared towards aiding the population we serve by offering resources, advocates, case managers, financial literacy coaching and guidance to move them from benefits to self-sufficiency. This includes helping non-custodial parents meet child support obligations as well as working with local organizations for housing to assist individuals in understanding and obtaining the help needed.

IV. Consultation with Indian Tribal Organizations (ITOs)

State agencies are required to consult with Tribes about the SNAP State Plan of Operations, which includes the E&T State Plan, per 7 CFR 272.2(b) and 272.2(e)(7). The consultations must pertain to the unique needs of Tribal members. State agencies are required to document the availability of E&T programs for Tribal members living on reservations in accordance with 7 CFR 273.7(c)(6)(xiii). The goal of this section is to describe how the State agency consulted with Indian Tribal Organizations (ITOs), describe the results of the consultation, and document the availability of E&T programs for Tribal members living on reservations.

a) Did the State agency consult with ITOs in the State?

Yes, ITOs in the State were consulted. *(Complete the rest of this section.)*

- No, ITOs are located in the State but were not consulted. *(Skip the rest of this section.)*
- Not applicable because there are no ITOs located in the State. *(Skip the rest of this section.)*

b) Name the ITOs consulted.

c) **Outcomes:** Describe the outcomes of the consultation. Provide specific examples of how the State agency incorporated feedback from ITOs into the design of the E&T program (e.g., unique supportive service, new component, in-demand occupation).

d) **Enhanced reimbursement:** Will the State agency be seeking enhanced reimbursement for E&T services (75%) for ITO members who are residents of reservations, either on or off the reservation?

- Yes
- No

V. Utilization of State Options

State agencies have the flexibility to implement policy options to adapt and meet the unique needs of State populations. Check which options the State agency will implement.

a) The State agency operates the following type of E&T program *(select only one)*:

- Mandatory per 7 CFR 273.7(e)
- Voluntary per 7 CFR 273.7(e)(5)(i)
- Combination of mandatory and voluntary

b) The State agency serves the following populations *(check all that apply)*:

- Applicants per 7 CFR 273.7(e)(2)

Exempt members of zero benefit households that volunteer for SNAP E&T per 7 CFR 273.10(e)(2)(iii)(B)(7)

Categorically eligible households per 7 CFR 273.2(j)

c) Does the State agency enable ABAWDs to regain SNAP eligibility through E&T and verify that the ABAWD will meet the work requirement within 30 days subsequent to application per 7 CFR 273.24(d)(1)(iv)?

Yes

No

VI. Characteristics of Individuals Served by E&T

d) State agencies are required to include information about the categories and types of individuals they plan to exempt from mandatory E&T participation (7 CFR 273.7(c)(6)(iv)), as well as the characteristics of the population they plan to place in E&T (7 CFR 273.7(c)(6)(v)).

e)

a) Describe the categories and types of individuals the State will exempt from mandatory E&T participation. In accordance with 7 CFR 273.7(e), State agencies may exempt from mandatory E&T participation, categories of work registrants (e.g. all those in counties X, Y, Z, or those in their first 30 days of receipt of SNAP) and individual work registrants based on certain personal characteristics or circumstances (e.g. lack of transportation or temporary disability). These exemptions are in addition to the federal exemptions from work requirements at 273.7(b) and only applicable to the E&T requirement at 7 CFR 273.7(a)(1)(ii). Exemptions from Mandatory E&T must also be listed in Table H 'Estimated Participant Levels' Sheet of the Excel Workbook.

b)

c) (Note: States that run all-voluntary E&T programs would note that they exempt all work registrants.)

If an individual meets one of the below exemption reasons, they are not required to participate in the SNAP E&T program:

- An individual younger than sixteen years of age
 - A sixteen- or seventeen-year-old participant who is not the assistance group name as defined in rule 5101:4-1-03 of the Administrative Code is exempt from work registration.
 - A sixteen- or seventeen-year-old participant who is the assistance group name and is attending school or enrolled in an employment training program at least half time is exempt from work registration.
- An individual under 18 years of age

- For federal fiscal year 2024, an individual fifty-three years of age or older
- For federal fiscal year 2025, an individual fifty-five years of age or older
- An individual sixty years of age or older
- An individual who is caring for a child under six or an incapacitated individual
- Receipt of Unemployment Compensation (UC) or applied and complying with UC work requirements
- Physically or mentally unfit for employment as determined by a medical provider or the county agency
- Applied for Supplemental Security Income (SSI) and SNAP at the Social Security office
- Participating in a drug or alcohol treatment/rehabilitation program
- Student enrolled at least half time
- Complying with OWF work requirement
- Employed or self-employed at least 30 hours a week or receiving earnings equal to federal minimum wage times 30 hours
- A parent (natural, adoptive or step) of an assistance group member under age eighteen, even when the assistance group member who is under eighteen is not eligible for SNAP benefits
- An individual residing in an assistance group where an assistance group member is under age eighteen, even when the assistance group member who is under eighteen is not eligible for SNAP benefits
- An individual who is pregnant.
- A homeless individual as defined in 7 CFR 271.2
- A veteran as defined in Section 5126(f)(13)(F) of the James M. Inhofe National Defense Authorization Act of 2023
- An individual who is 24 years of age or younger and who was in foster care under the responsibility of a State on the date of attaining 18 years of age or such higher age as the State has elected as defined under Section 475(8)(B)(iii) of the Social Security Act.

Additionally, if it is determined that either or both of the following circumstances are true, the individual is not required to participate in SNAP E&T and is given good cause:

- There is not adequate SNAP E&T providers (slots) as determined by information housed in Ohio Benefits for SNAP E&T providers for each county, the individual is not required to participate in SNAP E&T (ABAWDs must still meet the ABAWD work requirement); or
- It has been determined that the individual has been subjected to domestic violence and compliance with the work requirement would make it more difficult for the individual to escape domestic violence or unfairly penalize the individual.

d) How frequently will the State plan to re-evaluate these exemptions from mandatory E&T?

The mandatory SNAP E&T exemptions are reviewed at initial application, recertification, when a provider determination is made, or at the time a change that is subject to the reporting requirements is reported.

e) What are the characteristics of the population the State agency intends to serve in E&T (e.g. target population)? This question applies to both mandatory and voluntary participants.

- ABAWDs
- Homeless
- Veterans
- Students
- Single parents
- Returning citizens (aka: ex-offenders)
- Underemployed
- Those that reside in rural areas
- Other: Individuals volunteering for SNAP E&T

VII. Organizational Relationships

State agencies are required to include information on the organizational relationship between the units responsible for certification and the units operating the E&T components, including units of the statewide workforce development system, if available. For the purposes of the questions below, E&T providers are considered to include units of the Statewide workforce development system. FNS is specifically interested in ensuring that the lines of communication are efficient and that, if applicable, noncompliance with mandatory E&T is reported to the certification unit within 10 working days after the noncompliance occurs, per 7 CFR 273.7(c)(4). State agencies must also include information on the relationship between the State agency and other organizations it plans to coordinate with for the provision of services.

The following questions are about how the E&T program is structured in your State agency.

a) Please indicate who at the State agency directly administers the E&T program (i.e. establishes E&T policy, contracts for E&T services, monitors providers). For example, if the E&T program unit is separate from the SNAP certification unit, and if there are separate E&T units at the county level.

Because Ohio is a state-supervised, county-administered program, each county agency determines the structure of their agency and their operational procedures. Each county agency is required to submit a SNAP Employment and Training Plan to the state agency describing the county agency's policies and procedures for conducting appraisals and assessments, assigning to SNAP E&T components, providing supportive services, monitoring compliance with program requirements, determining good cause, and implementing sanctions.

Ohio believes all ABAWDs, even in waived areas, are in need of employment and training services and therefore, are appropriate for E&T. This policy is specifically outlined in Ohio Administrative Code (OAC) rule 5101:4-3-11.1. Ohio Benefits (Ohio's statewide automated eligibility system) can determine a person's ABAWD status based on information put into the system gathered during the interview and screening process completed by the eligibility worker. A person's interest is considered in the assignment to an activity, but it is not the determining factor in whether a person is required to participate. In fact, a person may not be interested in any of the activities available, but must participate in one assigned as long as all necessary expenses are paid for by the county agency or provider. The oral work requirements notice language already explains that ongoing participation expenses will be paid for by the county, and if unable to be covered, they will not be required to participate until the participant costs decrease and can be paid for, or the client can be placed in a different activity where all costs can be covered. Additionally, Ohio has been meeting with county agencies one on one to reinforce the message of proper screening for exemptions and covering all necessary participant costs; specifically stressing the fundamental principle that they must ensure when a client is has the potential of being sanctioned and losing benefits for non-compliance with SNAP E&T, they should truly be a required participant and have the necessary participation expenses paid for by the county agency.

b) How does the E&T unit coordinate and communicate on an ongoing basis with the units responsible for certification policy?

Because Ohio is a state-supervised, county-administered program, each county agency determines the structure of their agency and their operational procedures. Each county agency is required to submit a SNAP Employment and Training Plan to the state agency describing their policies and procedures for conducting appraisals and assessments, assigning to SNAP E&T components, providing supportive services, monitoring compliance with program requirements, determining good cause, and implementing sanctions. State staff review all county plans to ensure compliance with SNAP E&T rules.

The SNAP eligibility process is conducted by county agency eligibility workers where they will screen SNAP work registrants' status and exemptions. The most common set up for how coordination occurs between county eligibility and SNAP E&T staff are as follows:

1. Counties take a "total case management" approach where the eligibility worker is also the SNAP E&T worker. This worker will determine eligibility, screen for SNAP E&T, complete the appraisal and the employability plan and make the assignment. This process may be completed immediately following the eligibility interview when benefits are able to be authorized, or the county may give an appointment to come back for the appraisal, employability plan and making the assignment.

2. Counties have individuals or units within the agency designed to do work activities; once the eligibility worker determines that an individual is SNAP E&T required, they will be referred to the “assignment” unit to complete the appraisal and the employability plan and make the assignment. This hand-off varies by county. Some counties do this immediately/same day when benefits are able to be authorized- others give an appointment to come back and meet with the SNAP E&T worker.

County workers cost allocate their time by completed Random Moment Samples, or “RMS hits”, during the day. At the time of the RMS hit, they must identify what they are currently working on and code to the correct program and area. Screening and referrals to E&T and implementation of sanctions for non-compliance with E&T are not to be coded to E&T.

- c) Describe the State’s relationships and communication with intermediaries or E&T providers (if applicable):

1. Describe how the State agency, intermediaries, E&T partners, share participant data and information. Include the names of any MIS systems (or other modes of communication) used.

Once an individual is identified as being SNAP E&T required and the information/assignment is entered into the Ohio Benefits system, a document is generated and mailed via the U.S. Postal Service (or emailed) to the provider with the individual’s information and assignment details. Additionally, there is a provider portal where providers can log in to view the same information and enter failures that the county agency can then view. However, the provider portal is an optional tool and not all providers and county agencies use this.

2. If the State uses an MIS system, describe the E&T related data that is tracked and stored in those systems (e.g. referrals, noncompliance with program requirements, provider determinations, etc.), and whether the system(s) interact with each other.

Based on the information entered during the interview to screen for exemptions, the eligibility system automatically determines individuals who are subject to work registration, who are required to participate in the SNAP E&T program, or waived from the time-limited ABAWD requirement. Ohio Benefits also houses appraisal appointment scheduling, barriers, non-compliances, issues the written notice of consolidated work requirements and identifies the assignment type, date, and hours for the required individual and tracks provider determinations.

3. Describe how the State agency shares new policies, procedures, or other information with the intermediary or other E&T partners.

CCAP

The state SNAP policy section and the four community colleges have standing meetings, typically every other month, to discuss program updates, changes, challenges and steps to move forward. These have been occurring since the Fall of 2020 and will continue indefinitely. Additionally, there are also quarterly meetings with the colleges and the respective counties that have a signed MOU with the college.

Center for Employment Opportunities (CEO)

The state has quarterly meetings with CEO in which we share any new policies, procedures and other information.

County Agencies

A county agency is required to communicate all of this information to their contracted providers. This process is established at the county level.

- 4. Describe the State agency’s process for monitoring E&T partners’ program and fiscal operations. Include plans for direct monitoring such as visits, as well as indirect monitoring such as reviewing program data, financial invoices, etc.

CCAP

The State manages the contract with the four community colleges participating in CCAP. Our contracts area is responsible for monitoring invoices and ensuring requested reimbursement amounts matches allowed costs. This is based on a line-item budget that was submitted by each college at the start of the program. Unallowable SNAP E&T costs will not be reimbursed. State SNAP policy staff also review the colleges’ plans and MOUs with the counties to ensure they are following SNAP E&T rules.

Center for Employment Opportunities (CEO)

CEO is responsible for working with individuals in Cuyahoga, Franklin and Hamilton counties recently released from felony incarceration gain skills or training necessary to increase their employability by doing the following:

- provide education and training necessary for individuals to obtain and retain employment
- analyze job readiness
- work with local businesses to find suitable positions
- provide job placement services

The State manages the contract with CEO. Our contracts area is responsible for monitoring invoices and ensuring requested reimbursement matches allowed costs. This is based on a line-item budget that was submitted by each college at the start of the program. Unallowable SNAP E&T costs will not be reimbursed.

County Agencies

The State agency requires county budget information on programmatic costs, including amounts for vendors and partners. The State provided trainings to counties identifying areas that need to be included in contracts. County agencies are given an appropriation of SNAP E&T funds to operate their program in their county. A county agency is required to monitor contracted providers and expenditures.

5. Describe how the State agency evaluates the performance of partners in achieving the purpose of E&T (assisting members of SNAP households in gaining skills, training, work, or experience that will increase their ability to obtain regular employment and meets State or local workforce needs).

The State agency has the number of individuals who have successfully completed a component. Data on the numbers of individuals who have successfully completed can be linked back to the assignment made. This can then be compared to how many individuals were assigned to X provider and how many successfully completed to give an overview of how many individuals may not be successful. Based on this, conversations can be had with partners (CCAP, CEO, county-specific contracts) on properly engaging and helping individuals become and maintain success in the SNAP E&T program.

VIII. Screening for Work Registration

State agency eligibility staff must screen for exemptions from work registration, per 7 CFR 273.7(a).

- a) Describe how the State agency screens applicants to determine if they are work registrants.

During the initial interview process, the SNAP eligibility workers are responsible to screen each member of the assistance group and determine which members are required to register for work. The eligibility worker is required to use the JFS 07208 "Supplemental Nutrition Assistance Program Work Registration, ABAWD and Employment & Training Screening Tool", or other county-developed ODJFS-approved automated system equivalent. Based on the information entered during the interview to screen for exemptions, the eligibility system automatically determines individuals who are subject to work registration, who are required to participate in the SNAP E&T program, or waived from the time-limited ABAWD requirement. The work registration exemptions are reviewed during the appraisal interview as well to confirm no changes have occurred since the eligibility interview. The appraisal interview is conducted either by the eligibility worker or SNAP E&T worker based on how the county agency is structured. Some county agencies are combined workers (eligibility and SNAP E&T), others are separate. This information is shown as a status on screens in the eligibility system and is also documented in the journal notes. Additionally, the county agency will review the oral

explanation of work requirements during the interview and the written consolidated notice is mailed to the assistance group upon case approval.

Every SNAP recipient in Ohio is required to be work registered unless they meet one of the following exemptions listed in rule 5101:4-3-11 of the Ohio Administrative Code:

- An individual younger than sixteen years of age
- An individual sixty years of age or older
- An individual who is caring for a child under six or an incapacitated individual
- Receipt of Unemployment Compensation (UC) or applied and complying with UC work requirements
- Physically or mentally unfit for employment as determined by a medical provider or the county agency
- Applied for Supplemental Security Income (SSI) and SNAP at the Social Security office
- Participating in a drug or alcohol treatment/rehabilitation program
- Student enrolled at least half time
- Complying with OWF work requirement
- Employed or self-employed at least 30 hours a week or receiving earnings equal to federal minimum wage times 30 hours.

Each work registrant is required to complete all work registration requirements listed in rule 5101:4-3-11.1 of the Ohio Administrative Code. This includes completing an appraisal (no later than thirty days from authorization of benefits at application and recertification, anytime reinstatement of eligibility is completed, or when the county agency determines the assistance group's circumstances warrant an additional appraisal) and participating in SNAP E&T if they are an ABAWD.

b) How does the State agency work register non-exempt individuals? For example, does the State agency make a notation in the file, do individuals sign a form, etc.?

The Ohio Benefits system identifies if an individual is work registered, SNAP E&T and ABAWD required. These statuses are evaluated each time the case is ran. Additionally, caseworkers enter in case journal notes in Ohio Benefits that individual is not exempt. There is an indicator in the system that identifies the individual as a work registrant, when appropriate. This indicator will ensure the individual receives a written notice with the work registration requirements.

c) At what point in the certification process does the State agency provide the written explanation and oral notification of the applicable work requirements?

