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## A. Cover Page and Authorized Signatures

State: Nebraska

State Agency Name: Department of Health and Human Services, Division of Economic Assistance

Federal FY: 2025

Date Submitted to FNS (revise to reflect subsequent amendments): May 16, 2025

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

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**Certified By:**

Julie Henningsen

SNAP Program Manager

**8/13/2024**

Date

**Certified By:**

Christine Mohlman

State Agency Fiscal Reviewer

**8/13/2024**

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**

<b>Amendment Number</b>	<b>Brief description of changes or purpose for amendment (If amendment includes budget changes, include in description)</b>	<b>Sections of Plan Changed (Highlight areas of plan with changes)</b>	<b>Date submitted to FNS</b>	<b>Date approved by FNS</b>
	Adding: <ul style="list-style-type: none"> <li>• Additional Counties</li> <li>• 7 SNAP E&amp;T partners</li> <li>• Components</li> <li>• 2 new components- Self-employment and Apprenticeship</li> <li>• Budget change includes 7 new providers and updated reimbursements.</li> <li>• 1 Program manager and 1</li> </ul>	Section I letter d Section V letter b Table G.I. Table G.II. Table G.III. Table G.I.V Table G.VI Table G.VII Table G.VIII Table G.XVI. Table G.XIV Table I.III Table J.I. Table V Table J.I	05/01/2025	06/04/2025

<b>Amendment Number</b>	<b>Brief description of changes or purpose for amendment (If amendment includes budget changes, include in description)</b>	<b>Sections of Plan Changed (Highlight areas of plan with changes)</b>	<b>Date submitted to FNS</b>	<b>Date approved by FNS</b>
	<p>program Specialist</p> <p>Removing:</p> <ul style="list-style-type: none"> <li>• SNAP applications as an option</li> </ul>			

## 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
AJC	American Job Center
E&T	Employment and Training
ETPL	Eligible Training Provider List
FY	Fiscal Year
FNS	Food and Nutrition Service
GA	General Assistance
ITO	Indian Tribal Organization
JVSG	Jobs for Veterans State Grant
SNAP	Supplemental Nutrition Assistance Program
TANF	Temporary Assistance for Needy Families
USDA	United States Department of Agriculture
WIOA	Workforce Innovation and Opportunity Act
EW	Eligibility Worker
DHHS	Nebraska Department of Health and Human Services
NDOL	Nebraska Department of Labor
N-FOCUS	Nebraska Family Online Client User System (eligibility system)
VR	Vocational Rehabilitation
WC	Workforce Coordinator
WR	Work Requirement

## 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 checked="" 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.

Helping people live better lives with an E&T program designed to help SNAP participants obtain vocational skills, training, and credentials to prepare them for a pathway to a career that will lead to long-term economic self-sufficiency. DHHS offers 9 components, as noted below in section E. DHHS places SNAP participants in these components to find new or higher-paying employment according to the selected career pathway to lead toward self-sufficiency. DHHS uses labor market information to determine the demand and meet the needs of the state.

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

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.

N/A

- 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.

Nebraska operates a state-supervised voluntary E&T program. ABAWDs are the target population; no ABAWD waivers will be operational in FFY25. Services are provided to underemployed and unemployed SNAP participants in 59 (of 93) counties in Nebraska: *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, 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, Scottsbluff, Seward, Sheridan,*

*Sherman Stanton, Thayer, Valley, Washington, and York.* Nebraska serves clients from the surrounding counties of office locations.

e) Provide a list of the components offered.

1. Supervised Job Search;
2. Job Search Training;
3. Job Retention;
4. Basic Education;
5. English Language Acquisition;
6. Career/Technical Education (with Job Placement and Coaching); and
7. Work-Based-Learning-On-the-Job Training (E&T funds are not used to subsidize employment).
8. Self-employment
9. Apprenticeship

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

Partners are granted access to a business SharePoint page and must set up an account to access this page once DHHS grants them access.  
<https://partners-dhhs.ne.gov/SNAP/ET/Forms/AllItems.aspx>. Public website is available at <https://dhhs.ne.gov/Pages/SNAP-Next-Step.aspx>

## 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.

DHHS added a system specific to E&T for data collection and tracking. The system will provide data for quarterly reports and annual reports. Implementation will be in September 2024.

DHHS has also incorporated a pilot using the Benefits Cliff Tools by the Atlanta Federal Reserve.

- 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.

N/A
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### 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).

