

Department of Health and Human Services

SNAP E&T State Plan

NEBRASKA

Good Life. Great Mission.

Nebraska
WIOA Combined
State Plan

SNAP Employment and Training

Year 2026



Employment and Training Programs Under the Supplemental Nutrition Assistance Program (Programs Authorized Under Section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))

a. General Requirements

The State agency must prepare and submit an Employment and Training (E&T) Plan to its appropriate Food and Nutrition Service (FNS) Regional Office. The E&T Plan must be available for public inspection at the State agency headquarters. A State agency may include its plan for the SNAP E&T program in a Combined Plan under WIOA but will require FNS approval prior to implementation and must continue to make a copy of the plan available for public inspection. If a State includes SNAP E&T in a Combined Plan under WIOA, the State agency will detail the following for each year covered by the Combined Plan [27] 7 CFR § 273.7(c)(6):

1. The nature of the E&T components the State agency plans to offer and the reasons for such components, including cost information. The methodology for State agency reimbursement for education components must be specifically addressed. If a State agency plans to offer supervised job search in accordance with paragraph (e)(2)(i) of this section, the State agency must also include in the E&T plan a summary of the State guidelines implementing supervised job search. 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;

Non-Education, Non-Work Components:

Component Name: **Supervised Job Search**

While participating in Supervised Job Search (SJS), case managers can assist participants with:

- Job leads
- Interview prep
- Soft Skills training
- Access to job search tools (computers in the labs provided by job centers)
- Connections with local employers
- Supportive services

The overall outcome for participants who complete the SJS Component of the SNAP E&T program is increased job placement success through structured support and accountability during the job search process.

Supervision and Measurement Requirements:

The supervision is completed in any of the four following ways:

1. Online: The State's Labor Exchange System, NEworks, accessible from anywhere, can be used by clients to apply for jobs and track jobs for which the participant has applied. For this section of the component, NEworks is the state-approved job search site. Clients are credited one hour for each application, which allows time to research and submit applications. Case Managers can track the number of applications completed in NEworks.
2. In-person: Clients that go out into the community to apply for jobs are required to keep a log of the time it takes to apply. During weekly face-to-face or telephone contact, if the participant cannot get to an office, WC and E&T Provider staff review and sign off on the time. If clients do not keep an exact time, they verify applications and are credited one hour for each application. The state-approved locations for this section of the component is the American Job Center for weekly check-ins or via telephone if the participant cannot get to an office.
3. With Workforce Coordinator and E&T Provider: Participants meet monthly with the worker, during which time the worker assists with applications as necessary. The worker tracks the number of applications and time spent. The worker does their tracking in case notes, and the time spent is added to their tracking spreadsheet. When jobs are completed in NEworks, the Workforce Coordinator (WC) can view and track applications completed. American Job Centers (AJCs) are the state-approved locations for this section of the component.
4. Collaboration with WIOA Title I: Participants can use AJC resource rooms for job searching supervised by an AJC staff or partner staff and have the staff verify the hours by either providing documentation of the jobs in writing or verbally with the WC in regular ongoing meetings. When jobs are completed in NEworks, the WC can view and track applications completed. AJCs are the state-approved location for this section of the component.

Participants register in NEworks and can report a minimum of five job contacts weekly for up to eight weeks total to the WC or Partner. Case management occurs via weekly contact with the worker, typically via phone or text. Participants can also schedule in-person meetings or go to the office during business hours. This applies to all supervision methods.

Case management is provided, SJS requirements are discussed, and hours spent are tracked at each appointment. Participants are typically given 1 hour per job they apply for. During case management, the WC and E&T Provider discuss the applications submitted. The WC and E&T Provider will follow up with the participant, suggest follow-up with the employer, view applications, and help strengthen applications. The WC follows up with the application status and can reach out to the employer with or on behalf of the participant to ask for feedback if not accepted.