The written explanation and oral notification of the applicable work requirements are provided at initial certification, when a previously exempt assistance group member or new assistance group member becomes subject to the work requirements and at recertification. This notice is auto-generated by the nightly batch at initial certification,

when a previously exempt assistance group member or new assistance group member becomes subject to the work requirements and at recertification. For the oral notification, counties may choose to use the State developed oral explanation script or audio recordings. The oral notification is given during the interview after an assistance group member has been screened for work registration and SNAP E&T required participation.

IX. Screening for Referral to E&T

The State agency must screen each work registrant to determine if it is appropriate, based on State specific criteria, to refer them to the E&T program per 7 CFR 273.7(c)(2). State agencies may operate program components in which individuals elect to participate, per 7 CFR 273.7(e)(4).

- a) List the State-specific criteria eligibility workers use to screen individuals to determine if it is appropriate to refer them to the State's SNAP E&T program. *(Note: This question is not asking about criteria that may be unique to each provider.)*

Ohio believes all ABAWDs, even in waived areas, are in need of employment and training services and therefore, are appropriate for E&T. These individuals are screened as mandatory using the JFS 07208. During the screening process, individuals are informed that the county agency must pay for their costs to participate in the SNAP E&T program. If at any time, the county is unable to cover their costs, including to an in-person appraisal, they will not be required to participate. In Ohio, if an individual meets one of the following exemptions they would not be appropriate for referral to E&T:

- An individual younger than sixteen years of age
 - A sixteen- or seventeen-year-old participant who is not the assistance group name as defined in rule 5101:4-1-03 of the Administrative Code is exempt from work registration.
 - A sixteen- or seventeen-year-old participant who is the assistance group name and is attending school or enrolled in an employment training program at least half time is exempt from work registration.
- An individual under 18 years of age
- For federal fiscal year 2024, an individual fifty-three years of age or older
- For federal fiscal year 2025, an individual fifty-five years of age or older
- An individual sixty years of age or older
- An individual who is caring for a child under six or an incapacitated individual
- Receipt of Unemployment Compensation (UC) or applied and complying with UC work requirements
- Physically or mentally unfit for employment as determined by a medical provider or the county agency
- Applied for Supplemental Security Income (SSI) and SNAP at the Social Security office
- Participating in a drug or alcohol treatment/rehabilitation program
- Student enrolled at least half time
- Complying with OWF work requirement

- Employed or self-employed at least 30 hours a week or receiving earnings equal to federal minimum wage times 30 hours
- A parent (natural, adoptive or step) of an assistance group member under age eighteen, even when the assistance group member who is under eighteen is not eligible for SNAP benefits
- An individual residing in an assistance group where an assistance group member is under age eighteen, even when the assistance group member who is under eighteen is not eligible for SNAP benefits
- An individual who is pregnant.
- A homeless individual as defined in 7 CFR 271.2
- A veteran as defined in Section 5126(f)(13)(F) of the James M. Inhofe National Defense Authorization Act of 2023
- An individual who is 24 years of age or younger and who was in foster care under the responsibility of a State on the date of attaining 18 years of age or such higher age as the State has elected as defined under Section 475(8)(B)(iii) of the Social Security Act.

Additionally, if it has been determined that the individual has been subjected to domestic violence and compliance with the work requirement would make it more difficult for the individual to escape domestic violence or unfairly penalize the individual, then the individual may be given good cause and would not be appropriate for referral to the E&T program. County agencies shall review the continued eligibility of the excused non-participation at least once every six months. County agencies may, at their option, review the individual's excused non-participation more frequently than every six months. There is no limit on the number of times (or length of time) that an excuse can be extended.

This policy is specifically outlined in Ohio Administrative Code (OAC) rule 5101:4-3-11.1.

Ohio Benefits (Ohio's statewide automated eligibility system) can determine a person's ABAWD status based on information put into the system gathered during the interview and screening process completed by the eligibility worker. A person's interest is considered in the assignment to an activity, but it is not the determining factor in whether a person is required to participate. In fact, a person may not be interested in any of the activities available, but must participate in one assigned as long as all necessary expenses are paid for by the county agency or provider. Ohio is working with the FNS Regional Office regarding the issue of screening for appropriateness. The eligibility worker is required to use the JFS 07208 Screening Tool, or other county-developed ODJFS-approved automated system equivalent. The form will ask participants, who are determined to be mandatory or voluntary participants, if they have transportation expenses for participating in the SNAP E&T assessment and explain that these supportive services will be provided to attend their assessment appointment, if needed. The mandatory use of the screening tool and screening and referral process was covered during a statewide training on June 21, 2023. The oral work requirements notice language already explains that ongoing participation expenses will be paid for by the county, and if unable to be covered, they will not be required to participate until the participant costs decrease and can be paid for, or the client can be placed in a different activity where all costs can be covered. Additionally, Ohio has been meeting with county agencies one on one to reinforce the message of proper screening for exemptions and

covering all necessary participant costs; specifically stressing the fundamental principle that they must ensure when a client has the potential of being sanctioned and losing benefits for non-compliance with SNAP E&T, they should truly be a required participant and have the necessary participation expenses paid for by the county agency.

- b) Describe the process for screening during the certification and recertification process. Include the staff involved in the screening, how the staff conduct the screening, and when the screening occurs.

During the initial interview process, the county agency is responsible for screening each member of the assistance group and determining which members are required to register for work and required to participate in SNAP E&T by using the JFS 07208 Screening Tool, or other county-developed ODJFS-approved automated system equivalent. Based on the information entered during the interview, the eligibility system automatically determines which individuals are subject to work registration, required to participate in the SNAP E&T program, and/or are subject to or waived from the time-limited ABAWD requirement. If it is determined that an individual meets an exemption outlined in 5101:4-3-11 or 5101:4-3-11.1 of the Ohio Administrative Code, then they are not referred to E&T. If an exempt individual expresses interest in participating, the county would discuss this with them and allow for them to be a SNAP E&T volunteer in the program. During the screening process, eligibility workers must also explain the next steps for accessing the E&T program, that the individual is entitled to receive participant reimbursements, and that a mandatory E&T participant may be exempted from E&T participation if their monthly expenses exceed the allowable participant reimbursement amount. County agencies are instructed to schedule the appraisal appointment after approval of benefits and at least 10 days out but within 30 days of SNAP approval, to allow time to provide pending verification of the exemption.

The work registration exemptions are reviewed again during the appraisal interview to confirm no changes have occurred since the eligibility interview. This information is shown as a status on screens in the eligibility system and is also documented in the journal notes. If during the appraisal interview an additional/new exemption is identified, county agencies have their own process for communicating this back to the eligibility worker. If the SNAP E&T worker is also the eligibility worker, then the SNAP E&T worker can take action. In either case, this would be an eligibility function and not be charged to E&T funds.

- c) *(If applicable)* Describe the process for screening upon receipt of a request for referral to E&T from an E&T provider (reverse referral). Include the staff involved in the screening, how the staff conduct the screening, and when the screening occurs.

CCAP

The CCAP program has two types of referrals: (1) a direct referral (from the county agency to the provider), or (2) a reverse referral from the community college to the county agency (that the colleges have an MOU with).

The standard practice, with slight variations according to college process, is that the colleges screen individuals for potential SNAP eligibility (community colleges are not determining SNAP eligibility.) This is done by completing an online screening tool or by college-created online forms. The community colleges request the participants to include whether they are a current SNAP recipient. This allows them to identify people for whom they may be eligible to request reimbursement for services provide to them in the CCAP program.

If an individual is identified as receiving SNAP or is potentially SNAP eligible, the community college emails the identified county contact to ensure the individual is assigned to SNAP E&T. If the individual is not yet in receipt of SNAP, the county agency will screen for appropriateness according to the State developed template. If they are already in receipt of benefits, the eligibility worker will still use the template to screen for appropriateness before making the referral to E&T.

If an individual is identified as being potentially SNAP eligible, there are a few different ways this is handled:

- Some colleges have a county representative on site. The county representative can complete the SNAP interview in real time on site. If the SNAP interview is not conducted on site, then the county representative can help an individual apply for SNAP benefits either via paper or online application through the Self-Service Portal (SSP).

Once this application is submitted, the county representative will process the application, screen for referral to SNAP E&T using the JFS 07208 and if appropriate complete the appraisal and make the assignment to the college. The individual is responsible for signing the employability plan and is notified of SNAP E&T requirements and participant reimbursements as with any individual not participating in CCAP.

- For colleges with no county representation on site, the county gives the individual the paper application or instructs them on how to apply online, through the SSP, as part of their academic advising meeting.

Once the application is completed, the college will either email/fax the paper application to the county agency contact or email the county agency contact notifying them that the person has applied for SNAP via the SSP.

CEO

CEO two types of referrals: (1) a direct referral (from the county agency to the provider), or (2) a reverse referral from CEO to the county agency with which they hold an agreement (Cuyahoga, Franklin or Hamilton).

If an individual is identified as receiving SNAP or is potentially SNAP eligible, CEO emails the identified county contact to ensure the individual is assigned to SNAP E&T. If the individual is not yet in receipt of SNAP, the county agency will screen for appropriateness according to the State developed template. If they are already in receipt of benefits, the

eligibility worker will still use the template to screen for appropriateness before making the referral to E&T.

- d) How and when are participants informed about participant reimbursements? In the case of mandatory participants, how and when does the State agency ensure individuals are exempted from mandatory E&T if the costs of participant reimbursements exceed any State agency cap or are not available?

Prior to referral to SNAP E&T, participants are informed about supportive services as asked by using the JFS 07208 Screening Tool, through the Rights and Responsibilities which are provided at initial interview, appraisals and at recertification (the Rights and Responsibilities are provided both orally and in writing). They are informed that they will not have to participate if their expenses exceed the allowable reimbursement. The county agency must reimburse the participant for the actual costs of supportive services needed, up to the maximum level of reimbursement established by the county agency in accordance with federal and state law and regulations.

When it is determined the costs of transportation, incidental expenses, or child care exceed the maximum level set by the county, the county agency must increase the amount of the monthly expense allowance, re-assign the participant to another site where the costs of participation do not exceed the maximum level or excuse (exempt) the individual from participation until a suitable component is available or the individual's circumstances change and the monthly expenses do not exceed the expense allowance.

As mentioned above, the eligibility worker is required to use the JFS 07208 Screening Tool, or other county-developed ODJFS-approved automated system equivalent to ensure eligibility workers are properly screening for all federal work registration and ABAWD exemptions. This form includes questions regarding participant reimbursements and information to notify the individual if the county agency cannot help them pay for the costs to attend their appraisal appointment or if anytime they are not able to participate due to inadequate participant reimbursement, they can be given good cause and will not be required to participate. While systematically the State is issuing "good cause" to these individuals, the impact is comparable to exempting them; the end result is the same- they are not required to participate and SNAP benefit access will not be adversely impacted. County agencies will be advised that when the individual is given good cause for lack of/inadequate participant reimbursements, the individual will not be subject to the mandatory E&T requirement until the participant costs decrease and can be paid for, or the client can be placed in a different activity where all costs can be covered.

The State will work on the back end to ensure that all participants who are issued "good cause" (under the State's terminology for this exemption) are reported correctly since these individuals are not subject to mandatory E&T.

The State is currently redesigning the SNAP E&T program and will evaluate this change in the overall scope of the project. Once we better understand the outcome of the redesign project, the State will work with the regional office on long-term fixes, including

policy/rule updates, Ohio Benefits system coding changes, report changes and training materials.

X. Referral to E&T

In accordance with 7 CFR 273.7(c)(2), the State agency must refer participants to E&T.

- a) What information does the State provide to E&T participants when they are referred and how is the referral communicated (e.g. information about accessing E&T services, case management, dates, contact information)?

The referral is communicated to individuals during the eligibility interview once it has been determined by using the JFS 07208 Screening Tool (or other ODJFS-approved automated system equivalent) that they do not meet an exemption, are SNAP E&T required and there is an appropriate and available placement. If an individual is identified at a community college through CCAP, the community college refers the individual to the county agency to either apply for SNAP (if not in receipt) or determine if they are SNAP E&T eligible (details on CCAP reverse referrals are in f.) below). The county agency eligibility worker either conducts the appraisal, completes the employability plan and assignment with the individual; refers the individual to the counties internal “work activity section” for appraisal, assignment and completion of the employability plan; or refers them to a contracted provider to do so. Participants are given both the Rights and Responsibilities as well as a copy of their employability plan which provides them the information collected during the appraisal. County workers cost allocate their time by completed Random Moment Samples, or “RMS hits”, during the day. At the time of the hit, they must identify what they are currently working on and code to the correct program and area. Referrals to E&T are not to be coded to E&T.

Ohio believes all ABAWDs, even in waived areas, are in need of employment and training services and therefore, are appropriate for E&T. This policy is specifically outlined in Ohio Administrative Code (OAC) rule 5101:4-3-11.1. The oral work requirements notice language already explains that ongoing participation expenses will be paid for by the county, and if unable to be covered, they will not be required to participate until the participant costs decrease and can be paid for, or the client can be placed in a different activity where all costs can be covered. Additionally, Ohio has been meeting with county agencies one on one to reinforce the message of proper screening for exemptions and covering all necessary participant costs; specifically stressing the fundamental principle that they must ensure when a client has the potential of being sanctioned and losing benefits for non-compliance with SNAP E&T, they should truly be a required participant and have the necessary participation expenses paid for by the county agency. Individuals identified as mandatory participants (or those who volunteer) are referred to SNAP E&T and are given an appointment when benefits are approved. The appointment can be verbal with a paper notice mailed or simply a paper notice. If a county agency has a separate work activities area, some county agencies refer the individual the same day-others schedule an appointment. This process varies county by county. County agency

eligibility workers are required to complete the oral consolidated notice prior to referral to SNAP E&T.

- b) If a State receives and approves a referral request from an E&T provider (reverse referral), how does the State communicate to the SNAP participant that they are in SNAP E&T and about their rights to receive participant reimbursements, etc.?

CCAP

The CCAP program has two types of referrals: (1) a direct referral (from the county agency to the provider), or (2) a reverse referral from the community college to the county agency (that the colleges have an MOU with).

The standard practice, with slight variations according to college process, is that the colleges screen individuals for potential SNAP eligibility (community colleges are not determining SNAP eligibility.) This is done by completing an online screening tool or by college-created online forms. The community colleges request the participants to include whether they are a current SNAP recipient. This allows them to identify people for whom they may be eligible to request reimbursement for services provide to them in the CCAP program. Colleges participating in CCAP are not making a reverse referral for SNAP E&T, but rather, are simply referring an individual back to the county agency to determine A. SNAP eligibility and/or B. for the county to complete the screening and referral to SNAP E&T.

If an individual is identified as receiving SNAP or is potentially SNAP eligible, the community college emails the identified county contact to ensure the individual is assigned to SNAP E&T.

If an individual is identified as being potentially SNAP eligible, there are a few different ways this is handled:

- Some colleges have a county representative on site. The county representative can complete the SNAP interview in real time on site. During the interview, the individual will be informed they are being referred to SNAP E&T and given the oral work requirements notice language which explains that ongoing participation expenses will be paid for by the county, and if unable to be covered, they will not be required to participate.
- If there is no county representative or the SNAP interview is not conducted on site, an individual can apply for SNAP benefits either via paper or online application through the Self-Service Portal (SSP). Once this application is submitted, the county representative will process the application, conduct an interview and screen for referral to SNAP E&T. During interview, the individual will be informed they are being referred to SNAP E&T and given the oral work requirements notice language which explains that ongoing participation expenses will be paid for by the county, and if unable to be covered, they will not be required to participate.

When appropriate and after approval of benefits, the county agency will complete the appraisal and make the assignment to the college and the individual is responsible for signing the employability plan.

CEO

CEO two types of referrals: (1) a direct referral (from the county agency to the provider), or (2) a reverse referral from CEO to the county agency with which they hold an agreement (Cuyahoga, Franklin or Hamilton).

If an individual is identified as receiving SNAP or is potentially SNAP eligible, CEO emails the identified county contact to ensure the individual is assigned to SNAP E&T. If the individual is not yet in receipt of SNAP, the county agency will screen for appropriateness according to the State developed template. If they are already in receipt of benefits, the eligibility worker will still use the template to screen for appropriateness before making the referral to E&T.

- c) After referral, describe what the E&T participant must do next. For instance, if the participant must report for an orientation describe who conducts the orientation, where the orientation occurs (e.g. in-person at a provider, log-in to a computer program, telephone interview with a case manager), and what happens during the orientation. If the next step varies throughout the State, describe the most common next step.