<p>DHHS attends Nebraska Workforce Development Board meetings quarterly and participates in additional meetings as they occur to discuss current workforce trends. E&amp;T is an optional partner in the WIOA combined state plan. WCs work out of the American Job Centers (AJC), where they are available to serve clients better. Meetings are held on an ongoing basis twice a month between the E&amp;T Program Manager and the WIOA program administrator to discuss collaboration and how to</p>
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align services better. Examples of items developed from these collaboration meetings are updated joint process guides and training for WCs and WIOA staff.

- 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.

Ignite Nebraska: Blue Cross Blue Shield of Nebraska, SNAP E&T, and WIOA Title I have partnered together to provide individuals an OJT in a high-demand career that includes training and the employer being involved in the benefits cliff and how the job will affect individuals.

- 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).

SNAP E&T is part of the WIOA combined state plan. In addition, WCs work with local Title I partners and assist participants in using the state labor exchange to research careers, gather labor market information, find available vocational training and apprenticeships for in-demand jobs, create their resumes, find posted jobs, and apply for jobs online. DHHS co-enrolls participants with Title I or other programs whenever possible to provide the participant with the best possible services. For Basic Education and Vocational Training Components, the WC partners with Title I to determine if the participant qualifies for Title I Adult, Dislocated Worker, Youth or other funding. The state's Eligible Training Provider List (ETPL) has over 200 programs with community colleges and training centers statewide – according to the list of eligible training providers and schools – to assist E&T participants with obtaining credentials to move them along their career pathway. Some training and credentials available are Certificates for Truck Driving, Welding, Nursing Assistant,

Medication Aide, and Health Information Management – Medical Coding. This alleviates the burden of setting up separate SNAP contracts with the colleges and training centers.

- 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 TANF "Employment First" work and SNAP E&T programs are administered separately and do not share participants. If an E&T participant starts working with the TANF Employment First program, their E&T case is closed, and they are exempted from the SNAP WRs. WCs work with those providing Employment First Services to receive referrals as their TANF case closes. Employment First providers email WCs a list of potential participants each month. WCs review these SNAP cases to determine their eligibility for E&T services and engage when appropriate. Employment First providers also verbally discuss E&T with their clients who are losing TANF as appropriate.

- 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).

SNAP E&T receives referrals from other NDOL programs, such as the Jobs for Veteran State Grants (JVSG) program and Title III Wagner-Peyser.

#### 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.

Winnebago Tribe of Nebraska, Ponca Tribe of Nebraska, Omaha Tribe of Nebraska, and Santee Sioux Nation. Letters were sent out to the following tribes Winnebago Tribe of Nebraska, Ponca Tribe of Nebraska, Omaha Tribe of Nebraska, and Santee Sioux Nation on March 21, 2024. Correspondence has been sent to tribes to offer consultation and meetings for FFY 25 will be scheduled after the Tribes respond.

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).

Nebraska E&T Services are not offered in the areas that have Tribal affiliation at this time. The tribes are sent information annually with information to set up a consultation at their discretion. Information was sent out in March 2024 with an overview of what E&T offers. The program currently serves no individuals from a tribe, and no responses were received from any tribes.

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

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)).

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.

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



Nebraska runs a voluntary program, so all clients are exempt.

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

Nebraska does not have a set schedule to re-evaluate the voluntary status of the program. Nebraska is working to expand its voluntary E&T program to more counties in Nebraska. As Nebraska grows its voluntary program, Nebraska will re-evaluate whether resources are available statewide to make the program mandatory. The program previously indicated DHHS is not ready to implement a statewide mandatory SNAP E&T program.

- c) 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: Unemployed and Low-skills ABAWDS

## 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.

The SNAP E&T team consists of eight full-time FTEs, including two Program Managers, two Program Specialists, and four Workforce Coordinators. The team is separate from the SNAP certification unit. SNAP E&T is under Economic Mobility unit and the SNAP Certification unit is under Economic Assistance Benefits Program. The Program Managers oversee contracts and the program, and the SNAP E&T Program Specialists provide technical assistance to providers and workforce coordinators. The Economic Mobility and the Economic Assistance Benefits Program staff complete monitoring events of the program throughout the year together. The Workforce Coordinators provide services directly to SNAP E&T participants.

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

SNAP E&T is under Economic Mobility unit and the SNAP Certification unit is under Economic Assistance Benefits Program. Communication occurs during weekly combined team meetings, via email, and virtually. When updates or guidance are received, certification and E&T staff work together to make necessary changes or updates.

- 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.

Communication occurs by using the shared SNAP E&T mailbox, via telephone, and information is shared on an internal website that partners have access to. In addition, workforce coordinators and partners will have access to NEworks, where case information can be entered. Examples of information shared are referrals, reports, invoices, monthly meeting minutes, and monitoring information. Data and reports are shared via spreadsheets.