- a. Geographic area: All 60 E&T Counties, including SNAP Next Step
- b. Target audience: ABAWDs, homeless, returning citizens (i.e., ex-offenders), single parents, students, those who reside in rural areas, underemployed, veterans
- c. Anticipated monthly participants (unduplicated count): 220
- d. Anticipated monthly cost: \$162,632.80
- e. Provider(s) of component: SNAP E&T Employment Specialist and Third-Party Partners

Component Name: Job Search Training

Job Search Training (JST) will provide participants with targeted education and skill-building to improve how to search for, apply for, and secure employment. JST is about building the knowledge and tools needed to be effective, confident, and strategic in the job market. While working in JST, case managers can assist participants with:

- Resume;
- Cover letter;
- Job application techniques;
- Interview preparation;
- Navigating online job boards and career websites;
- Networking strategies; and
- Labor market education (understanding which jobs are in demand).

The overall outcome for participants who complete the JST Component of the SNAP E&T program is enhanced job-seeking effectiveness, leading to greater confidence and success in securing employment.

Supervision and measurement requirements: Examples of handouts are tips for job applications, resumes, job interviews, and completing a master application and/or resume. The participant works with the WC for one to five hours per week based on the level of assistance needed.

- a. Geographic area: All 60 E&T Counties, including SNAP Next Step
- b. Target audience: ABAWDs, homeless, returning citizens (i.e., ex-offenders), single parents, students, those who reside in rural areas, underemployed, veterans
- c. Anticipated monthly participants (unduplicated count): 90
- d. Anticipated monthly cost: \$72,929.70
- e. Provider(s) of component: SNAP E&T Employment Specialist and Third Party-Partners

Component Name: Job Retention Services

Job Retention (JR) provides valuable support and resources to help sustain employment obtained during participation in any other component within SNAP E&T. This component of the program is focused on keeping participants employed and successfully navigating challenges that can arise once they are working. While working in JR, case managers can assist participants with:

- Follow-up services after employment starts;
- Problem-solving support for challenges faced on the job;
- Workplace success coaching;
- Access to resources such as supportive services;
- Mentoring; and
- Career advancement support.

The overall outcome for participants who complete the JR component of the SNAP Employment and Training program is sustained employment and long-term career stability through continued support and guidance after the job placement.

Supervision and Measurement Requirements:

Employment must be secured while actively engaged in another E&T component. Supportive services can be offered for a minimum of 30 days up to 90 days.

- a. Requirements: Verify New employment
- b. Geographic area: All 60 E&T Counties, including SNAP Next Step
- c. Target audience: ABAWDs, homeless, returning citizens (i.e., ex-offenders), single parents, students, those who reside in rural areas, underemployed, veterans
- d. Anticipated monthly participants (unduplicated count): 135
- e. Anticipated monthly cost: \$210,023.55
- f. Provider(s) of component: SNAP E&T Employment Specialist and Third-Party Partners

Name of Component: **Self-Employment Training**

Self-Employment Training (SET) provides participants with education and resources on how to start, operate, and sustain a small business. While working in SET, case managers can assist participants with:

- Business planning (creating a business model);
- Financial literacy (understanding budgets, taxes, etc.);
- Legal and regulatory requirements (how to register a business);
- Marketing and sales (how to promote your business); and
- Networking (connecting with other entrepreneurs).

The overall outcome for participants who complete the self-employment component of the SNAP E&T program is the ability to successfully launch and manage a small business, leading to financial independence and long-term self-sufficiency.

- a. Requirements: Self-employment is for those who have a small business or are wanting to build a business that is in high demand within their local community
- b. Geographic area: All 43 E&T Counties, including SNAP Next Step
- c. Target audience: ABAWDs, homeless, returning citizens (i.e., ex-offenders), single parents, students, those who reside in rural areas, underemployed, veterans
- d. Anticipated monthly participants (unduplicated count): 10
- e. Anticipated monthly cost: \$2,865.00
- f. Provider(s) of component: Third-Party Partners

Education Components:

Component Name: **Basic Education**

Improved Employability: By improving basic skills, a participant will be better equipped for a wider range of jobs.