After referral to the E&T program, an appraisal will be conducted. During the appraisal, county agencies will complete initial case management services and identify a suitable component based on the results of the appraisal. The SNAP E&T individual will then be referred to a component. Depending on the provider of the component, this could include an orientation and further case management services. This will vary by component and by provider.

- d) How is information about the referral communicated within the State agency? For instance, is the information entered into an MIS by the eligibility worker and reviewed by an E&T specialist?

Once an individual is identified as being SNAP E&T required or volunteers to participate in the Program the information/assignment is entered into the Ohio Benefits system by the county agency worker. As stated above, it can be a county agency worker that does SNAP eligibility *and* SNAP E&T or just SNAP E&T. Due to varying county structures and processes, internal communications differ and include sending an email to the appropriate worker, sending a referral form to the SNAP E&T worker via the Enterprise Document Management System (EDMS), or exchanging information during team meetings regarding a particular participant.

- e) How is information about the referral communicated to E&T providers, as applicable? If the State works with E&T providers outside the State agency, how does the E&T provider know a SNAP participant has been referred to them?

Once an individual is identified as being SNAP E&T required or volunteers to participate in the Program and the information/assignment is entered into the Ohio Benefits system,

a document is generated and mailed to the provider with the individual's information and assignment details. Additionally, there is a provider portal where providers can log in to view the same information and enter failures that the county agency can view. However, the provider portal is an optional tool and not all providers and county agencies use this.

XI. Assessment

As a best practice, SNAP participants should be assessed after referral to ensure they receive targeted E&T services.

a) Does the State require or provide an assessment?

Yes (*Complete the remainder of this section.*)

No (*Skip to the next section.*)

b) If yes, describe the processes in the State, if any, to provide E&T participants with an assessment (e.g. who conducts the assessment, when are participants assessed, what tools *are* used, and how are the results shared with State agency staff, providers, and/or participants)

County agency workers conduct the assessments. Ohio calls the assessment the "appraisal".

Within 30 days of approving an application for SNAP, a comprehensive assessment (appraisal) of everyone who is required for SNAP E&T must be conducted. A comprehensive assessment is also conducted for those individuals who volunteer for the SNAP E&T program. The assessment (appraisal) is completed at intake, recertification, when an individual volunteers to participate, upon reinstatement of benefits and/or when found necessary based on changes in household circumstances.

Assessments (appraisals) can be completed in a variety of ways depending on who is conducting the assessment. Most assessments are completed over the phone with a county worker (eligibility and/or SNAP E&T worker). During this time, the employability plan and other case management services will be discussed. Participants are given both the Rights and Responsibilities document as well as a copy of their employability plan which provides them with the information collected during the assessment (appraisal).

Assessment (appraisal) and supportive services information is shared with the participant during the appraisal and employability plan process.

If something specific from the assessment (appraisal) should be communicated to the E&T vendor, the county agency would communicate that information based on their

internal processes. The county agency would also have an internal process established to communicate information between eligibility workers and SNAP E&T worker, if they are different.

For CCAP, if the county agency determines that information from the assessment (appraisal) should be communicated to the community college, an email will be sent to the community college contact.

XII. Case Management Services

The State E&T program must provide case management services to all E&T participants. In accordance with 7 CFR 273.7(c)(6)(ii), State agencies are required to include specific information about the provision of case management services in the E&T State plan.

a) What types of E&T case management services will the State agency provide?

Check all that apply.

- Comprehensive intake assessments
- Individualized Service Plans
- Progress monitoring
- Coordination with service providers
- Reassessment
- Other. Please briefly describe: Any other services included in the contract between the county agency and SNAP E&T providers.

b) Describe how case management services are delivered in your State. For instance, in one model case management is provided by E&T specialists who provide assessments and other services after participants are referred to E&T. In other instances, case management is integrated into the component. If your State uses more than one model, describe the one or two most common ways of delivering case management services.

Case management services can be provided in-person or virtually (i.e. any communication that does not happen in-person), and can include activities such as coordination with service providers, and is to include the following:

- Comprehensive appraisals;
- Individualized employability plans; and
- Ongoing progress monitoring.

Each SNAP E&T individual in receipt of SNAP is required to undergo an appraisal process where the county agency is to determine the best SNAP E&T assignment to move them to self-sufficiency and personal responsibility based on their skills. At this point the county agency (eligibility and/or SNAP E&T worker) will also screen for possible victims of domestic violence during the appraisal process. If it has been determined that the individual has been subjected to domestic violence and compliance with the work requirement would make it more difficult for the individual to escape domestic violence or unfairly penalize the individual, then the individual may be given good cause and is not required to participate in the SNAP E&T work requirements. The individual would still be required to meet the ABAWD work requirement.

As part of the appraisal process, the county agency is to develop an employability plan with each individual to achieve the goal of self-sufficiency and personal responsibility. The employability plan is to be signed by the individual and will document:

- Assignment to activities in one or more SNAP E&T components
- Supportive services that will be provided
- Case management services, including ongoing progress monitoring, that will be provided to the individual.

At least one time per month, the individual must be engaged by the county agency or SNAP E&T provider to discuss their progress in assigned activities, any new barriers or supportive services that may be necessary, and/or potential next activities. Ongoing progress monitoring can be included as part of the SNAP E&T activity or as a stand-alone activity.

If at any point, the individual meets an ABAWD or work registration exemption, they will no longer be a required mandatory SNAP E&T participant.

Since Ohio is state supervised but county administered, ongoing case management services (progress monitoring) may be provided by either the county agency, a contracted vendor or a combination of both depending on the county agencies written procedures. Counties will be required to enter into contracts with vendors who will provide these services.

- c) Using the table below, describe how E&T case managers coordinate with other staff and services. Coordination can involve tracking E&T participation, sharing information that may be relevant to participation in E&T (e.g. information related to good cause or a work exemption), and referral to additional services.

Communication/Coordination with:

SNAP eligibility staff:	Since Ohio is state supervised but county administered, ongoing case management services (progress monitoring) may be provided by either the county agency, a contracted vendor or a combination of both depending on the county agencies written procedures. Counties will be required to enter into contracts with the vendor to provide services. The contract will outline the process for communication.
State E&T staff:	N/A
Other E&T providers:	Since Ohio is state supervised but county administered, ongoing case management services (progress monitoring) may be provided by either the county agency, a contracted vendor or a combination of both depending on the county agencies written procedures. Counties will be required to enter into contracts with the vendor to provide services. The contract will outline the process for communication.
Community resources:	Since Ohio is state supervised but county administered, ongoing case management services (progress monitoring) may be provided by either the county agency, a contracted vendor or a combination of both depending on the county agencies written procedures. Counties will be required to enter into contracts with the vendor to provide services. The contract will outline the process for communication.

*The above communication and coordination is dependent upon county structure and process. The most common set up for how coordination occurs between county eligibility and SNAP E&T staff are as follows:

1. Counties take a “total case management” approach where the eligibility worker is also the SNAP E&T worker. This worker will determine eligibility, screen for SNAP E&T, complete the appraisal and the employability plan and make the assignment. This process may be completed immediately following the eligibility interview, or the county may give an appointment to come back for the appraisal, employability plan and making the assignment.

2. Counties have units designed to do work activities; once the eligibility worker determines that an individual is SNAP E&T required, they will be referred to the “assignment” unit to complete the appraisal and the employability plan and make the assignment. This hand-off varies by county. Some counties do this immediately/same day- others give an appointment to come back and meet with the SNAP E&T worker.

d) County agencies designate their own processes for the sharing of information between eligibility worker and the assignment worker. Some counties send an email

between/among workers notifying of an individual needing an assignment- or the reverse- an individual needing a sanction. This notification/communication can also be done through county-developed internal systems which allows them to share information about a case and assign it to a worker. This same type of functionality is also available within the State's EDMS system which allows for a document to be flagged and sent to a worker's workflow. For example, a county can flag the appraisal scheduling letter and send it to the E&T worker in EDMS to notify them that an individual is ready to be scheduled for an appraisal. County workers cost allocate their time by completed Random Moment Samples, or "RMS hits", during the day. At the time of the hit, they must identify what they are currently working on and code to the correct program and area. Referrals to E&T are not to be coded to E&T.

- e) Describe how the State agency will ensure E&T participants receive targeted case management services through an efficient administrative process, per 7 CFR 273.7(c)(6)(ii).

The county agency and/or SNAP E&T vendor will have established processes in place on who will provide ongoing case management services (only one of the entities, not both, will be providing case management services). The county agency is to develop an employability plan for each individual. The plan will help the individual achieve the goal of self-sufficiency and personal responsibility and outlining the following:

- Assignment to activities in one or more SNAP E&T components
- Supportive services that will be provided
- Case management services, including ongoing progress monitoring, that will be provided to the individual.

Additionally, ongoing progress monitoring is a monthly engagement with the individual to discuss their progress in assigned activities, any new barriers or supportive services that may be necessary, and/or potential next activities.

Since case management is addressed at the beginning of the SNAP E&T process during the appraisal, and then again during monthly ongoing progress monitoring check-ins, the county agency or SNAP E&T vendor will have frequent contact and access to the individual to determine if case management is beneficial for the individual. If it is determined that the individual is otherwise successful in their SNAP E&T activity and is not in need of case management, or expresses a lack of interest in case management, then the ongoing progress monitoring will be suspended and the individual will not be penalized (with a sanction).

XIII. Conciliation Process (if applicable)

In accordance with 7 CFR 273.7(c)(3), State agencies have the option to offer a conciliation period to noncompliant E&T participants. The conciliation period provides

mandatory E&T participants with an opportunity to comply before the State agency sends a notice of adverse action. The conciliation process is not a substitute for the determination of good cause when a client fails to comply.

a) Does the State agency offer a conciliation process?

Yes (*Complete the remainder of this section.*)

No (*Skip to the next section.*)

b) Describe the conciliation process and include a reference to State agency policy or directives.

Each county agency must develop its own conciliation process to resolve disputes which arise concerning required SNAP E&T participation. The conciliation process may be initiated by the participant or by the county agency. The conciliation process must be posted within the county agency and must be given in writing to each SNAP E&T participant during the appraisal. The conciliation process should include disputes over assignments, inappropriate treatment by county agency or worksite supervisor, irregular work hours that creates hardship, worksite assignments that deviate from normal duties, disagreement with disciplinary action at the worksite, disputes concerning working conditions and workers' compensation coverage, wage rate calculations to determine the hours of participation, disputes concerning failure to participate in SNAP E&T, and other areas of concern to the participant. The conciliation process can be initiated through a written or verbal request from the participant or the county agency; requests for conciliations must be tracked by the county agency and should be resolved within fifteen days of the date the conciliation process was initiated. This policy is further explained in 5101:4-3-38 of the Ohio Administrative Code.

c) What is the length of the conciliation period?

Conciliations should be resolved within fifteen days of the date the conciliation process was initiated.

XIV. Disqualification Policy for General Work Requirements

This section applies to the General Work Requirements, not just to E&T, and should be completed by all States, regardless of whether they operate a mandatory or voluntary E&T program.

All work registrants are subject to SNAP work requirements at 7 CFR 273.7(a). A nonexempt individual who refuses or fails to comply without good cause, as defined at 7 CFR 273.7(i)(2), (i)(3), and (i)(4), with SNAP work requirements will be disqualified and subject to State disqualification periods. Noncompliance with SNAP work requirements

includes voluntarily quitting a job or reducing work hours below 30 hours a month, and failing to comply with SNAP E&T (if assigned by the State agency).

- a) What period before application does the State agency use to determine voluntary quit and/or reduction in work effort without good cause per 7 CFR 273.7(j)(1)?
- 30 days
- 60 days
- Other: Click or tap here to enter text.
- b) For all occurrences of non-compliance discussed below, must the individual also comply to receive benefits again?
- Yes
- No
- c) For the first occurrence of non-compliance per 7 CFR 273.7(f)(2)(i), the individual will be disqualified until the later of:
- One month or until the individual complies, as determined by the State agency
- Up to 3 months
- d) For the second occurrence of non-compliance per 7 CFR 273.7(f)(2)(ii), the individual will be disqualified until the later of:
- Three months or until the individual complies, as determined by the State agency
- Up to 6 months
- e) For the third or subsequent occurrence per 7 CFR 273.7(f)(2)(iii), the individual will be disqualified until the later of:
- Six months or until the individual complies, as determined by the State agency
- Time period greater than 6 months
- Permanently
- f) The State agency will disqualify the:
- Ineligible individual only

- Entire household (if head of household is an ineligible individual) per 7 CFR 273.7(f)(5)(i)

XV. Good Cause

In accordance with 7 CFR 273.7(i), the State agency is responsible for determining good cause when a SNAP recipient fails or refuses to comply with SNAP work requirements. Since it is not possible for FNS to enumerate each individual situation that should or should not be considered good cause, the State agency must take into account the facts and circumstances, including information submitted by the employer and by the household member involved, in determining whether or not good cause exists.

- a) Describe the State agency process to determine if a non-exempt individual has good cause for refusal or failure to comply with a SNAP work requirement. Include how the State agency reaches out to the SNAP participant, employers, and E&T providers (as applicable), as well as how many attempts are made to reach out to the SNAP participant for additional information.

A contractor or agency operating a component of the SNAP E&T program must notify the county agency within ten days when a required individual fails to comply with the employment and training requirements in accordance with rule 5101:4-3-30 of the Ohio Administrative Code. Prior to entering the failure into the eligibility system, the county agency shall issue the JFS 07209 "Supplemental Nutrition Assistance Program Notice of Alleged Failure" to ensure that, prior to the county agency issuing a notice of noncompliance, the individual was informed of the failure(s) and of his or her right to provide good cause information for the failure within seven days to the county agency.

The county agency is also required to use the JFS 07210, Pre-Sanction Checklist, prior to the imposition of an E&T sanction. The JFS 07210 must be saved to the case record and emailed to the State for review to determine if the sanction is appropriate.

- b) What is the State agency's criteria for good cause?

The county agency is responsible for determining good cause at any time when a SNAP work registered individual fails or refuses to comply with a work registration requirement or an employment and training program requirement which includes the comprehensive appraisal or SNAP E&T assignment. In determining whether or not good cause exists, the county agency shall take into account the facts and circumstances, including information submitted by the assistance group member involved. Good cause shall include circumstances beyond the individual's control, such as, but not limited to:

- illness,
- illness of another assistance group member requiring the presence of the member,
- an assistance group emergency,
- the unavailability of transportation,
- the lack of adequate child care for children who have reached age six but are under age twelve,
- domestic violence,
- lack of adequate SNAP E&T providers (slots) as determined by information housed in Ohio Benefits for SNAP E&T providers for each county. Since this is not considered good cause from the ABAWD work requirement, individuals are still required to be assessed and assigned, however, must meet the ABAWD work requirement through ABAWD activities only as described in Ohio Administrative Code rule 5101:4-3-20 and may not use a SNAP E&T activity to meet their ABAWD requirement.
- when a SNAP E&T provider determines an individual is not suited for participation in the assigned component. ABAWDs who receive a provider determination will accrue countable months toward their 3 of 36 time limit the next full benefit month after the month during which the county agency notifies the individual of the provider determination unless the individual established good cause, lives in a waived county, is determined exempt or meets the the ABAWD work requirement through ABAWD activities only as described in Ohio Administrative Code rule 5101:4-3-20 and may not use a SNAP E&T activity to meet their ABAWD requirement.

When the county agency determines that good cause exists, a sanction will not be imposed.

- c) Please describe the State agency's process to determine good cause if there is not an appropriate and available opening for an E&T participant.

When it has been determined that there is not an appropriate and available opening for a SNAP E&T participant, that individual is given good cause and is not required to participate in a SNAP E&T component. When it has been determined that an appropriate slot is not available, this is tracked in OB on the SNAPET Detail Screen- there is a good cause status reasons of "SNAP ET Good Cause – Activity Unavailable". However, ABAWDs are still required to participate in an ABAWD work assignment for the appropriate amount of hours (unless residing in a waiver county).

XVI. Provider Determinations

In accordance with 7 CFR 273.7(c)(18) a State agency must ensure that E&T providers are informed of their authority and responsibility to determine if an individual is ill-suited for a particular E&T component.

- a) Describe the process used by E&T providers to communicate provider determinations to the State agency.

For provider determinations, the provider must notify the county agency within ten days. The state has not prescribed a manner in which to do this- it can be phone call, email, fax, etc. This allows flexibility for the provider and county to communicate effectively as determined by their need. The county agency will document in the case record the receipt of the provider determination.

- b) Describe how the State agency notifies clients of a provider determination. Please include the timeframe for contacting clients after receiving a provider determination.