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.

NEworks data base shares case information on referrals, noncompliance, provider determinations and case notes.

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

Information is shared by posting documents on SharePoint for all partner staff to see, via email to partners, and is discussed in monthly check-in calls. Changes to procedures are also updated and shared in the provider handbook. Technical assistance and training are provided as needed or when requested.

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.

Partners are monitored via an onsite visit. A monitoring plan is established to review the program, including program data and financial information. Monitoring is done annually; if needed, it can be more frequent pending findings. DHHS determines annually which partners will be reviewed each program year. DHHS verifies information on invoices for funding throughout the year as invoices are submitted.

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).

DHHS compares partners' data to the data collected for the annual outcome reporting. Data is compared between partners to evaluate the effectiveness between components.

## 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.

SNAP EWs under the Economic Assistance Benefits Program Unit determine whether work registrants are exempt or non-exempt from the federal general work requirements at initial application and recertification and when changes are reported based on information on the application and information gained during the interactive interview. EWs explain which individuals are subject to the work requirement, the basic work rules, discuss good cause, exemptions, and explain the consequences of not following the basic work rules.

- 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.?

By signing the application, all non-exempt clients become work registered. The EW codes N-FOCUS, according to the correct work registration status.

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

Applicants are informed of their Rights and Responsibilities from the application, and the EW under the Economic Assistance Benefits Program Unit explains the work requirements from the consolidated work notice during the interview. The written notice sent is the consolidated notice explaining who is mandatory for what requirements and what needs to be done to remain compliant. This notice is sent at the initial application, recertification, and when someone is added to the household, or their work requirements change. This notice is automatically sent out through N-FOCUS. SNAP EWs have a written script provided as a guide to inform participants of work requirements at initial application and recertification.

## 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.)*

The individual is receiving SNAP Benefits, not receiving TANF, is work-eligible, interested in finding employment, and is in or around one of the service areas. The screening tool requests ABAWD status and the location where the participant resides. A template is provided to ensure the individual meets those requirements and is able to participate with SNAP E&T. The template outlines the following: ABAWD status, service area, work eligible, if the individual is able to read or write, high school

diploma or GED, if the participant has an immediate need, and what they would like assistance with.

- 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.

EWs under the Economic Assistance Benefits Program Unit screen potential referrals and, when appropriate, make the referral for SNAP E&T using an online referral template. EWs are aware of what SNAP E&T offers and explain the program to potential participants. If the participant is interested, the EW screens the potential participant and sends a referral through the auto-populated Redcap. The EWs are provided a fillable template for referrals, which screens the individual to ensure they are a good fit for E&T and eligible to participate. An example of a good fit would be a participant who resides in one of the 42 counties, who is work-eligible, and is interested in finding employment. The Program Specialist receives the referral and then refers the potential participant to the appropriate partner or WC.

- 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.

SNAP recipients are screened by eligibility staff under the Economic Assistance Benefits Program Unit during certification, recertification, and status change. Individuals are referred from community-based organizations and community/technical colleges to participate in the SNAP E&T program through a reverse referral process. The individual can initiate contact with the provider of their choice. When a reverse referral is received, the SNAP E&T program will verify if the individual is eligible for SNAP E&T by sending an email to an assigned EW to complete the screening. The EW will attempt to contact the individual to screen using the screening template. A case note will be entered, and a response will be provided to the SNAP E&T program. Based on the determination made by the EW, the SNAP E&T program will send the E&T referral back to the provider.

- 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?

Participants are informed about reimbursements at initial contact by EWs under the Economic Assistance Benefits Program Unit when making referrals and screening individuals. This could be a cold call out from a WC, via mail with an invitation letter, or verbally if they are a walk-in. Participant reimbursements are also discussed at orientation and when an individual enrolls and is reminded of these through ongoing case management. Individuals are informed they can request participant

reimbursements at any time during participation and how they can request these items.

## 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)?

SNAP E&T Staff offer to regularly attend team meetings to provide additional information to EWs in addition to any memos that are provided with updates and refresher trainings are provided. EWs have information on the E&T program and available services and inform them of their general rights and responsibilities, screen for work requirements, and inform individuals of their E&T program as a voluntary participant.

EWs under the Economic Assistance Benefits Program Unit let participants know that after they are referred either a Workforce Coordinator or partner will be in contact with them to discuss enrollment into the program. Once the WC or partner receives the referral, contact is made with referrals by sending a written invitation letter by mail or email, or by phone or text message. Participants that are referred to partners are informed of the partners name, contact information, and to contact the SNAP E&T mailbox (dhhs.snapnextstepEandT@nebraska.gov) if they are not contacted within 7 days.