- Increased Earning Potential: Foundational skills will increase the likelihood of securing higher-paying, stable employment.
- Better Job Retention: Having strong basic skills will assist participants with being hired and will maintain long-term employment.
- Workplace Success: Most jobs require basic skills like reading, writing, and math. By strengthening these skills, participants will become more competitive in the job market.

While working on Basic Education or foundational skills, case managers can assist participants with:

- Basic computer skills;
- Communication skills;
- Time management;
- Teamwork and collaboration;
- Problem-solving skills;
- Customer service skills;
- Attention to detail;
- Adaptability;
- Work ethic;
- Professionalism; and
- Networking and building relationships.

The overall outcome for the participants who complete the Basic Education component of SNAP E&T are enhanced workforce readiness and long-term employment success.

Supervision and Requirements:

Education may be combined with unsupervised job search consisting of no more than 50 percent of the time spent in the component.

- a. Geographic area: All 60 E&T Counties, including SNAP Next Step
- b. Target audience: ABAWDs, homeless, returning citizens (i.e., ex-offenders), single parents, students, those who reside in rural areas, underemployed, veterans
- c. Anticipated monthly participants (unduplicated count): 40
- d. Anticipated monthly cost: \$32,411.60
- e. Provider(s) of component: NDOL or VR contractors (community colleges, etc.)

Component Name: **Vocational Career Education**

Participants can gain job skills and certifications that are in-demand skills that employers are looking for.

While working with vocational training, case managers can assist participants with the following:

- Increased employment opportunities;
- Qualify for better-paying jobs;
- Advancements in education or career pathways; and
- Ability to access supportive services to assist with tuition and books.

The overall outcome for participants who complete the Vocational Training component of SNAP E&T is enhanced job readiness through industry-recognized skills and credentials that lead to stable, higher-paying employment.

Supervision and Requirements:

Education may be combined with unsupervised job search, consisting of no more than 50 percent of the time spent in the component.

- a. Geographic area: All 60 E&T counties, including SNAP Next Step
- b. Target audience: ABAWDs, homeless, returning citizens (i.e., ex-offenders), single parents, students, those who reside in rural areas, underemployed, veterans
- c. Anticipated monthly participants (unduplicated count): 360
- d. Anticipated monthly cost: \$291,704.40
- e. Provider(s) of component: NDOL or VR contractors (community colleges, etc.)

Component Name: **English Language Acquisition**

- Increased Job Opportunities: Improving English skills will open doors to a broader range of employment opportunities.
- Higher Earning Potential: English proficiency often leads to higher-paying jobs.
- Career Advancement: Promotions and career advancement depend on the ability to communicate effectively in English, especially in leadership or managerial roles.
- Access to Further Education: English is often a prerequisite for enrolling in higher education or specialized training programs, which can be the pathway to even better job prospects.

While working on English Acquisition, case managers can assist participants with:

- Basic computer skills;
- Communication skills;
- Time management;
- Teamwork and collaboration;
- Problem-solving skills;
- Customer service skills;
- Attention to detail;
- Adaptability;
- Work ethic;
- Professionalism; and
- Networking and building relationships.

The overall outcome for English Language Acquisition component of the SNAP E&T program is greater economic mobility and career advancement through improved English proficiency.

Supervision and Requirements:

The level of effort required is a minimum of 12 hours per month. Contact between WC and participant once per month, face-to-face if able or otherwise via telephone, to discuss enrollment, progress, and any needs.

- a. Geographic area: All 60 E&T counties, including SNAP Next Step
- b. Target audience: ABAWDs, homeless, returning citizens (i.e., ex-offenders), single parents, students, those who reside in rural areas, underemployed, veterans
- c. Anticipated monthly participants (unduplicated count): 10
- d. Anticipated monthly cost: \$3,938.20
- e. Provider(s) of component: NDOL or VR contractors (community colleges, etc.)