Once the county agency is notified of the provider determination, a written notice will be sent to the individual within ten days informing them of the provider determination. The notice is to include:

- A description of the provider determination when available
- The steps the county agency will take as a result of the determination
- The contact information for the agency
- Information that the individual is not being sanctioned as a result of the provider determination
- Information that an ABAWD who receives a provider determination will accrue countable months towards their three-month time limit the next full benefit month after the month during which the county agency notifies the individual of the provider determination unless the individual
 - Has met the ABAWD work requirements
 - Has established good cause
 - Lives in a waiver county
 - Is determined to be exempt

Within ten days of the county agency notifying the individual of the provider determination (but no later than the next recertification), the county agency is to:

- reassess the physical and mental fitness of the individual to determine if an exemption is met or determine if an update to the employability plan is needed based on limitations for participating in an activity; and
- update the case record and when necessary the employability plan with any changes.

XVII. Participant Reimbursements

In accordance with 7 CFR 273.7(d)(4), State agencies are required to pay for or reimburse participants for expenses that are reasonable, necessary, and directly related to participation in E&T. State agencies may impose a maximum limit for reimbursement payments. If a State agency serves mandatory E&T participants, it must meet all costs

associated with mandatory participation. If an individual's expenses exceed those reimbursements available by the State agency, the individual must be placed into a suitable component or must be exempted from mandatory E&T.

Table E.I. Estimates of Participant Reimbursements

<p>I. Estimated number of E&T participants to receive participant reimbursements. This is an unduplicated count. If an individual participates in more than one month, they would only be counted once.</p> <p><i>State agencies should take into consideration the number of mandatory E&T participants projected in Table H – Estimated Participant Levels in the Excel Workbook, and the number of mandatory E&T participants likely to be exempted, if the State agency cannot provide sufficient participant reimbursements.</i></p>	<p>93,162</p> <p>The <i>projected number</i> calculated by taking the number reported to FNS on the 583 (which is published in the allocation memo), then subtracting the calculated exemptions percentages from this number, and then adding the projected number of volunteers.</p> <p>We have included the number of every possible ABAWD we <i>may</i> have to serve because they are all mandatory SNAP E&T.</p>
<p>II. Estimated number of E&T participants to receive participant reimbursements per month. This is a duplicated count. This calculation can include the same individual who participates in more than one month.</p>	<p>93,162</p>
<p>III. Estimated budget for E&T participant reimbursements in upcoming FY.</p>	<p>\$57,070,756</p>
<p>IV. Estimated budget for E&T participant reimbursements per month in upcoming FY. (Row III/12)</p>	<p>\$4,755,896</p>
<p>V. Estimated amount of participant reimbursements per E&T participant per month. (Row IV/Row II)</p>	<p>\$51.05</p>

Participant Reimbursement Details

Complete the table below with information on each participant reimbursement offered/permitted by the State agency (do not indicate information for each provider). A description of each category is included below.

- **Allowable Participant Reimbursements.** Every State agency must include child care and transportation in this table, as well as other major categories of reimbursements (examples of categories include, but are not limited to: tools, test

fees, books, uniforms, license fees, electronic devices, etc.). Mandatory States must meet all costs associated with participating in an E&T program, or else they must exempt individuals from E&T.

- **Participant Reimbursement Caps (optional).** States have the option to establish maximum levels (caps) for reimbursements available to individuals. Indicate any caps on the amount the State agency will provide for the participant reimbursement.
- **Who provides the participant reimbursements?** Indicate if the participant reimbursement is provided by the State agency, a provider, an intermediary, or some other entity. The State agency remains ultimately responsible for ensuring individuals receive participant reimbursements, even if it has contracted with another entity to provide them.
- **Method of disbursement.** Indicate if the participant receives the participant reimbursement *in advance* or as a *reimbursement*. Also indicate if the amount of the participant reimbursement is an *estimated amount* or the *actual amount*.

Table E.II. Participant Reimbursement Details

The following table should be completed with details that reflect the State agency's policies on allowable reimbursements. If the response varies by E&T provider, include examples to illustrate this variation. Expenses must be listed in the State plan and approved by FNS to be allowable.

Allowable Participant Reimbursements	Participant Reimbursement Caps (optional)	Who provides the participant reimbursement?	Method of disbursement (Can include advance payments or reimbursement)
Auto repairs	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by County
Background checks	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Books	Varies by county – State does not have a CAP, but counties	Varies by county (County or Provider)	Varies by county

Allowable Participant Reimbursements	Participant Reimbursement Caps (optional)	Who provides the participant reimbursement?	Method of disbursement (Can include advance payments or reimbursement)
	can place CAPs depending on funding availability.		
Child Care for volunteers	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Clothing for interview	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Clothing for job; not uniform	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Course registration fees	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Dependent care costs	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Drivers license fees/class	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county

Allowable Participant Reimbursements	Participant Reimbursement Caps (optional)	Who provides the participant reimbursement?	Method of disbursement (Can include advance payments or reimbursement)
Drug test	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Equipment	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Fingerprinting	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Gasoline	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
IT Services (internet/data plans)	Varies by county – State does not have a cap, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Laptops or tablets	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Legal services	Varies by county – State does not have a CAP, but counties can place CAPs	Varies by county (County or Provider)	Varies by county

Allowable Participant Reimbursements	Participant Reimbursement Caps (optional)	Who provides the participant reimbursement?	Method of disbursement (Can include advance payments or reimbursement)
	depending on funding availability.		
Licensing/bonding fees	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Medical services (sometimes allowable if reasonably necessary if required for employment)	Varies by county – State does not have a CAP, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Personal Safety Items	Varies by county – State does not have a cap, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Student activity fees	Varies by county – State does not have a cap, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Test fees	Varies by county – State does not have a cap, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Tools	Varies by county – State does not have a cap, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Training materials	Varies by county – State does not have	Varies by county (County or Provider)	Varies by county

Allowable Participant Reimbursements	Participant Reimbursement Caps (optional)	Who provides the participant reimbursement?	Method of disbursement (Can include advance payments or reimbursement)
	a cap, but counties can place CAPs depending on funding availability.		
Transportation (excluding gas)	Varies by county – State does not have a cap, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Tuition and fees	Varies by county – State does not have a cap, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Uniforms	Varies by county – State does not have a cap, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county
Union dues	Varies by county – State does not have a cap, but counties can place CAPs depending on funding availability.	Varies by county (County or Provider)	Varies by county

- a) If providing dependent care, specify payment rates for child care reimbursements, established in accordance with the Child Care and Development Block Grant (CCDBG) and based on local market rate surveys. If alternative dependent care is provided by the State agency in lieu of reimbursement, describe these arrangements.

If it is determined that child care is needed in order for the person to participate, the county agency worker should either take an application for child care or refer the participant to the child care unit for application. Ohio expects child care to only be utilized for volunteer participants since required individuals are able-bodied adults with no dependents. Since Ohio only requires able-bodied adults without dependents (ABAWDs)

to participate in SNAP E&T, the majority of participants do not require assistance with child care expenses. If there are volunteers with children and have a need for child care, most county agencies refer them to the publicly funded child care program to complete an application for benefits. The publicly funded child care program is administered by the county job and family services departments. If a SNAP E&T participant would be ineligible for publicly funded child care, then SNAP E&T funding would be used to cover the expenses.

The Ohio Department of Job and Family Services publicly funded child care program pays licensed child care centers, licensed family child care providers, certified in-home aides, and border state child care providers that are approved by ODJFS. Additionally, families have access to day camps that are approved by ODJFS, and programs that are licensed through the Ohio Department of Education but approved by ODJFS. Payment rates for programs not participating in Step Up To Quality (SUTQ) is the lowest of the following:

- The provider's customary charge to the public; or,
- State determined reimbursement ceiling established in accordance with the Child Care and Development Block Grant provisions.

Programs who serve publicly funded children must participate in SUTQ, Ohio's tiered quality rating and improvement system. A SUTQ enhancement is added to the SUTQ base rate. Payment base rates for programs participating in SUTQ is the lowest of the following:

- The provider's customary charge to the public. If the customary charge is used an additional 4% will be added, not to exceed the State determined rate established in rule 5101:2-16 of the Ohio Administrative Code (OAC); or,

- State determined rate established in rule 5101:2-16 of the OAC for the providers county of location.

An additional enhancement percentage is added to the payment and is based on the rating achieved by the program. County certified in-home aide providers are paid minimum wage for each hour of care provided, regardless of the number of children served and the rate of one and a half times the state minimum wage is paid for hours in excess of forty hours in a week.

The ODJFS enters into provider agreements with a child care provider prior to the provision of child care services. Parents and providers use an automated child care system to record each child's attendance, and ODJFS makes the payment through an electronic benefit transfer. If the individual is determined to be eligible for publicly funded child care, the payments are made using money from the Child Care Development Fund (CCDF), TANF, or the Ohio General Revenue Fund (GRF). SNAP E&T funds are only used for individuals who do not qualify for publicly funded child care, or for whom there is not a publicly funded child care provider available.

Ohio projects its participant expenses based on the previous federal fiscal year expenditures. Again, child care expenses paid with SNAP E&T funds should be minimal

as mandatory participants are adults without dependents, and volunteers with children are likely eligible for publicly funded child care. Child care expenses are an estimate based on how much is spent on SNAP E&T child care as reported in the system.

- b) If dependent care agencies have a waiting list or otherwise cap the number of enrolled dependents, how will the State agency ensure E&T participants with dependent care needs receive dependent care?

N/A

XVIII. Work Registrant Data

The SNAP general work requirements are described at 7 CFR 273.7(a). Individuals who do not meet an exemption from the general work requirements, as listed in 7 CFR 273.7(b)(1), are subject to the general work requirement and must register for work. In accordance with 7 CFR 273.7(c)(10), the State agency must submit to FNS the number of work registrants in the State as of October 1st. This information is submitted on the first quarter E&T Program Activity Report.

- a) Describe the process the State agency uses to count all work registrants in the State as of the first day of the new fiscal year (October 1). Please provide information about how data is pulled from the eligibility system. For instance, how work registrants are identified and how counting is conducted.

The FNS-583 report is completed automatically based upon an unduplicated count of individuals identified as work registrants obtained from the eligibility system. The report is available October 1 for the number of work registrants at the first day of the new fiscal year.

- b) Describe measures taken to prevent duplicate counting.

An initial count of individuals who are work registrants receiving SNAP on October 1 is the base population for this line item. This field will only be populated for the first quarter of the FFY and will appear as "0" (zero) for all subsequent quarters in the FFY. A count of new work registrants is obtained at the end of each month. Individuals in the Ohio Benefits eligibility system are identified by a social security number and an identification number assigned to each unique individual. The system checks to make sure work registrants are not counted more than once during the federal fiscal year. All lines on the FNS-583 are populated according to the instructions (OMB No. 0584-0594) that expire on 7/31/2023.

Ohio produces a monthly report that is available to the state and county workers. The report, called the JFSR 5201-D - SNAPET-ABAWD Assignment Detail Report (SNAP)," is broken down by county, division, office, unit, and worker. State and

county staff use this report to monitor whether individuals are work registrants and whether required ABAWD individuals are assigned to a SNAP E&T activity.

XIX. Outcome Reporting Measures

National Reporting Measures

Table E.III. National Reporting Measures

Source <i>[Check the data source used for the national reporting measures. Check all that apply]</i>	Employment & Earnings Measures	Completion of Education of Training
Quarterly Wage Records (QWR)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
National Directory of New Hires (NDNH)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
State Information Management System (MIS). <i>Indicate below what MIS system is used.</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Manual Follow-up with SNAP E&T Participants. <i>Answer follow-up question below.</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Follow-up Surveys. <i>State agencies must complete the Random Sampling Plan section below, if follow-up surveys is used.</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Other - Describe source: The number and percentage of participants that completed a training, educational, work experience, or an on the job training component: The number of individuals who participated in any of the E&T components offered as part of the State's E&T program during the fiscal year will be gathered; then, the number of these individuals who completed one of these components will be determined. The number of individuals who completed one of these components will be divided by the total number of those who participated in these components during the fiscal year to get the percentage. Completion is determined by if an individual has a component with an expected end date in the system within the reported date parameters.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

- a) If a State MIS is used, please indicate the system (e.g., SNAP eligibility system, State's Department of Labor MIS).

State SNAP Eligibility system, also called Ohio Benefits (OB).

- b) If a manual follow-up with SNAP E&T participants is conducted, describe the process for follow-up, including the contact method (e.g., verbal contact, email, or mail).

N/A

- c) If a State agency is not using Quarterly Wage Records (QWR) as the source for the national measures, describe the State agency's plan to move toward using QWR including a timeline for completion.

State Component Reporting Measures

- d) Check all data sources used for the State-specific component measures.

- Quarterly Wage Records (QWR)
- National Directory of New Hires (NDNH)
- State Management Information System. *Indicate the MIS used below.*
- Manual follow-up with SNAP E&T Participants. *Answer follow-up question below.*
- Follow-up Surveys. *Answer follow-up question below.*

- e) If a State MIS is used, please indicate the system (e.g., SNAP eligibility system, State's Department of Labor MIS).

Ohio utilizes data from the State Wage Information Collection Agency (SWICA) to report the required national measures then compares this data to the eligibility system to receive a SWICA match to those who completed the SNAP E&T component.

Ohio elects to measure the outcomes of individuals who have successfully participated in each of the SNAP E&T components within the federal fiscal year. This measures the outcomes of SNAP E&T components in a mandatory E&T state, as it reflects the individuals who meaningfully engaged in E&T and as a result no longer need services.

There are five possible successful outcomes from the SNAP E&T program provided as drop-down options:

1. Credential- Indicates the individual has earned a credential or licensure.
2. Employment- Indicates the individual has gained employment.

3. HS Diploma/GED- Indicates the individual has obtained a high school diploma or general equivalency diploma (GED).
4. In School- Indicates the individual has enrolled in school.
5. Self-Sufficiency- Indicates the individual has become self-sufficient and is no longer in need of SNAP due to receiving income which puts them over the SNAP eligibility limit.

The data will be the aggregate information from throughout the year to submit the state data to FNS on the annual report.

- f) If a manual follow-up with SNAP E&T participants is conducted, describe the process for follow-up, including the contact method (e.g., verbal contact, email, or mail).

N/A

- g) If follow-up surveys are used, please describe the sample frame. This description must include source, availability, accuracy, completeness, components, location, form, frequency of updates and structure.

N/A

- h) If follow-up surveys are used, please describe the sample selection. This description must include the method of sample selection, procedures for estimating caseload size, computation of sampling intervals and random starts, as appropriate, and a time schedule for each step in the sampling procedure.

N/A

Using the table below, indicate the outcome measure that will be used for each component that the State agency will offer that is intended to serve at least 100 participants in the FY. Explain in detail the methodology for acquiring the component data. Please ensure the component names listed here match the component names in the FNS-583 report and [Section G: Component Detail](#).

Table E.IV. Component Outcome Measures

Component	Outcome Measure	Methodology including the timeframes being reported (e.g. denominator and numerator).
Supervised Job Search	<i>Number of people who during or after completion of the component:</i>	<i>Numerator will include individuals who met an outcome measure for</i>

Component	Outcome Measure	Methodology including the timeframes being reported (e.g. denominator and numerator).
	<ul style="list-style-type: none"> • Gain employment • 	<p><i>this component at any point during the previous FFY*</i></p> <p><i>**Denominator will include the number of participants that started and participated in supervised job search during the previous FFY*. This also includes individuals who were unable to continue due to a disability (or death) and those that voluntarily chose to not participate.</i></p>
Work Experience Program (WEP-federally defined as Workfare)	<p><i>Number of people who during or after completion of the component:</i></p> <ul style="list-style-type: none"> • Gain employment 	<p><i>Numerator will include individuals who met an outcome measure for this component at any point during the previous FFY*</i></p> <p><i>**Denominator will include the number of participants that started and participated in WEP during the previous FFY*. This also includes individuals who were unable to continue due to a disability (or death) and those that voluntarily chose to not participate.</i></p>
Education and Training: EPB	<p><i>Number of people who during or after completion of the component:</i></p> <ul style="list-style-type: none"> • Gain employment • Credential-individual has earned a credential or licensure • HS Diploma/GED gained 	<p><i>Numerator will include individuals who met an outcome measure for this component at any point during the previous FFY*</i></p> <p><i>**Denominator will include the number of participants that started and participated in education and training during the previous FFY*. This also includes individuals who were unable to continue due to a disability (or death) and those that voluntarily chose to not participate.</i></p>

Component	Outcome Measure	Methodology including the timeframes being reported (e.g. denominator and numerator).
Education and Training: EPC	<p><i>Number of people who during or after completion of the component:</i></p> <ul style="list-style-type: none"> • <i>Gain employment</i> • <i>Credential-individual has earned a credential or licensure</i> 	<p><i>Numerator will include individuals who met an outcome measure for this component at any point during the previous FFY*</i></p> <p><i>**Denominator will include the number of participants that started and participated in WEP during the previous FFY*. This also includes individuals who were unable to continue due to a disability (or death) and those that voluntarily chose to not participate.</i></p>
Education and Training: EPWRT	<p><i>Number of people who during or after completion of the component:</i></p> <ul style="list-style-type: none"> • <i>Gain employment</i> 	<p><i>Numerator will include individuals who met an outcome measure for this component at any point during the previous FFY*</i></p> <p><i>**Denominator will include the number of participants that started and participated in WEP during the previous FFY*. This also includes individuals who were unable to continue due to a disability (or death) and those that voluntarily chose to not participate.</i></p>
Job Retention	<p><i>Number of people who during or after completion of the component:</i></p> <ul style="list-style-type: none"> • <i>Gain employment</i> • <i>In School- Indicates the individual has enrolled in school.</i> • <i>Has otherwise become self-sufficient and is no longer in need of SNAP.</i> • <i>Credential-individual has</i> 	<p><i>Numerator will include individuals who met an outcome measure for this component at any point in the previous two-year period from the date individuals start participating in job retention.</i></p> <p><i>**Denominator will include the number of participants that started and participated in Job Retention in the previous two-year period from the date individuals start participating in job retention and includes individuals that were unable to continue due a disability</i></p>

Component	Outcome Measure	Methodology including the timeframes being reported (e.g. denominator and numerator).
	<p><i>earned a credential or licensure</i></p> <ul style="list-style-type: none"> • <i>HS Diploma/GED gained</i> 	<p><i>(or death) and those that voluntarily chose to not participate.</i></p>

* The most recent report submitted will be after September of the FFY for FFY2023 (10/1/2022-9/30/2023)

**Denominators are only provided for the federal measures and not for state measures.

F. Pledge to Serve All At-Risk ABAWDs (if applicable)

The Act authorizes FNS to allocate \$20 million annually to State agencies that commit, or pledge, to ensuring the availability of education, training, or workfare opportunities that permit able-bodied adults without dependents (ABAWDs) to remain eligible beyond the 3-month time limit.