- 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.?

The provider puts the reverse referral on a roster and sends this to DHHS by email. The Program Specialist acts on the roster by reviewing the N-FOCUS Eligibility system to determine if the individual is eligible and works with an EW under the Economic Assistance Benefits Program Unit to verify eligibility. The roster is updated with the applicable information by the Program Specialist and sent back to the partner. Once verified, the provider will discuss enrollment in SNAP E&T with the participant and have the participant sign enrollment forms to show they are enrolled. A narrative is also added to N-FOCUS by the EW to explain they are eligible. A speed note is sent to the participant to inform them they are eligible for SNAP E&T services and the provider's information.

- 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.

All participants attend an individual orientation with the WC or partner. This can be done virtually or in person to discuss the program and enrollment. When the potential participant contacts the WC or 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 is created during orientation. When sent to a partner, a letter is sent out in the eligibility system informing the participant, the partner contacting them, and a timeline for when to be contacted. The letter informs them to reach out to the SNAP E&T mailbox if not contacted. The provider has 48 business hours to contact the participant and can reach out by phone, email, or whatever fits the participant's needs best. The provider will report back monthly on the status of all referrals.

- 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?

The Program Specialist enters a case note in the N-FOCUS eligibility system indicating that an individual is enrolled with a partner agency. WCs utilize N-FCOUS for case notes that EWs can view

- 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?

Information on referrals is sent via SNAP Next Step Email and on Roster. Each partner provided contact information for those who receive and act on referrals. The partner is provided contact information for the individual so they can reach out and discuss their program. The SNAP participant is sent a letter from SNAP E&T staff informing them of the partner they were sent to, contact information, and what to expect. The provider has 48 business hours to contact the participant and can reach out by phone, email, or whatever fits the participant's needs best. The provider will report back monthly on the status of all referrals.

## **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)

When a participant is co-enrolled, an employability assessment is conducted by either the WC, partner staff, or WIOA Title I staff. The assessment is used to determine the appropriate component and outline barriers that will need to be addressed.

## **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: Click or tap here to enter text.

- 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.

WCs and partners offer case management services. As part of the initial referral to the appropriate WC or partner, it is expected that case management is also provided by that entity providing services or co-case management when a client is enrolled in multiple programs. Each partner or WC is responsible for case management for all E&T participants. Case Management can be done virtually or in person. WCs conduct weekly case management check-ins to ensure progress with employment plans and



help overcome barriers to self-sufficiency. An employability assessment is completed when participants are enrolled and updated as needed throughout case management.

- 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:	WCs or Program Specialist sets change reports in the NFOCUS eligibility system for EWs to act on. A case note is also entered with additional information.
State E&T staff:	WCs communicate with the Program Manager, Program Specialist, and each other via email, video calls, or direct messages.
Other E&T providers:	Communication is completed via email. Communication can also be completed via video call or phone call when needed.
Community resources:	WCs and partners communicate with community resources when a proper release is in place to ensure barriers are met, and services are not duplicated.

- d) 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).

Case management is monitored during annual monitoring events for partners and through case reads for WCs. Surveys are sent to successful participants and dropouts to get feedback on the program

### **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.

N/A

- c) What is the length of the conciliation period?

N/A

## 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 for certified households; 30 days for applicant households 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 for certified households; 90 days for applicant households 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 for certified households; 180 days for applicant households 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.

When EWs under the Economic Assistance Benefits Program Unit are determining eligibility and reviewing for good cause, they are expected to review the client's situation and review against the provided list. The list is a non-exclusive list (Regulations state the list “may include, but is not limited to”), and workers use the examples to determine if the client’s situation, if not listed, reaches the degree of the types of examples provided.

How the state contacts clients depends on the method of report.

- At the initial application and some rectifications, we must interview the household so eligibility workers will speak with them and address work requirements for each household member and good cause (voluntary quit/reduction of work hours).
- If a client calls to provide a reported change in employment, the workers will determine if action needs to be taken based on the unclear information process.
- If a client provides an online report or a recertification application that does not require an interview, workers will review changes to determine if there is a potential work requirement violation and attempt to contact the client. Barring that, they will send a request for contact for any information they need (unless prevented by the unclear information process for change reports).