Work Experience Components:

Component Name: **On-the-Job Training**

On-the-Job Training (OJT) will allow individuals to learn new skills, gain hands-on experience while earning income, and increase chances of long-term employment.

While working with an OJT, case managers can assist participants with:

- Structured work environment;
- Communication skills;
- Time management;
- Teamwork and collaboration;
- Problem-solving skills;
- Customer service skills;
- Attention to detail;
- Adaptability;
- Work ethic;
- Professionalism; and
- Networking and building relationships.

The overall outcome for participants who complete the OJT component of SNAP E&T is practical workforce experience that leads to long-term, sustainable employment.

Follows the Fair Labor Standards Act (FLSA) if there is an employee/employer relationship.

Enrolling in the Apprenticeship Program can provide a hands-on pathway to secure long-term employment. Registered Apprenticeships combine paid, on-the-job training with classroom instruction, allowing participants to earn while they learn and build a direct path into skilled, in-demand careers.

While in the Apprenticeship component, case managers can assist participants with:

- Paid employment;
- Technical instructions;
- Mentorship;
- Nationally recognized credential;
- Hands-on work experience;
- Structured career pathway;
- Access to supportive services;
- Mentorship;
- Higher job placement; and
- Job retention.

The overall outcome for participants who complete the Registered Apprenticeship component of the SNAP E&T program is a clear, structured pathway to long-term, stable employment in skilled, high-demand careers.

- a. Geographic area: All 4 E&T counties, including SNAP Next Step
- b. Target audience: ABAWDs, homeless, returning citizens (i.e., ex-offenders), single parents, students, those who reside in rural areas, underemployed, veterans
- c. Anticipated monthly participants (unduplicated count): 15

- d. Anticipated monthly cost: \$3,500.00
- e. Provider(s) of component: Third-Party Partners

Component Name: **Internship**

Enrolling in the internship program can assist participants in the following ways:

- Shadowing current professionals to gain insight into the real-world job roles and responsibilities;
- Short-term, hands-on experiences that will build confidence;
- Practical learning in a professional setting; and
- Gaining industry-specific knowledge, including exposure to career pathways and in-demand skills.

The overall outcome for participants in the internship component is better equipped for success with a clear and structured pathway to long-term employment.

- a. Geographic area: All 2 E&T counties, including SNAP Next Step
- b. Target audience: ABAWDs, homeless, returning citizens (i.e., ex-offenders), single parents, students, those who reside in rural areas, underemployed, veterans
- c. Anticipated monthly participants (unduplicated count): 10
- d. Anticipated monthly cost: \$3,500.00
- e. Provider(s) of component: Third-Party Partners

- 2. *A description of the case management services and models, how participants will be referred to case management, how the participant's case will be managed, who will provide case management services, and how the service providers will coordinate with E&T providers, the State agency, and other community resources, as appropriate. The State plan should also discuss how the State agency will ensure E&T participants are provided with targeted case management services through an efficient administrative process;*

When individuals are referred to the E&T program, they are provided with key information about the program, including available services, next steps, and how to connect with the appropriate contact person. Eligibility Operations Workers (EOWs), under the Economic Assistance Operations Team, explain that participation in SNAP E&T is voluntary and outline the participant's general rights and responsibilities. The EOWs also provide a basic overview of the SNAP E&T program, available services, and the screening process for work requirements.

Participants are informed once the referral is made, and either a WC or E&T partner will contact them to discuss enrollment and next steps. After the referral is received by E&T staff, contact is initiated through a written invitation letter (sent by mail or email), a phone call, or a text message.

The following details are shared with participants:

- Name and contact information of the E&T provider or WC;
- A brief overview of the services available; and
- Instructions to contact the SNAP E&T mailbox (dhhs.snapnextstepEandT@nebraska.gov) if they do not hear from someone within 7 days.