To be eligible for these additional funds (pledge funds), State agencies must pledge to offer and provide an opportunity in a work program that meets the participation requirements of 7 CFR 273.24 to every applicant and recipient who is in the last month of the 3-month time limit and not otherwise exempt. Individuals are exempt from the time limit if they meet an exception under 7 CFR 273.24(c), reside in an area covered by a waiver in accordance with 7 CFR 273.24(f), or who are exempted by the State under 7 CFR 273.24(g). ABAWDs who meet the criteria outlined in 7 CFR 273.7(d)(3)(i) are referred to as “at-risk” ABAWDs.

a) Is the State agency pledging to offer qualifying activities to all at-risk ABAWDs?

Yes (Complete the rest of this section.)

No (Skip to Section G: Component Detail.)

Table F.I. Pledge Assurances

Check the box to indicate that the State agency understands and agrees to comply with the following provisions, per 7 CFR 273.7(d)(3).	Check Box
The State agency will use the pledge funds to defray the costs of offering every at-risk ABAWD a slot in a qualifying component.	<input type="checkbox"/>
The cost of serving at-risk ABAWDs is not an acceptable reason for failing to live up to the pledge. The State agency will make a slot available and the ABAWD must be served even if the State agency exhausts all of its 100 percent Federal funds and must use State funds.	<input type="checkbox"/>
While a participating State agency may use a portion of the additional funding to provide E&T services to ABAWDs who are not at-risk, the State agency guarantees that at-risk ABAWDs are provided with opportunities by the State agency <u>each month</u> to remain eligible beyond the 3-month time limit.	<input type="checkbox"/>
The State agency will notify FNS immediately if it realizes that it cannot obligate or expend its entire share of the ABAWD allocated funds, so that FNS may make those funds available to other participating pledge States within the fiscal year.	<input type="checkbox"/>
The State agency will be ready on October 1 st to offer and provide qualifying activities and services each month an ABAWD is at-risk of losing their benefits beyond the 3-month time limit.	<input type="checkbox"/>

b) Where will the State agency offer qualifying activities?

Statewide

Limited areas of the State (*Complete questions c and d below.*)

c) Explain why the State agency will offer qualifying activities in limited areas of the State.

ABAWD waiver for parts of the State

Will use discretionary exemptions

Other: Click or tap here to enter text.

d) If the State agency will be offering qualifying activities only in limited areas of the State, please list those localities/areas.

e) How does the State agency identify ABAWDs in the State eligibility system?

f) How does the State agency identify ABAWDs that are at-risk?

g) When and how is the offer of qualifying activities made? Include the process the State agency uses to ensure that at-risk ABAWDs receive an offer of a qualifying component for every month they are at risk, including how the offer is made.

The next set of questions is intended to establish the State agency's overall capacity and ability to serve all at-risk ABAWDs during the fiscal year through the services available in SNAP E&T as well as through other qualifying activities available through other Federal or State employment and training programs. In addition to SNAP E&T components, qualifying activities for ABAWDs include programs that operate outside of SNAP E&T. Such as Optional Workfare programs, WIOA title I programs, programs under Section 236 of the Trade Act of 1974, Veterans employment and training

programs offered by the Department of Veterans Affairs or the Department of Labor, and Workforce Partnerships in accordance with 7 CFR 273.7(n).

- h) What services and activities will be provided through SNAP E&T? (List the components and participant reimbursements.) This should be consistent with the components detailed in Section G, as well as Section E-XIV regarding participant reimbursements.

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- i) What services and activities will be provided outside of SNAP E&T? (List the operating program, such as title 1 of WIOA, services and activities.)

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- j) To pledge, State agencies must have capacity to offer a qualifying activity to every at-risk ABAWD for every month they are at-risk. What is the State agency's plan if more ABAWDs than expected choose to take advantage of the offer of a qualifying activity? For instance, how will the State agency ensure the availability of more slots? What steps has the State agency taken to guarantee a slot through agreements or other arrangements with providers?

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Table F.II. Information about the size of the ABAWD population

Question	Number
I. How many ABAWDs did you serve in E&T in the previous FY?	
II. How many SNAP recipients are expected to be ABAWDs this fiscal year? This should be an unduplicated count. If an individual is an ABAWD at any time during the fiscal year, they would be counted only once. Note: This should be consistent with the projected number of ABAWDs shown on Table H row 11 in the Excel Workbook.)	
III. How many ABAWDs will meet the criteria of an at-risk ABAWD? This should be an unduplicated count. If an individual is an at-risk ABAWD at any time during the fiscal year, they would be counted only once. (Note: This should be consistent with the projected number of at-risk ABAWDs shown on Table H row 14 in the Excel Workbook.)	

Question	Number
IV. Number of at-risk ABAWDs averaged monthly? This should be annual total from line (III) divided by 12.	

Table F.III. Available Qualifying Activities

When considering all the qualifying activities that the pledging State agency intends to offer to at-risk ABAWDs, provide a projected estimate for each category below.

	Expected average monthly slots available to at-risk ABAWDs	Expected average monthly slots offered to at-risk ABAWDs	Expected monthly at-risk ABAWD participation for plan year
SNAP E&T			
All other programs outside of SNAP E&T			
Total slots across all qualifying activities			

Table F.IV. Estimated cost to fulfill the pledge

	Value
I. What is the projected total cost to serve all at-risk ABAWDs in your State?	
II. Of the total in (I), what is the total projected administrative costs of E&T?	
III. Of the total in (I), what is the total projected costs for participant reimbursements in E&T?	

k) Explain the methodology used to determine the total cost to fulfill the pledge.

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G. Component Detail

The goal of this section is to provide a comprehensive description of E&T program components and activities that the State agency will offer. A State agency's E&T program must include one or more of the following components: supervised job search; job search training; workfare; work experience or training; educational programs; self-employment activities; or job retention services. The State agency should ensure that the participation levels indicated in this section align with other sections of the State Plan, such as the projected participant levels in Section H – Estimated Participant Levels.

Complete the following questions for each component that the State agency intends to offer during the fiscal year.

I. Non-Education, Non-Work Components

Complete the tables below with information on each non-education, non-work component that the State agency intends to offer during the fiscal year. ***If the State does not plan to offer one of the components in the table, please leave the cells blank.*** For each component that is offered, the State should include the following information:

- **Summary of the State guidelines implementing supervised job search (applies to SJS only).** This summary of the State guidelines, at a minimum, must describe: The criteria used by the State agency to approve locations for supervised job search, an explanation of why those criteria were chosen, and how the supervised job search component meets the requirements to directly supervise the activities of participants and track the timing and activities of participants.
- **Direct link (applies to SJS only).** Explain how the State agency will ensure that supervised job search activities will have a direct link to increasing the employment opportunities of individuals engaged in the activity (i.e. how the State agency will screen to ensure individuals referred to SJS are job ready and how the SJS program is tailored to employment opportunities in the community).
- **Description of the component (applies to JST, SET, and Workfare).** Provide a brief description of the activities and services.
 - **For JR Only:** Provide a summary of the activities and services. Include a description of how the State will ensure services are provided for no less 30 days and no more than 90 days.

- **Target population.** Identify the population that will be targeted. Include special populations such as ABAWDs, Returning Citizens, Homeless, Older Disconnected Youth, etc.
- **Criteria for participation.** What skills, knowledge, or experience is necessary for participation in the component? For example, literacy or numeracy levels, recent labor market attachment, computer literacy etc.
- **Geographic area.** Where will the component be available (statewide, regional, counties, localities not covered by ABAWD waivers, areas covered by American Job Centers, etc.).
- **E&T providers.** Identify all entities that will provide the service.
- **Projected annual participation.** Project the number of unduplicated individuals.
- **Estimated annual component costs.** Project only administrative costs

Table G.I. Non-Education, Non-Work Component Details: Supervised Job Search

Details	Supervised Job Search (SJS)
<p>Summary of the State guidelines implementing SJS</p>	<p>Supervised Job Search (SJS) is a training component designed to provide individuals with activities that have a direct link to increasing opportunities to find suitable employment.</p> <p>The objectives of SJS are:</p> <ul style="list-style-type: none"> • To provide a structured program in which participants are trained in the strategies and skills to be used in obtaining employment of the highest quality within the shortest period of time; • To provide participants with an experience in which supervised job search techniques learned could be used at any time during their work years; and, • To provide employers in the community with qualified individuals to fill vacant positions. <p>The component is operated by the county agency or by providers under contract with the county agency and at sites where the county agency has determined an individual is able to be directly supervised while participating. Direct supervision, either remotely or in-person, is to be provided by skilled staff identified by the county agency who provide meaningful guidance and support with at least monthly check-ins. The monthly check-ins may be by phone, email, or other method deemed appropriate by the county agency. Supervision and job search activities may occur at different times, and is to be provided in such a way to best support the participant. Activities may include supervised job search coaching, review of job search activities, and guidance on how to best target supervised job search activities.</p> <p>Supervised job search locations are not limited to a physical building and may include: virtual tools, websites, portals, or web applications to access supervised job search services. Examples may include the Ohio Means Jobs Centers operated by the local workforce development board, resource rooms at the job and family services office, or the OhioMeansJobs.com website. Offering a variety of locations and formats to best meet participant needs is encouraged and to the extent possible, county agencies should allow participants to choose their preferred location.</p> <p>Each county agency (there are 88) is required to include in its SNAP E&T plan the method in which it will ensure supervised job search activities are directly supervised and the method</p>

	<p>in which hours and activities will be tracked for participants (as well as a list of the approved job search locations). County approved locations include any location deemed suitable by the county agency where the participant has access to tools and materials needed to perform supervised job search.</p> <p>SJS is not intended for continuous assignment. County agencies have been trained to utilize this component short term and to re-evaluate if supervised job search is helpful with participants having prolonged difficulty finding employment while engaged in this component.</p> <p>If a provider determination is made that an individual is not suited for SJS, the provider must notify the county agency within ten days. To ensure the individual is assigned appropriately, the State has opted to not allow for the provider to identify another component to which the individual could be assigned.</p>
Direct link	<p>An assignment to SJS is determined based on information obtained in the appraisal conducted by the county agency. The specific requirements for individuals participating in SJS are determined by the county agency.</p> <p>County agencies are encouraged to tailor their SJS programs to the employment needs of the area/region based on labor market information. The State's focus on in-demand careers in the SNAP E&T program is based on the in-demand careers established by the State Workforce Board (https://topjobs.ohio.gov/wps/portal/gov/indemand/top-jobs-list%20/)</p>
Target population	<p>In Ohio, ABAWDs are the only mandatory SNAP E&T participants. However, any individual may volunteer. An individual who is job-ready and is seeking to move into employment could be considered as part of this target population.</p>
Criteria for participation	<p>The specific requirements for individuals participating in SJS are determined by the county agency. Possible barriers to employment will be evaluated during the appraisal and if identified, the county agency will determine if SJS is an appropriate component. Based on the information gathered during the appraisal, the county agency should focus on those individuals who are employable and job ready. However, a county agency</p>

	should ensure that any individual assigned to OMJ has an email account and access to a computer and the internet.
Geographic area	Statewide
E&T providers	<p>OMJ is a comprehensive website that helps job seekers build and post resumes for employers to search, develop career profiles and plans, search for jobs in Ohio, complete skill assessments and tutorials to improve skills, and create current and future financial budgets. County agencies may refer SNAP E&T participants to the OMJ website to participate in supervised job search activities that will count towards their participation requirements. County agencies are able to track participation, assess barriers and competencies through ARIES.</p> <p>A county agency is not required to use OMJ as a SNAP E&T activity; it is within the county agency's discretion to determine when it would be appropriate.</p>
Projected annual participation	27,313
Estimated annual component costs	\$4,440,842

Table G.II. Non-Education, Non-Work Component Details: Job Search Training

Details	Job Search Training (JST)
Description of the component	N/A
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	

Table G.III. Non-Education, Non-Work Component Details: Job Retention

Details	Job Retention (JR)
Description of the component	<p>Job retention provides opportunities for training and skill development to improve employment outcomes, job retention and promote long-term self-sufficiency and independence for SNAP E&T participants. Job Retention is designed to help achieve satisfactory performance, retain employment and increase earnings over time by improving basic skills, increasing employability, aiding in career advancement and aiding SNAP E&T individuals to gain <i>better</i> employment (if already employed). In Ohio, Job Retention Services may include but are not limited to:</p> <ul style="list-style-type: none"> o Financial literacy planning; o Employer mediation; o Job Coaching; o Workplace Literacy; o Training/skills Enhancements; o Supportive Services- such as reimbursement for costs associated with transportation and child care. <p>There is no time limit on the number of times a participant may receive job retention services as long as the individual has re-engaged with SNAP E&T prior to obtaining new employment. Further, the participant must have at least started an E&T component, not just attend orientation, to be eligible for job retention.</p> <p>County agencies are to make a good faith effort to provide job retention services for at least thirty days, but no more than ninety days for each job retention service. Receipt of multiple job retention services may overlap.</p> <p>When a caseworker is assigning job retention services, if the dates are less than 30 days or more than 90 days, the system will display a warning about the dates not being in accordance with the rule.</p>
Target population	Participants who have recently secured employment after or while participating in SNAP E&T.
Criteria for participation	. A participant who secured employment after or while receiving other employment and training services under the SNAP E&T program and is receiving SNAP in the month of or month prior to beginning job retention services is eligible to participate. Further, job retention services can be provided when the participant is no longer in receipt of SNAP as long as the participant is not sanctioned in accordance with rule 5101:4-3-11.2 of the Administrative

	Code or disqualified due to an intentional program violation in accordance with division 5101:6 of the Administrative Code.
Geographic area	This is a statewide option but at the time of submitting this plan, no counties have opted to offer job retention services
E&T providers	Contracted providers are listed in each county SNAP E&T plan.
Projected annual participation	100
Estimated annual component costs	\$16,537

Table G.IV. Non-Education, Non-Work Component Details: Self-Employment Training

Details	Self-Employment Training (SET)
Description of the component	N/A
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	

Table G.V. Non-Education, Non-Work Component Details: Workfare

Details	Workfare (W)
Description of the component	<p>Workfare is a component which individuals perform work in a public service capacity (with a public or private nonprofit sponsor) as a condition of eligibility to receive their monthly allotment. Participants in workfare are given an opportunity to learn through work experience. In Ohio, workfare is referred to as the Work Experience Program (WEP). The component is operated by the county agency or by vendors under contract with county agency. An individual can only participate in Workfare (WEP) for a total of hours equal to the assistance group SNAP allotment / applicable minimum wage.</p> <p>The objectives of WEP include:</p> <ul style="list-style-type: none"> • To provide training and work experience for participants not otherwise able to obtain employment in order to assist them to move into regular employment; • To give participants an opportunity to improve existing skills or learn new skills through work experience; • To promote participants' self-esteem by providing an opportunity for them to engage in productive work; • To have participants work in jobs that serve a useful public purpose; and, • To expand the availability of public services in Ohio. <p>If a provider determination is made that an individual is not suited for WEP, the provider must notify the county agency within ten days. To ensure the individual is assigned to an appropriate activity that meets their needs as well as addressing any barriers, the State has opted to not allow for the provider to identify another component to which the individual could be assigned.</p>
Target population	In Ohio, ABAWDs are the only mandatory SNAP E&T participants. However, any individual may volunteer.
Criteria for participation	The specific requirements for individuals participating in WEP are determined by the county agency. Possible barriers to employment will be evaluated during the appraisal and if identified, the county agency will determine if WEP is an appropriate component. Based on the information gathered during the appraisal, the county agency should focus on those individuals who are employable and job ready. This may include somebody who has been out of the work force for a few years but has

	skills necessary to be employed, or those who have a current work history but need to build their employability skills.
Geographic area	Statewide
E&T providers	Contracted providers are listed in each county SNAP E&T plan.
Projected annual participation	37,396
Estimated annual component costs	\$6,079,473

II. Educational Programs

Complete the tables below with information on each educational program component that the State agency intends to offer during the fiscal year. ***If the State does not plan to offer one of the components in the table, please leave the cells blank.*** For each component that is offered, the State should include the following information:

- **Description of the component.** Provide a summary of the activities and services.
- **Target population.** Identify the population that will be targeted. Include special populations such as ABAWDs, Returning Citizens, Homeless, Older Disconnected Youth, etc.
- **Criteria for participation.** What skills, knowledge, or experience is necessary for participation in the component? For example, literacy or numeracy levels, recent labor market attachment, computer literacy etc.
- **Geographic area.** Where will the component be available (statewide, regional, counties, localities not covered by ABAWD waivers, areas covered by American Job Centers, etc.).
- **E&T providers.** Identify all entities that will provide the service.
- **Projected annual participation.** Project the number of unduplicated individuals.
- **Estimated annual component costs.** Project only administrative costs.
- **Not supplanting:** Federal E&T funds used for activities within the education component must not supplant non-Federal funds for existing educational services and activities. For any education activities, provide evidence that costs attributed to the E&T program are not supplanting funds used for other existing education programs.
- **Cost parity:** If any of the educational services or activities are available to persons other than E&T participants, provide evidence that the costs charged to E&T do not exceed the costs charged for non-E&T participants (e.g. comparable tuition).