Workers are instructed to always attempt to verify information via collateral contact when verifying ending employment. If the client is not exempt from work requirements, the workers will address the reason the client left the job. If a collateral contact is unsuccessful, Nebraska provides households with an “Earned Income Verification” (EIV) form that provides a section for employers to explain the reason the client left employment. In all situations, workers are expected to address the reason with the client to allow them to claim good cause.

Client declaration is often taken when determining good cause. However, the client must satisfy any of the worker's questions regarding why the client may have quit/reduced work hours.

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

Nebraska state regulations at 475 NAC 3-001.04(F)(iii) provide the following examples of situations that would be considered good cause:

- (1) Illness of the employed household member;
- (2) Illness of another household member requiring the presence of the employed member;
- (3) A household emergency;
- (4) Unavailability of transportation;
- (5) Recognition of the fact that the employment does not meet the suitability of employment criteria;

- (6) Discrimination by an employer based on age, race, sex, color, disability, religious beliefs, national origin, or political beliefs;
- (7) Work demands or conditions that render continued employment unreasonable, such as working without being paid on schedule;
- (8) Acceptance of employment or enrollment of at least half-time in any recognized school, training program, or institution of higher education that requires the head of household to leave other employment;
- (9) Acceptance by any other household member of employment or enrollment at least half-time in any recognized school, training program, or institution of higher education which requires the household to relocate and requires other employed household members to leave their employment;
- (10) Resignations by persons under 60 which are recognized by the employer as retirement;
- (11) Employment which becomes unsuitable by not meeting the suitable employment criteria after the employment has been accepted;
- (12) Acceptance of a bona fide job offer which meets the criteria for employment but because of circumstances beyond the control of the head of household, subsequently either: (a) Does not materialize; (b) Results in employment of less than 30 hours per week; or (c) Earnings of less than the federal minimum wage multiplied by 30 hours per week; or
- (13) Leaving a job in connection with patterns of employment in which workers frequently move from one employer to another, such as in migrant farm labor or construction work. There may be some cases where households will apply for SNAP benefits between jobs, particularly when work may not yet be available at the new job site. Even though employment at the new site has not actually begun, the quitting of the previous employment is considered as with good cause if it is part of the pattern of that type of employment.

This list is non-exclusive and situations rising to a similar degree can be considered good cause.

- 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.

N/A

## **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.

- The provider has 10 days from when the participant is determined ill-suited to inform the SNAP E&T team of the provider's determination. Provider determination can be done at any point in the individuals' participation. Once the provider determines they are unfit, they have 10 days from the day they determine them unfit to notify the agency. Once the provider determines they are unfit, the partner must document this and send them as a provider determination by email to [dhhs.snapnextstepEandT@nebraska.gov](mailto:dhhs.snapnextstepEandT@nebraska.gov)
- The provider will include the name of the participant and any pertinent information that the state agency needs as to why the determination was made.
- SNAP E&T Staff will send the information to EWs under the Economic Assistance Benefits Program Unit to review provider determinations. When appropriate, the eligibility worker will determine if another provider is a fit or if they should be exempted, re-assess the individual, refer to another workforce partnership when appropriate, and coordinate with other workforce programs to identify assistance or other opportunities for the individual. Individuals who are ABAWD will not have a countable month during the month of the provider determination. Individuals will be notified of the determination verbally or in writing. State agencies will ensure E&T providers adhere to all Civil Rights laws.

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

The participant is approved for SNAP by a DHHS EW under the Economic Assistance Benefits Program Unit, and a referral is sent to the Next Step mailbox. Notify the participant of the provider determination within 10 days of receiving the determination. The Referral is made from the Next Step mailbox to the appropriate Partner.

## 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**

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.	590
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<i>State agencies should take into consideration the number of mandatory E&amp;T participants projected in Table H – Estimated Participant Levels in the Excel Workbook, and the number of mandatory E&amp;T participants likely to be exempted, if the State agency cannot provide sufficient participant reimbursements.</i>	
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.	180
III. Estimated budget for E&T participant reimbursements in upcoming FY.	\$54,715.40in SNAP E&T/TPP Funds \$250,000in TANF E&T Funds \$ 304,715.40Total
IV. Estimated budget for E&T participant reimbursements per month in upcoming FY. (Row III/12)	\$4,559.61
V. Estimated amount of participant reimbursements per E&T participant per month. (Row IV/Row II)	\$25.33