To support EOWs in effectively communicating this information, SNAP E&T staff regularly attend team meetings, issue program updates via memos, and provide refresher training. The EOWs are equipped with current materials outlining the SNAP E&T program offerings, referral procedures, and support services to ensure consistent messaging across the agency.

All participants attend an individual orientation with the WC or third-party partner. This can be done virtually or in person to discuss the program and enrollment. When the potential participant contacts the WC or third-party partner, they discuss meeting times, answer questions the participant may have, and discuss what to expect from the program. Enrollment forms, assessments, and an employment plan are created during orientation.

- 3. *An operating budget for the Federal fiscal year with an estimate of the cost of operation for each Federal fiscal year covered by the Combined Plan. Any State agency that requests 50 percent Federal reimbursement for State agency E&T administrative costs, other than for participant reimbursements, must include in its plan, or amendments to its plan, an itemized list of all activities and costs for which those Federal funds will be claimed, including the costs for case management and casework to facilitate the transition from economic dependency to self-sufficiency through work. Costs in excess of the Federal grant will be allowed only with the prior approval of FNS and must be adequately documented to assure that they are necessary, reasonable and properly allocated. A State must submit a plan amendment to request budget adjustments at least 30 days prior to planned implementation;*

Table A. Anticipated Budget for FFY 2024

Funding Source	Administrative Costs	Participant Reimbursement Costs	Total
Federal Allocation 100%	\$4,590,894.68	\$0	\$4,590,894.68
50/50 Administrative reimbursements	\$2,141,694.84		\$2,141,694.84
50/50 Participant reimbursements	\$0	\$181,470.00	\$181,470.00
Pledge/ABAWD (estimated)	\$0	\$0	\$0
Match funds	\$0	\$0	\$0
State agency	\$0	\$90,735.00	\$90,735.00
County (total)	\$0	\$0	
Community-based partner (note name)	\$0	\$0	\$0
Center for People	\$303,750.62	\$0	\$303,750.62
City of Lincoln	\$74,938.62	\$0	\$74,938.62
ECHO Collective	\$146,011.78	\$0	
Goodwill Industries Inc., Serving Eastern Nebraska and Southwest Iowa	\$467,829.39	\$21,844.22	
International Council for Refugees and Immigrants, Inc.	\$708,230.00	\$0	
Lincoln Literacy	\$192,542.00	\$1,320.00	
No More Empty Pots	\$297,768.90	\$0	
The Bay	\$267,721.94	\$0	
Together Inc., of Metropolitan Omaha	\$57,348.00	\$0	
Women’s Center for Advancement	\$80,000.00	\$0	
YWCA of Adams County	\$12,812.81	\$0	
Community college (Metropolitan Community College)	\$772,500.00	\$60,000	
Alternate Funding	\$0	\$0	\$0
Direct foundation (note name)	\$0	\$0	\$0
Employer grants (note name)	\$0	\$0	\$0
Cash incentives (note name)	\$0	\$0	\$0
Total	\$2,232,429.84	\$181,470.00	\$4,772,364.68

Table A provides the anticipated budget for FFY 2025

4. *The categories and types of individuals the State agency intends to exempt from E&T participation, the estimated percentage of work registrants the State agency plans to exempt, and the frequency with which the State agency plans to reevaluate the validity of its exemptions;*

Nebraska's SNAP E&T program is voluntary, so there are no exemption types being used. All individuals that wish to participate and are close enough to an office to be able to participate may participate. Only aliens that are not work-eligible and most children under 18 cannot participate.

5. *The characteristics of the population the State agency intends to place in E&T;*

Please see Section 3.

6. *The estimated number of volunteers the State agency expects to place in E&T;*

In FFY 2025, Nebraska SNAP E&T expects to enroll 400 volunteer participants in the program.