Table G.VI. Educational Program Details: Basic/Foundational Skills Instruction

Details	Basic/Foundational Skills Instruction (includes High School Equivalency Programs) (EPB)
Description of the component	<p>Basic education may be provided to individuals who do not possess basic literacy skills whether or not they have obtained a high school diploma or equivalent education. Basic education includes high school or equivalent education, remedial education, adult basic education, and basic literacy education,</p> <p>If a provider determines that an individual is not suited for an education and training assignment, the provider must notify the county agency within ten days. To ensure the individual is assigned appropriately, the State has opted to not allow for the provider to identify another component to which the individual could be assigned.</p>
Target population	In Ohio, ABAWDs are the only mandatory SNAP E&T participants. However, any individual may volunteer.
Criteria for participation	. Individuals who express interest, need, and capability are aided in seeking appropriate available schooling. The specific requirements for individuals participating in this component are determined by the county agency. Criteria could include individuals who want to obtain their high school diploma or equivalent or have been tested and found to lack the basic skills needed to enter a vocational skills training program.
Geographic area	<p>Offered in the following 78 counties:</p> <p>Adams County Allen County Ashtabula County Athens County Auglaize County Belmont County Brown County Butler County Carroll County Champaign County Clark County Clermont County Columbiana County Coshocton County Crawford County</p>

	Cuyahoga County Darke County Delaware County Erie County Fairfield County Fayette County Franklin County Fulton County Gallia County Geauga County Greene County Guernsey County Hamilton County Hancock County Hardin County Harrison County Henry County Highland County Huron County Jackson County Jefferson County Knox County Lake County Lawrence County Licking County Logan County Lorain County Lucas County Madison County Marion County Medina County Meigs County Mercer County Miami County Monroe County Morgan County Morrow County Muskingum County Noble County Ottawa County Perry County Pickaway County Pike County Portage County Preble County Richland County
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	<p>Sandusky County Scioto County Seneca County Stark County Summit County Trumbull County Tuscarawas County Union County Van Wert County Warren County Washington County Wayne County Williams County Wood County Wyandot County South Central Ohio Defiance/Paulding Consolidated</p>
E&T providers	<p>Directly contracted with ODJFS-Clark State, Columbus State, Lorain County Community College, and Northwest State Community College.</p> <p>Other contracted providers are listed in each county SNAP E&T plan.</p>
Projected annual participation	3592
Estimated annual component costs	\$583,954
Not supplanting	<p>The community colleges are aware of allowable funding streams to use for this program to ensure that students have used all other forms of aid/help available first, including the Ohio Department of Higher Education (ODHE) grant, prior to exploring if services can be provided under CCAP. Colleges use private scholarship funds or State Share of Instruction (SSI) funds to front the costs for CCAP.</p>
Cost parity	<p>The four community colleges are required to charge all students (including SNAP E&T) the same tuition rate. Also, if a service is provided free to the general public, it is also free for the SNAP E&T individuals.</p> <p>The contract signed by the colleges with the State outlines that all applicable federal policies must be adhered to, which includes prohibiting the colleges from charging</p>

	SNAP E&T students a different tuition rate as non- SNAP E&T students.
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Table G.VII. Educational Program Details: Career/Technical Education Programs or other Vocational Training

Details	Career/Technical Education Programs or other Vocational Training (EPC)
Description of the component	<p>The goal of vocational education is to assist individuals in obtaining useful employment in a recognized occupation. Vocational education may include: occupational training in technical job skills and equivalent knowledge and abilities in a specific occupational area; post-secondary education; and training offered by other entities such as public secondary schools and public and private entities. For the vocational and post-secondary education components Ohio has aligned the allowable SNAP E&T programs with the workforce innovation and opportunity act (WIOA) approved programs and training providers. These training providers are housed in an internal system called the Workforce Inventory of Education and Training (WIET) system. A listing of these programs can be found by accessing the following website: https://wiet.ohio.gov/wiet.</p> <p>CCAP Each college contracted with the State was required to establish a list of programs leading to certificates or credentials with the expectation that the individual will become gainfully employed at the end of the program in a career. The State's focus on in-demand careers in the SNAP E&T program is based on the in-demand careers established by the State Workforce Board (https://topjobs.ohio.gov/wps/portal/gov/indemand/top-jobs-list%20/).</p> <p>Additionally, these careers are the basis for enrollment in the four community colleges participating in Ohio's Community College Acceleration Program (CCAP). The community colleges each offer a variety of courses, certificates and programs including, but not limited to:</p> <ul style="list-style-type: none"> • Nursing • Medical assisting • Phlebotomy • Occupational therapy assistant • Accounting • Business management

	<ul style="list-style-type: none"> • Real estate • Human and social services (including chemical dependency) • Early childhood education • Computer technology, networking, cybersecurity, programming and robotics • CDL license <p>Program commitment varies from short-term certificates that are completed within 1-2 semesters up to three years.</p> <p>The community colleges have established a process by which to identify individuals for which they may be eligible to request reimbursement for through CCAP. Some colleges ask “Are you currently receiving SNAP benefits?” on an application designed to target students with emergent needs. Other colleges have the conversation with the student during the academic advising process. Lastly, others have county agency representatives on site to help and will walk the individual to the county representative to explore SNAP eligibility.</p>
Target population	<p>In Ohio, ABAWDs are the only mandatory SNAP E&T participants. However, any individual may volunteer. Ohio implements student eligibility using 273.5(b)(11), which would include (b)(11)(i) through (iv), meaning we allow a student to meet an exemption under any of those criteria. This is written within OAC 5101:4-6-04(B)(11). In regard to CCAP, currently while all programs offered appear to fit under the student exemption in 273.5(b)(11)(ii), it is not the only way in which Ohio is allowing students to meet the exemption listed under (b)(11). There may be some instances where a student is found to meet a student exemption under 273.5(b)(11)(iv) and would also potentially be eligible for SNAP benefits if all other eligibility requirements were met.</p>
Criteria for participation	<p>Individuals who express interest, need, and capability are aided in seeking appropriate available schooling. The specific requirements for individuals participating in this component are determined by the county agency. Criteria could include having attained the necessary secondary education credentials to enter the career/technical education program or have interest and need for short-term training program.</p>
Geographic area	<p>Offered in the following 52 counties:</p>

	Allen County Ashtabula County Athens County Auglaize County Butler County Champaign County Clark County Clermont County Clinton County Coshocton County Crawford County Cuyahoga County Erie County Fairfield County Fayette County Franklin County Fulton County Gallia County Geauga County Greene County Guernsey County Hamilton County Hardin County Highland County Huron County Lake County Lawrence County Licking County Lorain County Lucas County Mahoning County Medina County Meigs County Mercer County Miami County Monroe County Montgomery County Morgan County Muskingum County Ottawa County Perry County Pike County Portage County Richland County Scioto County Stark County
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	<p>Union County Van Wert County Warren County Wayne County Wyandot County South Central Ohio</p>
E&T providers	<p>Directly contracted with ODJFS-Clark State, Columbus State, Lorain County Community College, and Northwest State Community College.</p> <p>Other contracted providers are listed in each county SNAP E&T plan.</p>
Projected annual participation	6907
Estimated annual component costs	\$1,122,989
Not supplanting	<p>The community colleges are aware of allowable funding streams to use for this program ensure that students have used all other forms of aid/help available first, including the Ohio Department of Higher Education (ODHE) grant, prior to exploring if services can be provided under CCAP. Colleges use private scholarship funds or State Share of Instruction (SSI) funds to front the costs for CCAP.</p>
Cost parity	<p>The four community colleges are required to charge all students (including SNAP E&T) the same tuition rate. Also, if a service is provided free to the general public, it is also free for the SNAP E&T individuals.</p> <p>The contract signed by the colleges with the State outlines that all applicable federal policies must be adhered to, which includes prohibiting the colleges from charging SNAP E&T students a different tuition rate as non- SNAP E&T students.</p>

Table G.VIII. Educational Program Details: English Language Acquisition

Details	English Language Acquisition (EPEL)
Description of the component	Designed to help English language learners achieve competence in reading, writing, speaking, and comprehension of the English language.

Target population	Job seekers whose first language is not English.
Criteria for participation	First language other than English, assessed by E&T staff to require additional spoken or written English skills in order to be successful in sustainable employment.
Geographic area	<p>Offered in the following 35 counties:</p> <p>Ashtabula County Athens County Butler County Clark County Columbiana County Crawford County Cuyahoga County Darke County Fairfield County Franklin County Fulton County Gallia County Greene County Hamilton County Hancock County Huron County Lake County Licking County Lucas County Mahoning County Marion County Medina County Miami County Ottawa County Portage County Preble County Putnam County Richland County Scioto County Stark County</p> <p>Summit County Tuscarawas County Union County Warren County Wood County</p>

E&T providers	<p>Directly contracted with ODJFS-Clark State, Columbus State, Lorain County Community College, and Northwest State Community College.</p> <p>Other contracted providers are listed in each county SNAP E&T plan.</p>
Projected annual participation	1381
Estimated annual component costs	\$224,598
Not supplanting	<p>The community colleges are aware of allowable funding streams to use for this program to ensure that students have used all other forms of aid/help available first, including the Ohio Department of Higher Education (ODHE) grant, prior to exploring if services can be provided under CCAP. Colleges use private scholarship funds or State Share of Instruction (SSI) funds to front the costs for CCAP.</p>
Cost parity	<p>The four community colleges are required to charge all students (including SNAP E&T) the same tuition rate. Also, if a service is provided free to the general public, it is also free for the SNAP E&T individuals.</p> <p>The contract signed by the colleges with the State outlines that all applicable federal policies must be adhered to, which includes prohibiting the colleges from charging SNAP E&T students a different tuition rate as non- SNAP E&T students.</p>

Table G.IX. Educational Program Details: Integrated Education and Training/Bridge Programs

Details	Integrated Education and Training/Bridge Programs (EPIE)
Description of the component	N/A
Target population	
Criteria for participation	
Geographic area	

E&T providers	
Projected annual participation	
Estimated annual component costs	
Not supplanting	
Cost parity	

Table G.X. Educational Program Details: Work Readiness Training

Details	Work Readiness Training (EPWRT)
Description of the component	<p>Job Readiness Training, specifically, is tailored to the individual needs of the participant as much as possible, and may include career assessment, classroom instruction, job development and placement services, and information on how to identify and overcome barriers to employment. The activities are designed to expand the employability potential by ensuring that participants are becoming familiar with general workplace expectations and exhibit behavior and attitudes necessary to compete successfully in the labor market. Job Readiness Training Activities may include, but are not limited to the following:</p> <ul style="list-style-type: none"> • Classroom instruction in the strategies and skills of job seeking; • Job lead development; • Identifying and overcoming personal barriers to employment; • Building self-confidence and self-promotion; • Good grooming and dress techniques; • Managing time, money, and household budgets; • Obtaining proper dependent care and supervision of dependents while working; • Conducting self-assessments to determine employment options and training needs; • Completing resumes, work histories, and application forms; • Learning and using good interviewing techniques; • Using resources such as the telephone, telephone directories, newspapers, internet, and friends and/or relatives; • Contacting the individual who does the hiring;

	<ul style="list-style-type: none"> • Maintaining good records of supervised job search activities; • Understanding employer expectations; • Understanding unions, benefits, taxes, deductions, and hospitalization policies; • Being prompt and punctual for work; • Accepting supervision positively; • Relating to other employees; or • Retaining the job as a step toward security and independence.
Target population	In Ohio, ABAWDs are the only mandatory SNAP E&T participants. However, any individual may volunteer.
Criteria for participation	Individuals who express interest, need, and capability are aided in seeking appropriate available schooling. The specific requirements for individuals participating in this component are determined by the county agency. Criteria could include clients who are ready to work but could benefit from enhanced techniques related to seeking employment or individuals may benefit from additional "soft skills" training.
Geographic area	<p>Offered in the following 70 counties:</p> <p>Adams County Allen County Ashland County Ashtabula County Athens County Auglaize County Brown County Butler County Carroll County Champaign County Clark County Clermont County Clinton County Columbiana County Crawford County Cuyahoga County Darke County Delaware County Erie County Fairfield County Fayette County Franklin County</p>

	Fulton County Gallia County Geauga County Greene County Guernsey County Hamilton County Hancock County Hardin County Harrison County Henry County Highland County Holmes County Huron County Jackson County Knox County Lake County Lawrence County Licking County Logan County Lorain County Lucas County Madison County Marion County Medina County Meigs County Mercer County Miami County Morrow County Muskingum County Ottawa County Perry County Pike County Portage County Richland County Sandusky County Scioto County Stark County Tuscarawas County Union County Van Wert County Warren County Washington County Wayne County Williams County Wood County Wyandot County
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	South Central Ohio Defiance/Paulding Consolidated
E&T providers	<p>Directly contracted with ODJFS -Clark State, Columbus State, Lorain County Community College, and Northwest State Community College.</p> <p>County agencies may refer SNAP E&T participants to the OMJ website to participate in job readiness training that will count towards their participation requirements.</p> <p>Other contracted providers are listed in each county SNAP E&T plan.</p>
Projected annual participation	15,747
Estimated annual component costs	\$2,560,414
Not supplanting	The community colleges are aware of allowable funding streams to use for this program to ensure that students have used all other forms of aid/help available first, including the Ohio Department of Higher Education (ODHE) grant, prior to exploring if services can be provided under CCAP. Colleges use private scholarship funds or State Share of Instruction (SSI) funds to front the costs for CCAP.
Cost parity	<p>The four community colleges are required to charge all students (including SNAP E&T) the same tuition rate. Also, if a service is provided free to the general public, it is also free for the SNAP E&T individuals.</p> <p>The contract signed by the colleges with the State outlines that all applicable federal policies must be adhered to, which would include prohibited the colleges from charging SNAP E&T students a different tuition rate as non- SNAP E&T students.</p>

Table G.XI. Educational Program Details: Other

Details	Other (EPO): State agency must provide description
Description of the component	N/A
Target population	
Criteria for participation	

Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	
Not supplanting	
Cost parity	

III. Work Experience (WE)

Work experience is divided into two subcomponents per 7 CFR 273.7(e)(2)(iv): Work activity (WA) and Work-based learning (WBL). WBL activities like internships, apprenticeships, and on-the-job training, among others, may provide wages subsidized by the E&T program. In order to capture information about WBL activities that may be subsidized or unsubsidized by E&T, there are two sets of tables below for each kind of WBL activity – the first group of tables are for activities not subsidized by E&T (e.g. Work-based learning – Internships) and the second group of tables are for activities subsidized by E&T (e.g. Work-based learning – Internships - Subsidized by E&T). Note that subsidized means programs where E&T funding is used to subsidize wages of participants. Subsidized in this context does not mean programs where participants receive a subsidized wage from another source.