## 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.*

<b>Allowable Participant Reimbursements</b>	<b>Participant Reimbursement Caps (optional)</b>	<b>Who provides the participant reimbursement?</b>	<b>Method of disbursement</b>
Transportation	\$500 per program year	DHHS and Metropolitan Community College	Reliacard or voucher by DHHS. Bus passes and gas cards by partners
Transportation repair	\$500 per program year	DHHS	Reliacard, voucher, reimbursement to partner
Job search related expense	\$100 per program year	DHHS and Metropolitan Community College	Reliacard, voucher, reimbursement to partner
Work-Related Expense	\$200 per program year	DHHS and Metropolitan Community College	Reliacard, voucher, reimbursement to partner
Education and or training-related expense	\$500 per program year	DHHS and Metropolitan Community College	Reliacard, voucher, reimbursement to partner
Background Check	\$100 per program year	DHHS	Reliacard, voucher, reimbursement to partner
Tuition Cap	\$4,000 per program year	DHHS and Metropolitan Community College	Reliacard, voucher, reimbursement to partner



- 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.

DHHS provides Child Care under the Child Care Subsidy Program

- 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.

DHHS receives a report run by N-FOCUS to obtain an unduplicated count of non-exempt work registrants on the first day of the new fiscal year. Data is pulled from work requirement screens in N-FOCUS that EWs enter.

- b) Describe measures taken to prevent duplicate counting.

N-FOCUS then reviews information for the current FFY (as of October 1) to determine if the work registrant had been previously counted in the same status and the current entry. N-FOCUS determines work registrants with a beginning date equal to or greater than the first day of the current month and equal to or less than the last day of the current month. Example: If July were the report month, the system would look for new work registrants with beginning dates from July 1 through July 31 and only include them on the report if they were not on the October 1 list.

## 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 type="checkbox"/> Yes <input checked="" 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: WIOA Title I reporting and partners	<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).

N-FOCUS collects information on age, ABAWD status, education, and other demographics.

- 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).

Follow-up with participants is done verbally, by text, or by email to get the necessary information as needed.

- 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.

N/A – The state is using QWRs.

## 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).

SNAP Eligibility System – N-FOCUS and NEworks
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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).

Follow-up with participants is done verbally, by text, or by email to get the necessary information.
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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
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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
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*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**

<b>Component</b>	<b>Outcome Measure</b>	<b>Methodology including the timeframes being reported (e.g. denominator and numerator).</b>
<i>Example: Supervised Job Search</i>	<i>Example: Number of people who obtain employment after completion of component.</i>	<i>Example: Numerator will include those participants who obtained employment after completing component during the period of 10-1-2019 to 9-30-2020</i>  <i>Denominator will include the number of participants that participated in supervised job search during the period of 10-1-2019 to 9-30-2020.</i>
<b>Supervised Job Search (SJS)</b>	Number of participants who obtain employment during the SJS component. Number of participants who SNAP benefits was reduced by gaining employment	The numerator is the number of those from the denominator that obtained new employment. The denominator is the number of clients who gained employment and the numerator is the number who's SNAP benefits were reduced during the period of 10/1/2024 to 9/30/2025.
<b>Job Search Training (JST)</b>	Number of participants who obtain employment during the JST component. Number of participants who SNAP benefits was reduced by gaining employment.	The numerator is the number of those from the denominator that obtained new employment. The denominator is the number of clients who gained employment, and the numerator is the number who's SNAP benefits were reduced.
<b>Job Retention (JR)</b>	Number and percentage of participants who received a wage increase in the 2 <sup>nd</sup> quarter after completion of this component relative to	The numerator is the number of clients who exited this component of E&T between Q3 of FFY 2024 and Q2 of FFY 2025, and who have a wage increase 2 quarters later.

<b>Component</b>	<b>Outcome Measure</b>	<b>Methodology including the timeframes being reported (e.g. denominator and numerator).</b>
	their wage when they entered the component	The denominator is the number of all clients that exited this component of E&T in the given timeframe.
<b>Basic Education</b>	Number and percentage of participants who successfully increased their level of education via the component	The numerator is the number of those from the denominator who increased their level of education by successfully completing the component. The denominator is the number of people that participated in the component during FFY2025
<b>Vocational Training</b>	Number and percentage of participants who received a credential by completing the component.	The numerator is the number of those from the denominator who received a credential by successfully completing the component. The denominator is the number of people that participated in the component during FFY 2025
<b>On the Job Training</b>	N/A, do not anticipate 100 or more participants in FFY 2025	N/A