7. *The geographic areas covered and not covered by the E&T Plan and why, and the type and location of services to be offered;*

Currently, SNAP E&T is offered in 60 out of the 93 counties in the state; however, the state anticipates the program will be offered statewide before the end of FFY 2026. The current counties are:

Adams, Banner, Boone, Box Butte, Buffalo, Butler, Cass, Cheyenne, Colfax, Custer, Dakota, Dawes, Dawson, Dodge, Douglas, Fillmore, Franklin, Frontier, Furnas, Gage, Gosper, Hall, Harlan, Hitchcock, Holt, Howard, Jefferson, Johnson, Kearney, Keith, Kimball, Lancaster, Lincoln, Logan, Madison, McPherson, Merrick, Morrill, Nemaha, Nuckolls, Otoe, Pawnee, Phelps, Pierce, Platte, Polk, Red Willow, Richardson, Saline, Sarpy, Saunders, Scotts Bluff, Seward, Sheridan, Sherman, Stanton, Thayer, Valley, Washington, and York.

8. *The method the State agency uses to count all work registrants as of the first day of the new fiscal year;*

A report is run by the system in the early morning of October 1 every year that checks for all work-registered individuals entered into the N-FOCUS system with an active SNAP case.

9. *The method the State agency uses to report work registrant information on the quarterly Form FNS-583;*

After the report that generates on October 1, a second report is run on October 2 and then the first of the month for every subsequent month in the FFY in order to capture new work registrants. This monthly number is compared against the October 1 and other reports prior to it in the year to determine if an individual is a unique or duplicate work registrant.

10. *The method the State agency uses to prevent work registrants from being counted twice within a Federal fiscal year. If the State agency universally work registers all SNAP applicants, this method must specify how the State agency excludes those exempt from work registration under 7 C.F.R. §273.7(b)(1). If the State agency work registers nonexempt participants whenever a new application is submitted, this method must also specify how the State agency excludes those participants who may have already been registered within the past 12 months as specified under 7 C.F.R. §273.7(a)(1)(i);*

Please see Section 8.

11. *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. FNS is specifically concerned that the lines of communication be efficient and that noncompliance by the participant be reported to the certification unit within 10 working days after the noncompliance occurs;*

SNAP EOWs under the Economic Assistance Eligibility Operations Team are responsible for screening applicants to determine work registration status. This screening occurs at initial application, recertification, and any time a new member joins the household. Using information provided on the application and gathered during the interactive interview, EOWs assess whether each household member is exempt or non-exempt from the federal general work requirements. During the interview, EOWs explain which individuals are subject to work registration, outline the basic work requirements, review available exemptions, and discuss good cause criteria. They also inform clients of the potential consequences of failing to comply with the general work requirements.

This process ensures individuals are appropriately identified for potential referral to SNAP E&T or other supportive services and all federal regulations regarding work registration are met.

12. *The relationship between the State agency and other organizations it plans to coordinate with for the provision of services, including organizations in the Statewide workforce development system, if available. Copies of contracts must be available for inspection; The State agency must document how it consulted with the State workforce development board. If the State agency consulted with private employers or employer organizations in lieu of the State workforce development board, it must document this consultation and explain the determination that doing so was more effective or efficient. The State agency must include in its E&T State plan a description of any outcomes from the consultation with the State workforce development board or private employers or employer organizations. The State agency must also address in the E&T State plan the extent to which E&T activities will be carried out in coordination with the activities under title I of WIOA;*

SNAP E&T is part of the WIOA combined state plan. This collaboration is designed to maximize participant access to employment and training services, enhance workforce development efforts, as well as align SNAP E&T with broader state and local workforce initiatives.

Nebraska's SNAP E&T program is integrated with the state's AJC network. SNAP E&T WCs are located in multiple AJCs and affiliate sites across the state. In addition, the Greater Lincoln Administrative Entity is an E&T Provider. SNAP E&T provides all case management in NEworks, the same system that NDOL and WIOA Title I partners utilize. This allows for the ability to co-enroll and easily collaborate. Coordination with Title I partners is facilitated through data-sharing agreements, cross-training of staff, and the alignment of service delivery to ensure participants receive support. This cross-functional collaboration reduces the program-imposed barriers, removes co-enrollment barriers, reduces duplication of services, and increases quality referrals. SNAP E&T participants are referred to these centers to access co-enrollment opportunities, occupational skills training, and job placement.