Work Activity and Unsubsidized WBL Components

Complete the tables below with information on Work Activity and each unsubsidized WBL component that the State agency intends to offer during the fiscal year. ***If the State does not plan to offer one of the components in the table, please leave the cells blank.*** For each component that is offered, the State should include the following information:

- **Description of the component.** Provide a summary of the activities and services.
- **Target population.** Identify the population that will be targeted. Include special populations such as ABAWDs, Returning Citizens, Homeless, Older Disconnected Youth, etc.
- **Criteria for participation.** What skills, knowledge, or experience is necessary for participation in the component? For example, literacy or numeracy levels, recent labor market attachment, computer literacy etc.
- **Geographic area.** Where will the component be available (statewide, regional, counties, localities not covered by ABAWD waivers, areas covered by the American Job Centers, etc.).
- **E&T providers.** Identify all entities that will provide the service.
- **Projected annual participation.** Project the number of unduplicated individuals.
- **Estimated annual component costs.** Project only administrative costs.

Table G.XII. Work Experience: Work Activity

Details	Work Activity (WA)
Description of the component	N/A
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	

Table G.XIII. Work Experience: Internship

Details	Internship (WBLI)
Description of the component	The goal of WBLI is to improve the employability of the SNAP E&T participant through actual work experience, training, or both. Improving employability means providing the participant with new knowledge, skills and work experience that enable the participant to obtain employment and/or to gain better employment. In Ohio, WBL program activities can include internships. A WBL internship will be with employers that will provide training to the SNAP E&T participant and have a plan to move the individual into unsubsidized, regular employment. An internship is a planned, structured learning experience that takes place in a workplace for a limited period of time. In Ohio, WBLI are unpaid and consistent with other laws, such as the Fair Labor Standards Act. An internship or other work experience may be arranged within the private for profit sector, the non-profit sector, or the public sector. Labor standards apply in any work experience setting where an employee/employer relationship, as defined by the Fair Labor Standards Act, exists.
Target population	In Ohio, ABAWDs are the only mandatory SNAP E&T participants. However, any individual may volunteer.
Criteria for participation	The specific requirements for individuals participating in WBLI are determined by the county agency as well as the criteria for the specific internship program offered. Possible barriers to employment will be evaluated during the appraisal and if identified, the county agency will determine if WBLI is an appropriate component. Based on

	the information gathered during the appraisal, the county agency should focus on those individuals who are employable and job ready.
Geographic area	This is a statewide option but at the time of submitting this plan, no counties have opted to offer WBLI.
E&T providers	Contracted providers are listed in each county SNAP E&T plan.
Projected annual participation	5
Estimated annual component costs	\$753

Table G.XIV. Work Experience: Pre-Apprenticeship

Details	Pre-Apprenticeship (WBLPA)
Description of the component	<p>The goal of WBLPA is to improve the employability of the SNAP E&T participant through actual work experience, training, or both. Improving employability means providing the participant with new knowledge, skills and work experience that enable the participant to obtain employment and/or to gain better employment. In Ohio, WBLPA program activities can include pre-apprenticeships and apprenticeships. A WBLPA will be with employers that will provide training to the SNAP E&T participant and have a plan to move the individual into unsubsidized, regular employment.</p> <p>A pre-apprenticeship is a program designed to prepare individuals to enter and succeed in an apprenticeship program and includes the following elements:</p> <ul style="list-style-type: none"> (a) Training and curriculum that aligns with the skill needs of employers in the economy of the State or region involved; (b) Access to educational and career counseling and other supportive services, directly or indirectly; (c) Hands-on, meaningful learning activities that are connected to education and training activities, such as exploring career options, and understanding how the skills acquired through coursework can be applied toward a future career; (d) Opportunities to attain at least one industry-recognized credential; and (e) A partnership with one or more registered apprenticeship programs that assists in placing individuals who complete the pre-apprenticeship program in a registered apprenticeship program
Target population	<p>In Ohio, ABAWDs are the only mandatory SNAP E&T participants, however may be targeted toward an individual assigned to WBLPA could potentially be job seekers whose skills and work history allow them to qualify for an industry-certified pre-apprenticeship program. However, any individual may volunteer.</p>
Criteria for participation	<p>The specific requirements for individuals participating in WBLPA are determined by the county agency. Possible barriers to employment will be evaluated during the appraisal and if identified, the county agency will determine if WBLPA is an appropriate component. Based on the information gathered during the appraisal, the county agency should focus on those individuals who are</p>

	employable and job ready and for participants whose basic or foundational skills are acceptable and who seek to enter the skilled trades.
Geographic area	This is a statewide option but at the time of submitting this plan, no counties have opted to offer WBLPA.
E&T providers	Contracted providers are listed in each county SNAP E&T plan.
Projected annual participation	5
Estimated annual component costs	\$753

Table G.XV. Work Experience: Apprenticeship

Details	Apprenticeship (WBLA)
Description of the component	The goal of WBL apprenticeship (WBLA) is to improve the employability of the SNAP E&T participant through actual work experience, training, or both. Improving employability means providing the participant with new knowledge, skills and work experience that enable the participant to obtain employment and/or to gain better employment. In Ohio, WBLA program activities can include pre-apprenticeships and apprenticeships. A WBLA will be with employers that will provide training to the SNAP E&T participant and have a plan to move the individual into unsubsidized, regular employment. Registered Apprenticeship Programs (RAPs) are an employer-driven, “earn while you learn” model that combines on-the-job training (OJT) / on-the-job learning (OJL) with job-related instruction in curricula (delivered in the classroom and on the job) tied to the attainment of industry-recognized skills standards. The OJT is provided by the employer who hires the apprentice.
Target population	In Ohio, ABAWDs are the only mandatory SNAP E&T participants however may be targeted toward job seekers whose skills and work history allow them to qualify for an industry-certified pre-apprenticeship program. However, any individual may volunteer.
Criteria for participation	The specific requirements for individuals participating in WBLA are determined by the county agency. Possible barriers to employment will be evaluated during the appraisal and if identified, the county agency will determine if WBLA is an appropriate component. Based on the information gathered during the appraisal, the county agency should focus on those individuals who are employable and job ready or participants whose basic or

	foundational skills are acceptable and who seek to enter the skilled trades.
Geographic area	This is a statewide option but at the time of submitting this plan, no counties have opted to offer WBLA.
E&T providers	Contracted providers are listed in each county SNAP E&T plan.
Projected annual participation	5
Estimated annual component costs	\$753

Table G.XVI. Work Experience: On-the-Job Training

Details	On-the-Job-Training (WBLOJT)
Description of the component	<p>The goal of WBLOJT is to improve the employability of the SNAP E&T participant through actual work experience, training, or both. Improving employability means providing the participant with new knowledge, skills and work experience that enable the participant to obtain employment and/or to gain better employment. In Ohio, WBL program activities can include OJT. WBLOJT is provided under a contract with an employer or registered apprenticeship program sponsor in the public, private non-profit, or private sector. Through the OJT contract, occupational training is provided for the participant in exchange for the reimbursement, typically up to 50 percent of the wage rate of the participant, for the extraordinary costs of providing the training and supervision related to the training.</p> <p>In limited circumstances, as provided in WIOA sec. 134(c)(3)(h) and § 680.730, the reimbursement may be up to 75 percent of the wage rate of the participant. OJT contracts under WIOA title I, must not be entered into with an employer who has received payments under previous contracts under WIOA or WIA if the employer has exhibited a pattern of failing to provide OJT participants with continued long-term employment as regular employees with wages and employment benefits (including health benefits) and working conditions at the same level and to the same extent as other employees working a similar length of time and doing the same type of work. An OJT contract must be limited to the period of time required for a participant to become proficient in the occupation for which the training is being provided. In determining the appropriate length of the contract, consideration should be given to the skill requirements of the occupation, the academic and occupational skill level of the participant, prior work experience, and the participant's Individual Employment Plan. A WBL OJT (WBLOTJ) will be with employers that will provide training to the SNAP E&T participant and have a plan to move the individual into unsubsidized, regular employment.</p>
Target population	<p>In Ohio, ABAWDs are the only mandatory SNAP E&T participants however may be targeted toward job seekers with adequate basic workplace skills who is wanting to gain experience in the profession for which an OJT</p>

	opportunity is available. However, any individual may volunteer.
Criteria for participation	The specific requirements for individuals participating in WBLOTJ are determined by the county agency. Possible barriers to employment will be evaluated during the appraisal and if identified, the county agency will determine if WBLOTJ is an appropriate component. Based on the information gathered during the appraisal, the county agency should focus on those individuals who are employable and job ready or job seekers with adequate basic workplace skills or work history in a field other than the one for which there is an OJT opportunity.
Geographic area	This is a statewide option but at the time of submitting this plan, no counties have opted to offer WBLOTJ.
E&T providers	Contracted providers are listed in each county SNAP E&T plan.
Projected annual participation	5
Estimated annual component costs	\$753

Table G.XVII. Work Experience: Transitional Jobs

Details	Transitional Jobs (WBLTJ)
Description of the component	<p>The goal of WBLTJ is to improve the employability of the SNAP E&T participant through actual work experience, training, or both. Improving employability means providing the participant with new knowledge, skills and work experience that enable the participant to obtain employment and/or to gain better employment. In Ohio, WBL program activities can include transitional jobs. A WBL transitional job (WBLTJ) will be with employers that will provide training to the SNAP E&T participant and have a plan to move the individual into unsubsidized, regular employment.</p> <p>A transitional job (WIOA definition at 20 CFR 680.190) provides a time-limited work experience, that is wage-paid and is in the public, private, or non-profit sectors for those individuals with barriers to employment who are chronically unemployed or have inconsistent work history. These transitional jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to unsubsidized employment.</p>

Target population	In Ohio, ABAWDs are the only mandatory SNAP E&T participants but may be targeted toward individuals who either have never been employed or who are chronically unemployed. However, any individual may volunteer.
Criteria for participation	The specific requirements for individuals participating in WBLTJ are determined by the county agency. Possible barriers to employment will be evaluated during the appraisal and if identified, the county agency will determine if WBLTJ is an appropriate component. Based on the information gathered during the appraisal, the county agency should focus on those individuals who are unemployed or underemployed who need help integrating back into the workforce. These individuals can include: - People who were out of the workforce due to illness or disability - People who left their job due to workplace injury who are employable and job ready. Transitional jobs places individuals in temporary jobs with the goal of preparing them for permanent job placement.
Geographic area	This is a statewide option but at the time of submitting this plan, no counties have opted to offer WBLTJ.
E&T providers	Contracted providers are listed in each county SNAP E&T plan.
Projected annual participation	5
Estimated annual component costs	\$753

Table G.XVIII. Work Experience: Work-based learning - Other

Details	Work-based learning - Other (WBLO): State agency must provide description
Description of the component	The goal of WBL is to improve the employability of the SNAP E&T participant through actual work experience, training, or both. Improving employability means providing the participant with new knowledge, skills and work experience that enable the participant to obtain employment and/or to gain better employment. In Ohio, WBL program activities can include customized training or incumbent worker training. WBL customized or incumbent worker training will be with employers that will provide training to the SNAP E&T participant and have a plan to move the individual into unsubsidized, regular employment.
Target population	In Ohio, ABAWDs are the only mandatory SNAP E&T participants. However, any individual may volunteer.
Criteria for participation	The specific requirements for individuals participating in are determined by the county agency. Possible barriers to employment will be evaluated during the appraisal and if identified, the county agency will determine if WBL customized or incumbent worker training is an appropriate component. Based on the information gathered during the appraisal, the county agency should focus on those individuals who are employable and job ready.
Geographic area	This is a statewide option but at the time of submitting this plan, no counties have opted to offer WBL customized or incumbent worker training.
E&T providers	Contracted providers are listed in each county SNAP E&T plan.
Projected annual participation	5
Estimated annual component costs	\$745

Subsidized WBL Components

For assistance with developing the State's E&T SWBL budget, please refer to the optional SWBL tool on the Operating Budget Excel Workbook.

For all of the included subsidized components, the State agency attests to the following:	Check Box
Will pay the individual a wage at least equal to the State or Federal minimum wage, whichever is higher.	<input type="checkbox"/>
Operates in compliance with all applicable labor laws.	<input type="checkbox"/>
Will not displace or replace existing employment of individuals not participating in E&T.	<input type="checkbox"/>
Provides the same benefits and working conditions as non-E&T participants doing comparable work for comparable hours.	<input type="checkbox"/>

Complete the tables below with information on each subsidized WBL component that the State agency intends to offer during the fiscal year. **If the State does not plan to offer one of the components in the table, please leave the cells blank.** For each component that is offered, the State should include the following information:

- **Description of the component.** Provide a summary of the activities and services.
- **Target population.** Identify the population that will be targeted. Include special populations such as ABAWDs, Returning Citizens, Homeless, Older Disconnected Youth, etc.
- **Criteria for participation.** What skills, knowledge, or experience is necessary for participation in the component? For example, literacy or numeracy levels, recent labor market attachment, computer literacy etc.
- **Geographic area.** Where will the component be available (statewide, regional, counties, localities not covered by ABAWD waivers, areas covered by the American Job Centers, etc.).
- **E&T providers.** Identify all entities that will provide the service.
- **Projected annual participation.** Project the number of unduplicated individuals.
- **Estimated annual component costs.** Project only administrative costs.
- **Length of time the SWBL will run.** Indicate the maximum number of hour participants can receive SWBL (e.g. 300 hours). Indicated if there is variation in how many hours will be offered to participants.
- **What other administrative costs, if any, will be associated with the SWBL.** Examples include workers compensation, payroll taxes paid by the employer, and costs, direct or indirect costs associated with training and administering the SWBL.

Table G.XIX. Subsidized Work Experience: Internship – Subsidized by E&T

Details	Internship – Subsidized by E&T (WBLI - SUB)
Description of the component	N/A
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	
Length of time the SWBL will run	
Other administrative costs associated with SWBL	

Table G.XX. Subsidized Work Experience: Pre-Apprenticeship– Subsidized by E&T

Details	Pre-Apprenticeship– Subsidized by E&T (WBLPA-SUB)
Description of the component	N/A
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	
Length of time the SWBL will run	
Other administrative costs associated with SWBL	

Table G.XXI. Subsidized Work Experience: Apprenticeship – Subsidized by E&T

Details	Apprenticeship – Subsidized by E&T (WBLA- SUB)
Description of the component	N/A
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	
Length of time the SWBL will run	
Other administrative costs associated with SWBL	

Table G.XXII. Subsidized Work Experience: Transitional Jobs – Subsidized by E&T

Details	Transitional Jobs – Subsidized by E&T (WBLTJ - SUB)
Description of the component	N/A
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	
Length of time the SWBL will run	
Other administrative costs associated with SWBL	

Table G.XXIII. Subsidized Work Experience: Work-based learning - Other - Subsidized by E&T

Details	Work-based learning - Other -Subsidized by E&T (WBLO - SUB): State agency must provide description)
Description of the component	N/A
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	
Length of time the SWBL will run	
Other administrative costs associated with SWBL	

H. Estimated Participant Levels

Complete the Estimated Participant Levels sheet in the Excel Workbook projecting participation in E&T for the upcoming Federal FY. Use the numbers in the Excel Workbook as a reference to answer the question below.

- a) If less than 20% of E&T participants are expected to receive participant reimbursements, please provide an explanation.

I. Contracts/Partnerships

For each partner/contractor that receives more than 10% of the E&T operating budget, complete the table below. If all partners receive less than 10% of the budget, provide the information in the table for the five providers who receive the largest total amount of E&T funding. Partners are the entities that the State agency has contracted with or has agreements (MOUs or MOUAs) with for the delivery of E&T services. All partner contracts must be available for inspection by FNS as requested. (Note: All E&T partners and contracts will be included in the Contract and Partnership Matrix in the Operating Budget Excel Workbook.)