## 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**

<b>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).</b>	<b>Check Box</b>
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 <sup>st</sup> 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)
Summary of the State guidelines implementing SJS	<p>Supervised job search is for work-ready participants. Assessments are used to determine if they can start working right away. SJS is for those who do not need additional training or have already completed training and are ready to look for work and begin. SJS uses Labor Market data to assist with job search for the individual area.</p> <p>The supervision is completed in any of the four following ways:</p> <ol style="list-style-type: none"> <li>1. Online – NDOL has a website (NEworks), accessible from anywhere, through which clients can apply for jobs and track jobs for which client has applied. For this section of the component, NEworks is the state-approved location. Clients are credited one hour for each application. The time includes time to research and submit applications.</li> <li>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 client cannot get to an office, workers 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 client cannot get to an office.</li> <li>3. With worker – Clients 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 tracking in case notes, and time spent is added to their tracking spreadsheet. When jobs are completed in NEworks, the WC can view and track applications completed. AJCs are the state-approved locations for this section of the component.</li> <li>4. With WIOA Title I – Clients 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,</li> </ol>

	<p>the WC can view and track applications completed. AJCs are the state-approved location for this section of the component.</p> <p>Participants register in NEworks; 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 also can schedule in-person meetings or go to the office during business hours. This applies to all supervision methods.</p> <p>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 skilled worker discusses the applications submitted. WC will follow up with the participant, suggest follow-up with the employer, view applications, and offer assistance to strengthen applications. The WC follows up with the application status and can reach out to the employer with or on behalf of the client to ask for feedback if not accepted.</p>
Direct link	The employability assessment completed will determine if the participant is work-ready and that they have the necessary skills for the employment they will be applying for in their community. The assessment will help support the participant to show that they have the skills needed for in-demand occupations. Labor Market information is used when searching for these jobs based on the individual area of the participant. WCs and partner staff work with the participant to get them into an in-demand occupation.
Target population	Work Ready ABAWDs, Unemployed & Underemployed
Criteria for participation	Supervised job search is offered for work-ready participants as determined by the assessment, recently unemployed, underemployed, or prefer supervised job search to other components. Those entering this component can start working right away once they find employment.
Geographic area	All 59 E&T Counties: <i>Adams, Banner, Boone, Box Butte, Buffalo, Butler, Cass, Cheyenne, Colfax, Custer, Dakota, Dawes, Dawson, Dodge, Douglas, Fillmore, Franklin,</i>

	<i>Frontier, Furnas, Gage, Gosper, Hall, Harlan, Hitchcock, Holt, 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, Scottsbluff, Seward, Sheridan, Sherman Stanton, Thayer, Valley, Washington, and York</i>
E&T providers	DHHS, Young Women's Christian Association of Grand Island, Nebraska Inc, City of Lincoln, International Council for Refugees and Immigrants, INC., Lincoln Literacy, Center for People in Need, DBA Center for People, and The Bay
Projected annual participation	200
Estimated annual component costs	\$2,941.66

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

<b>Details</b>	<b>Job Search Training (JST)</b>
Description of the component	This component is offered for participants who need soft skills for work readiness and job search, such as setting goals, solving problems, choosing careers, using the internet, creating resumes, completing applications, and improving interviewing skills. Referrals are given to local resources for health and financial help. Job search training may be combined with unsupervised job search consisting of no more than 50% of the time spent in the component. Job search training helps develop soft skills or skills needed to be ready to search for employment. WCs or partners discuss handouts with participants. Examples of handouts are tips for job applications, resumes, job interviews, and completing a master application and/or resume. The client works with the WC for one to five hours per week based on the level of assistance needed
Target population	ABAWDs, Unemployed & Underemployed
Criteria for participation	Job search training is for those who are not work-ready as determined by employability assessments

Geographic area	All 59 E&T Counties: <i>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, 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, Scottsbluff, Seward, Sheridan, Sherman Stanton, Thayer, Valley, Washington, and York</i>
E&T providers	DHHS, Young Women's Christian Association of Grand Island, Nebraska Inc, Metropolitan Community College, City of Lincoln, International Council for Refugees and Immigrants, INC., YWCA Adams County, Lincoln Literacy, Goodwill Industries Serving Eastern Nebraska and Southwest Iowa, Inc., Center for People in Need, DBA Center for People, and The Bay
Projected annual participation	100
Estimated annual component costs	\$1,471.88

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

<b>Details</b>	<b>Job Retention (JR)</b>
Description of the component	Job retention services are offered for E&T participants who gain employment after participating in another E&T component. This includes mentoring and job coaching from the WC or Partner, plus supportive services if needed for a minimum of 30 days up to 90 days.
Target population	ABAWDs and Underemployed
Criteria for participation	Participants gained new employment that resulted from participation in another E&T component.
Geographic area	All 59 E&T Counties: <i>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, 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, Scottsbluff, Seward, Sheridan, Sherman Stanton, Thayer, Valley, Washington, and York</i>
E&T providers	DHHS, Young Women's Christian Association of Grand Island, Nebraska Inc, Metropolitan Community College, City of Lincoln, International Council for Refugees and Immigrants, INC., YWCA Adams County, Lincoln Literacy, Goodwill Industries Serving Eastern Nebraska and Southwest Iowa, Inc, Center for People in Need, DBA Center for People, ECHO Collective, and The Bay
Projected annual participation	150
Estimated annual component costs	\$1,866.08