E&T WCs utilize the state's Labor Exchange, NEworks, to assist participants with job search, applications, drafting their resumes, research labor market information, as well as to make quality referrals to partner and community programs.

Additionally, Nebraska's SNAP E&T team partners with local workforce development boards and councils to identify high-demand industries, ensuring the SNAP E&T services align with labor market needs. Nebraska's E&T program partners with Title I providers to support coordinated service delivery strategies across program partners.

Through continuous contact and meetings with NWDB, local workforce boards, and other committees geared toward workforce development, the E&T program dedicates its efforts to exploring innovative approaches such as co-enrollment models, shared performance tracking, and expanded outreach to E&T providers and eligible individuals.

13. *The availability, if appropriate, of E&T programs for Indians living on reservations after the State agency has consulted in good faith with appropriate tribal organizations;*

Nebraska E&T Services are not offered in the areas that have Tribal affiliation at this time. If E&T becomes available in those areas, the SNAP Program Manager will consult with the Tribal Organizations to explain the program and its benefits. Consultations are done annually to support the tribal organization's access to the program. No individuals from a tribe are currently served by the program.

14. *If a conciliation process is planned, the procedures that will be used when an individual fails to comply with an E&T program requirement. Include the length of the conciliation period; and*

Because SNAP E&T is not mandatory in Nebraska, there is currently no conciliation process.

15. *The payment rates for child care established in accordance with the Child Care and Development Block Grant provisions of 45 CFR 98.43 AND based on local market rate surveys.*

SNAP E&T has not developed childcare payment rates. The Child Care Subsidy program in Nebraska covers all SNAP E&T clients who are in need of childcare assistance.

16. *The combined (Federal/State) State agency reimbursement rate for transportation costs and other expenses reasonably necessary and directly related to participation incurred by E&T participants. If the State agency proposes to provide different reimbursement amounts to account for varying levels of expenses, for instance for greater or lesser costs of transportation in different areas of the State, it must include them here.*

Participants are informed about the availability of participant reimbursements at multiple points throughout the referral and enrollment process. At the time of referral and screening, EOWs under the Economic Assistance Eligibility Operations Team inform individuals that reimbursement support may be available to help cover the cost of participation (e.g., transportation,

work clothing, or supplies). This initial contact may occur during an eligibility interview, a proactive outreach call by a WC, or when a participant receives an invitation letter by mail or visits a local office in person.

Participant reimbursements are further explained during orientation and again at the point of enrollment in SNAP E&T. WCs continue to discuss and remind participants about the availability of reimbursements throughout the course of case management. Participants are informed they may request reimbursement at any time during their participation and are provided with instructions on how to do so.

Participant reimbursements are also discussed at the time of case management. This includes addressing barriers that may occur during SNAP E&T participation. Participants are advised to contact case managers to assist with any reasonable and necessary reimbursements to successfully participate with SNAP E&T.

If a third-party partner does not provide participant reimbursements, they are referred back to the state for this service. The state issues reimbursements directly to participants using 50/50 funding or TANF funds (if there are dependents in the home under the age of 18). Participants are typically contacted the same day the request is received to begin the process, and in every case, are contacted within 24 hours, ensuring participants have timely access to the supports necessary to successfully engage in SNAP E&T activities.

1. Transportation expense to participate such as gasoline or bus passes. Google Maps is used to determine the weekly amount.
2. Job search-related expenses such as clothing needed for job interviews.
3. Work-related expenses such as specific clothing, uniform, or tools required for a specific job that a participant has accepted.
4. Education and/or training-related expenses such as books, equipment, exam, or certificate fees required for training.
5. Mandatory background checks if required and not normally paid by the employer or school.
6. Tuition for Basic Education and Vocational Training.