Table I.I. Contractor/Partner Details

Contract or Partner Name:	Center for Employment Opportunities (CEO)
Service Overview:	CEO is responsible for working with individuals in Cuyahoga, Franklin and Hamilton counties recently released from felony incarceration gain skills or training necessary to increase their employability by doing the following: <ul style="list-style-type: none"> • provide education and training necessary for individuals to obtain and retain employment • analyze job readiness • work with local businesses to find suitable positions • provide job placement services
Intermediary:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Components Offered:	Work (Job) Readiness Career and/or Technical Education Programs or other Vocational Training Workfare (WEP)
Credentials Offered:	No
Participant Reimbursements Offered:	No
Location:	Services Cuyahoga, Franklin and Hamilton Counties
Target Population:	Individuals who have recently returned home from incarceration
Monitoring of contractor:	The Office of Family Assistance (OFA) Program Agreements and Monitoring area has an individual assigned as a contract/grant manager. This individual is

Contract or Partner Name:	Center for Employment Opportunities (CEO)
	responsible for ensuring the contract is followed as well as any contract renewals or terminations. Our contracts area is responsible for monitoring invoices and ensuring requested reimbursement matches allowed costs. Unallowable SNAP E&T costs will not be reimbursed
Ongoing communication with contractor:	The agreement manager may also periodically communicate specific requests and instructions concerning performance activities described in the contract. Additionally, the SNAP policy area has had frequent (sometimes monthly) meetings with CEO while reviewing their WBL-subsidized employment proposal. The state is still working with FNS on the acceptance of CEO's proposal and continues to hold quarterly meetings.
Total Cost of Agreement:	\$1,125,862
Eligible for 75 percent reimbursement for E&T Services for ITOs:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
New Partner:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Table I.II. Contractor/Partner Details

Contract or Partner Name:	Clark State Community College
Service Overview:	<p>The community colleges will provide Education and Training activities and must ensure that the activity will lead to an in-demand job or will expand the employability of the participant. The State has aligned the in-demand job list with the one maintained by the Workforce Board.</p> <p>Participants are expected to include mandatory SNAP E&T participants as well as volunteers who complete the activity. The community college and the county agency will determine the operational details for making referrals through a memorandum of understanding. Each community college will enter into a grant agreement with the State who will seek reimbursement for allowable expenses. The grant agreements will include a requirement that the community college not supplant funds and that it ensures reimbursement is only sought for non-federal expenditures of allowable expenses.</p> <p>Case management services will be provided by the county agency, but each community college may provide additional case management services.</p>
Intermediary:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Components Offered:	<p>Educational Program, Basic Education and/or Foundational Skills Instruction (includes High School Equivalency programs)</p> <p>Career and/or Technical Education Programs or Other Vocational Training</p> <p>English Language Acquisition</p> <p>Work (Job) Readiness Training</p>
Credentials Offered:	<p>Agriculture and Food Science Degrees:</p> <ul style="list-style-type: none"> • Agricultural Business

Contract or Partner Name:	Clark State Community College
	<ul style="list-style-type: none"> • Agricultural Business - Agricultural Engineering Technology Option • Food Science and Technology • Precision Agriculture • Precision Agriculture - Technician Option <p>Arts and Humanities Degree:</p> <ul style="list-style-type: none"> • Graphic Design <p>Bachelor's Degrees:</p> <ul style="list-style-type: none"> • Manufacturing Technology Management - Manufacturing Engineering Technology Concentration • Manufacturing Technology Management - Computer-Aided Design Concentration • Manufacturing Technology Management - Industrial Technology Concentration • Manufacturing Technology Management - Mechanical Engineering Technology Concentration <p>Business Degrees:</p> <ul style="list-style-type: none"> • Accounting • Business Transfer - Central State University • Business Transfer - Wright State University • Management • Management - Banking Option • Management - Human Resource Management Option • Management - Insurance Option • Management - Logistics and Supply Chain Management Option • Management - Marketing Option • Management - Real Estate Broker Option • Office Administration • Paralegal • Professional Services Management <p>Business Certificates:</p> <ul style="list-style-type: none"> • Accounting Certificate

Contract or Partner Name:	Clark State Community College
	<ul style="list-style-type: none"> • Human Resource Management Departmental Certificate • Logistics and Supply Chain Management Departmental Certificate • Management Certificate • Marketing Departmental Certificate • Professional Office Administration Certificate • Property Insurance Claims Short-Term Technical Certificate • Real Estate Short-Term Technical Certificate • Small Business Departmental Certificate • Supervisory Departmental Certificate • Supply Chain Management Departmental Certificate Computer and Information Technology Degrees: <ul style="list-style-type: none"> • Computer Networking • Computer Networking - Technical Systems Support Option • Computer Software Development • Computer Software Development - Cybersecurity Option • Computer Software Development - Web Development Option • CyberSecurity/Information Assurance Technology Computer and Information Technology Certificates: <ul style="list-style-type: none"> • Computer Programming Departmental Certificate • CyberSecurity Short-Term Technical Certificate • Network Administration Short-Term Technical Certificate • Network Infrastructure Short-Term Technical Certificate • Technical Support Short-Term Technical Certificate • Web Development Departmental Certificate

Contract or Partner Name:	Clark State Community College
	<p>Engineering, Manufacturing and Mechanical Services Degrees:</p> <ul style="list-style-type: none"> • Computer-Aided Design Technology • Heating, Ventilation, Air Conditioning, and Refrigeration (Clark County CTC) • Heating, Ventilation, Air Conditioning, and Refrigeration (Greene County CTC) • Industrial Technology • Manufacturing Engineering Technology <p>Engineering, Manufacturing and Mechanical Services Certificates:</p> <ul style="list-style-type: none"> • Welding Short-Term Technical Certificate <p>Health Degrees:</p> <ul style="list-style-type: none"> • Diagnostic Medical Sonography • Medical Assisting • Medical Laboratory Technology • Occupational Therapy Assistant (Consortium Program) • Office Administration - Medical Office Administration Major • Physical Therapist Assistant • Radiographic Imaging (Consortium Program) • Registered Nursing • Registered Nursing - Evening / Weekend • Registered Nursing - LPN to RN Transition • Registered Nursing - Paramedic to RN Transition • Respiratory Care (Consortium Program) <p>Health Certificates:</p> <ul style="list-style-type: none"> • Medical Assisting Certificate • Medical Coding Short-Term Technical Certificate • Nurse Aide Short-Term Technical Certificate • Paramedic Certification for Registered Nurses

Contract or Partner Name:	Clark State Community College
	<ul style="list-style-type: none"> • Phlebotomy Short-Term Technical Certificate • Practical Nursing Certificate • Practical Nursing Certificate - Evening Weekend <p>Social Science/Human Services and Public Safety Degrees:</p> <ul style="list-style-type: none"> • Emergency Medical Services • Social Services Technology • Social Work Transfer - Wright State University <p>Social Science/Human Services and Public Safety Certificates:</p> <ul style="list-style-type: none"> • Chemical Dependency Short-Term Technical Certificate • EMT Short-term Technical Certification • Paramedic Certification
Participant Reimbursements Offered:	Yes, examples include transportation, child care, assistance with school supplies
Location:	Springfield, Ohio
Target Population:	Students, potential students
Monitoring of contractor:	The Office of Family Assistance (OFA) Program Agreements and Monitoring area has an individual assigned as a contract/grant manager. This individual is responsible for ensuring the contract is followed as well as any contract renewals or terminations. The agreement manager may also periodically communicate specific requests and instructions concerning performance activities described in the contract. Our contracts area is responsible for monitoring invoices and ensuring requested reimbursement matches allowed costs. This is based on a line-item budget that was submitted by each college at the start of the program. Unallowable SNAP E&T costs will not be reimbursed.
Ongoing communication with contractor:	Quarterly meetings are held with each community college participating in the CCAP program.

Contract or Partner Name:	Clark State Community College
Total Cost of Agreement:	\$30,000
Eligible for 75 percent reimbursement for E&T Services for ITOs:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
New Partner:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Table I.III. Contractor/Partner Details

Contract or Partner Name:	Columbus State Community College
Service Overview:	<p>The community colleges will provide Education and Training activities and must ensure that the activity will lead to an in-demand job or will expand the employability of the participant. The State has aligned the in-demand job list with the one maintained by the Workforce Board.</p> <p>Participants are expected to include mandatory SNAP E&T participants as well as volunteers who complete the activity. The community college and the county agency will determine the operational details for making referrals through a memorandum of understanding. Each community college will enter into a grant agreement with the State who will seek reimbursement for allowable expenses. The grant agreements will include a requirement that the community college not supplant funds and that it ensures reimbursement is only sought for non-federal expenditures of allowable expenses.</p> <p>Case management services will be provided by the county agency, but each community college may provide additional case management services.</p>
Intermediary:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Components Offered:	<p>Educational Program, Basic Education and/or Foundational Skills Instruction (includes High School Equivalency programs)</p> <p>Career and/or Technical Education Programs or Other Vocational Training</p> <p>English Language Acquisition</p> <p>Work (Job) Readiness Training</p>

Contract or Partner Name:	Columbus State Community College
Credentials Offered:	Yes Listing of programs can be found at: https://www.csc.edu/academics/certificates.shtml
Participant Reimbursements Offered:	Yes, examples include transportation, child care, assistance with school supplies
Location:	Columbus, Ohio
Target Population:	Students, potential students
Monitoring of contractor:	The Office of Family Assistance (OFA) Program Agreements and Monitoring area has an individual assigned as a contract/grant manager. This individual is responsible for ensuring the contract is followed as well as any contract renewals or terminations. The agreement manager may also periodically communicate specific requests and instructions concerning performance activities described in the contract. Our contracts area is responsible for monitoring invoices and ensuring requested reimbursement matches allowed costs. This is based on a line-item budget that was submitted by each college at the start of the program. Unallowable SNAP E&T costs will not be reimbursed.
Ongoing communication with contractor:	Quarterly meetings are held with each community college participating in the CCAP program.
Total Cost of Agreement:	\$33,319
Eligible for 75 percent reimbursement for E&T Services for ITOs:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
New Partner:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Table I.IV. Contractor/Partner Details

Contract or Partner Name:	Lorain County Community College
Service Overview:	<p>The community colleges will provide Education and Training activities and must ensure that the activity will lead to an in-demand job or will expand the employability of the participant. The State has aligned the in-demand job list with the one maintained by the Workforce Board.</p> <p>Participants are expected to include mandatory SNAP E&T participants as well as volunteers who complete the activity. The community college and the county agency will determine the operational details for making referrals through a memorandum of understanding. Each community college will enter into a grant agreement with the State who will seek reimbursement for allowable expenses. The grant agreements will include a requirement that the community college not supplant funds and that it ensures reimbursement is only sought for non-federal expenditures of allowable expenses.</p> <p>Case management services will be provided by the county agency, but each community college may provide additional case management services.</p>
Intermediary:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Components Offered:	<p>Educational Program, Basic Education and/or Foundational Skills Instruction (includes High School Equivalency programs)</p> <p>Career and/or Technical Education Programs or Other Vocational Training</p> <p>English Language Acquisition</p> <p>Work (Job) Readiness Training</p>
Credentials Offered:	<p>1-SAIL (Students Accelerated in Learning)- associates degree programs</p> <p>2- Short-Term Certificate programs, which are designed to provide a workforce credential leading to employment with an average wage of over \$13.10/ hour at</p>

Contract or Partner Name:	Lorain County Community College
	conclusion of the program (typically 1-2 semesters of coursework)
Participant Reimbursements Offered:	Yes, examples include transportation, child care, assistance with school supplies
Location:	Elyria, Ohio
Target Population:	Students, potential students
Monitoring of contractor:	The Office of Family Assistance (OFA) Program Agreements and Monitoring area has an individual assigned as a contract/grant manager. This individual is responsible for ensuring the contract is followed as well as any contract renewals or terminations. The agreement manager may also periodically communicate specific requests and instructions concerning performance activities described in the contract. Our contracts area is responsible for monitoring invoices and ensuring requested reimbursement matches allowed costs. This is based on a line-item budget that was submitted by each college at the start of the program. Unallowable SNAP E&T costs will not be reimbursed.
Ongoing communication with contractor:	Quarterly meetings are held with each community college participating in the CCAP program.
Total Cost of Agreement:	\$289,660
Eligible for 75 percent reimbursement for E&T Services for ITOs:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
New Partner:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Table I.V. Contractor/Partner Details

Contract or Partner Name:	Northwest State Community College
Service Overview:	<p>The community colleges will provide Education and Training activities and must ensure that the activity will lead to an in-demand job. The State has aligned the in-demand job list with the one maintained by the Workforce Board.</p> <p>Participants are expected to include mandatory SNAP E&T participants as well as volunteers who complete the activity.</p>

Contract or Partner Name:	Northwest State Community College
	<p>The community college and the county agency will determine the operational details for making referrals through a memorandum of understanding. Each community college will enter into a grant agreement with the State who will seek reimbursement for allowable expenses. The grant agreements will include a requirement that the community college not supplant funds and that it ensures reimbursement is only sought for non-federal expenditures of allowable expenses.</p> <p>Case management services will be provided by the county agency, but each community college may provide additional case management services.</p>
Intermediary:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Components Offered:	<p>Educational Program, Basic Education and/or Foundational Skills Instruction (includes High School Equivalency programs)</p> <p>Career and/or Technical Education Programs or Other Vocational Training</p> <p>English Language Acquisition</p> <p>Work (Job) Readiness Training</p>
Credentials Offered:	Arts&Sciences, Nursing&Allied Health, Business&Public Services, Stem&Industrial Technologies, Welding, Ironworking, Rigging, and HVAC.
Participant Reimbursements Offered:	Yes, resources could cover tuition gaps, textbooks, loaner laptops, gas cards, car repair, daycare, and required supplies/equipment for classes or employment.
Location:	Archbold, Ohio
Target Population:	Students, potential students
Monitoring of contractor:	The Office of Family Assistance (OFA) Program Agreements and Monitoring area has an individual assigned as a contract/grant manager. This individual is responsible for ensuring the contract is followed as well as any contract renewals or terminations. The agreement manager may

Contract or Partner Name:	Northwest State Community College
	also periodically communicate specific requests and instructions concerning performance activities described in the contract. Our contracts area is responsible for monitoring invoices and ensuring requested reimbursement matches allowed costs. This is based on a line-item budget that was submitted by each college at the start of the program. Unallowable SNAP E&T costs will not be reimbursed.
Ongoing communication with contractor:	Quarterly meetings are held with each community college participating in the CCAP program.
Total Cost of Agreement:	\$39,762
Eligible for 75 percent reimbursement for E&T Services for ITOs:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
New Partner:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

J. Budget Narrative and Justification

Provide a detailed budget narrative that explains and justifies each cost and clearly explains how the amount for each line item in the operating budget was determined. Note that the E&T State plan is a public document and must be made available to the public upon request, so the budget should not identify individual names or salaries that are not subject to public disclosure requirements. State agencies should note that the direct costs noted below are exclusively those attributed to the State and local SNAP agencies.

Table J.I. Direct Costs

<p>Salary/Wages: List staff positions in FTE and time spent on the project. Example: E&T Program Manager - \$60,000 x .50 FTE = \$30,000 5 E&T Counselors - \$25,000 x 1.00 FTEs x 5 = \$125,000</p>	<p>These costs are tracked at the county agency level.</p>
<p>Fringe Benefits: If charging fringe and benefits to the E&T program, provide the approved fringe rate.</p>	<p>These costs are tracked at the county agency level.</p>
<p>Contractual Costs: All contracts and partnerships should be included in the “contracts and partnerships” matrix of the E&T State Plan Operating Budget Workbook. Briefly summarize the type of services contractors/partners will provide, such as direct E&T program services, IT services, consulting, etc.</p>	<p>This amount addresses the FY2023 50/50 partnership contract between ODJFS and Center for Employment Opportunities, contracts with community colleges participating in the Community College Acceleration Program, and contracts held at the county agency level.</p>
<p>Non-capital Equipment and Supplies: Describe non-capital equipment and supplies to be purchased with E&T funds.</p>	<p>These costs are tracked at the county agency level.</p>
<p>Materials: Describe materials to be purchased with E&T funds.</p>	<p>These costs are tracked at the county agency level.</p>
<p>Travel & Staff Training: Describe the purpose and frequency of staff travel charged to the E&T program. This line item should not include E&T participant reimbursements for transportation. Include planned staff training, including registration costs for training that will be charged to the E&T grant.</p>	<p>These costs are tracked at the county agency level.</p>

Building/Space: If charging building space to the E&T program, describe the method used to calculate space value.	These costs are tracked at the county agency level.
Equipment & Other Capital Expenditures: Describe equipment and other capital expenditures over \$5,000 per item that will be charged to the E&T grant. (In accordance with 2 CFR 200.407, prior written approval from FNS is required.)	These costs are tracked at the county agency level.

- a) **Indirect Costs.** Indirect costs (also called overhead costs) are allowable activities that support the E&T program, but are charged directly to the State agency. If using an indirect cost rate approved by the cognizant agency, include the approval letter as an attachment to the E&T State plan.

These costs are tracked at the county agency level.

- b) **Participant Reimbursements (Non-Federal plus 50 percent Federal reimbursement).** Participant reimbursements should include the total participant reimbursement amount from the contracts/partners matrix of the E&T State Plan Operating Budget Excel Workbook, as well as any participant reimbursements the State agency plans to provide.

This includes the average monthly reimbursement rate (\$51.05) based on the number of participants in FFY 2022 multiplied by the number of estimated participants expected to serve for FFY 2024 (93,162).