Under special circumstances, the SNAP Program Manager may approve an amount over the maximum caps. Below notes the cap maximums allowed by DHHS per participant per E&T FFY:

1. Transportation cap: \$500
2. Job search-related expense cap: \$100
3. Work-related expenses cap: \$200
4. Education and/or training related expense cap: \$500
5. Background check cap: \$100
6. Tuition cap: \$4,000
7. Combined cap for all reimbursable expenses: \$5,400 NOTE: If someone would exceed the cap, the SNAP Program Manager will determine if the expense will be allowable past the cap.

18. *For each component that is expected to include 100 or more participants, reporting measures that the State will collect and include in the annual report. Such measures may include:*

A. The percentage and number of program participants who received E&T services and are in unsubsidized employment subsequent to the receipt of those services;

N/A

B. The percentage and number of participants who obtain a recognized credential, a registered apprenticeship, or a regular secondary school diploma (or its recognized equivalent), while participating in, or within 1 year after receiving E&T services;

N/A - Less than 100 participants

C. The percentage and number of participants who are in an education or training program that is intended to lead to a recognized credential, a registered apprenticeship an on-the-job training program, a regular secondary school diploma (or its recognized equivalent), or unsubsidized employment;

N/A - Less than 100 participants

D. Measures developed to assess the skills acquisition of E&T program participants that reflect the goals of the specific components including the percentage and number of participants who are meeting program requirements or are gaining skills likely to lead to employment; and

- Number and percentage of participants who received a wage increase in the 2nd quarter after completion of any component relative to their wage when they entered the component
- Number and percentage of participants who successfully obtained a certificate or credential
- Number and percentage of participants who received a credential by completing vocational

E. Other indicators approved by FNS in the E&T State plan.

N/A

b. Able-bodied Adults without Dependents (ABAWD) [28]

A State agency interested in receiving additional funding for serving able-bodied adults without dependents (ABAWDs) subject to the 3- month time limit, in accordance with 7 C.F.R. §273.7(d)(3), must include the following for each Federal fiscal year covered by the Combined Plan under WIOA [28] 7 CFR § 273.7(c)(7):

1. Its pledge to offer a qualifying activity to all at-risk ABAWD applicants and recipients;

Nebraska is not a pledge state for ABAWD; however, DHHS does still serves ABAWDs. As of October 31, 2025, DHHS identified 4,838 unduplicated ABAWDs statewide receiving SNAP benefits. This number constitutes approximately 3.31 percent of all active SNAP participants. A significant need for our ABAWD population is services for homelessness. Eligibility Workers (EWs) provide ABAWD clients with local resources upon request.

EWs are alerted that an ABAWD will be losing their eligibility around 30 days before the close effective date. EWs are instructed to contact clients to determine if any new exemptions have arisen or to see if the client is either employed or volunteering. When speaking with the client, EWs inform them of the ABAWD exemptions, including the ability to volunteer.

If the client is within an area served by SNAP Next Step E&T, the E&T specialists contact ABAWDs to try to enroll them and to support them in their ability to meet the ABAWD work requirement through a qualifying E&T component.

NDHHS offers 6 components that meet the ABAWD work requirements. These are as follows:

- Self-employment training;
- Basic/foundational skills instruction
- Career/technical education programs or other vocational training
- English language acquisition
- Apprenticeship
- Internship
- OJT

2. Estimated costs of fulfilling its pledge;

Nebraska is not a pledge state.

3. A description of management controls in place to meet pledge requirements;

Nebraska is not a pledge state.

4. A discussion of its capacity and ability to serve at-risk ABAWDs;

Nebraska is not a pledge state. See b.1.

5. Information about the size and special needs of its ABAWD population; and

Nebraska is not a pledge state. See b. 1.

6. Information about the education, training, and workfare components it will offer to meet the ABAWD work requirement

Nebraska is not a pledge state. See b. 1.