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

<b>Details</b>	<b>Self-Employment Training (SET)</b>
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Description of the component	The self-employment component assists individuals who are self-employed or individuals interesting in designing and operating a small business. The component will assist participants improve their business operations, build a business model, implement a business plan, and learn to operate a small business.
Target population	ABAWDs, Underemployed, and small business owners, participants whose assessments have identified a business idea, or demonstrated a need for a business within the area they reside,
Criteria for participation	Self-employment is for those who have a small business or are wanting to build a business that is in high demand within their service area.
Geographic area	All 59 E&T Counties: <i>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, 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, Scottsbluff, Seward, Sheridan, Sherman Stanton, Thayer, Valley, Washington, and York</i>
E&T providers	ECHO Collective
Projected annual participation	10
Estimated annual component costs	\$2,865

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

<b>Details</b>	<b>Workfare (W)</b>
Description of the component	N/A - Nebraska does not offer this component.
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	

## 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	Basic education is offered for participants who need Adult Basic Education and High School Equivalency to increase employability or prepare the participant for vocational education. Participants are first referred to partners WIOA, Title I and Title II, and Title IV, plus any local programs for possible funding. If not eligible, may use E&T funds. Education may be combined with unsupervised job search consisting of no more than 50% of the time spent in the component.
Target population	ABAWDs, Unemployed & Underemployed
Criteria for participation	Have basic reading, writing, and math skills. WCs and partners verify a participant's enrollment and completion of the program. They also verify that the participant received a certificate. The level of effort required is a minimum of 12 hours per month. Contact between WC and client once per month, face-to-face if able or otherwise via telephone, to discuss enrollment, progress, and any needs.
Geographic area	All 59 E&T Counties: <i>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, 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, Scottsbluff, Seward, Sheridan, Sherman Stanton, Thayer, Valley, Washington, and York</i>
E&T providers	DHHS, Metropolitan Community College, International Council for Refugees and Immigrants, INC., Lincoln Literacy, Goodwill Industries Serving Eastern Nebraska and Southwest Iowa, Inc, Center for People in Need, DBA Center for People, ECHO Collective and The Bay.
Projected annual participation	30
Estimated annual component costs	\$983.15
Not supplanting	As part of sub-award contracts and the provider handbook, providers are notified that federal funds cannot be used.

	Providers use funding sources such as GAP funding, scholarships, or donations their agencies receive. Partners submit monthly invoices, which are reviewed by DHHS. When reviewing invoices, the program manager asks the partner agency to verify various lines of the invoice. Examples of this are verifying the time submitted, verification of the funds used to match or receipts/records of training. Partners know that SNAP is a payer of last resort and that other funds must be used first
Cost parity	Providers providing services know that they cannot charge more for E&T services than the general public. This is included in the provider handbook. This is reviewed routinely during monitoring. When invoices are received monthly, they are reviewed by the program manager. At this time, verification can be requested to show the cost of service of a non-E&T participant to compare costs, and verification can be requested to determine how staffing time is paid to show the time working with E&T participants versus non-E&T participants

**Table G.VII. Educational Program Details: Career/Technical Education Programs or other Vocational Training**

<b>Details</b>	<b>Career/Technical Education Programs or other Vocational Training (EPC)</b>
Description of the component	Short-term training for in-demand job skills or credentials needed to prepare the participant for work in current or emerging high-demand occupations. The most common certifications are Commercial Driver's Licenses (CDL) for trucking and certified nursing assistant certifications. Participants are first referred to partners, Title I and Title II plus federal financial aid and any local programs for possible funding. If not eligible, may use E&T funds. Education may be combined with unsupervised job search consisting of no more than 50% of the time spent in the component.
Target population	Low-skilled ABAWDs, Unemployed & Underemployed
Criteria for participation	Have basic education such as a High School diploma or GED. Verify enrollment, attendance, whether passed, received a certificate, credential, or license. The education level of effort required is a minimum of 12 hours per month. Contact with WC or Partner and client once per

	month, face-to-face if able or otherwise via telephone, to discuss enrollment, progress, and any needs.
Geographic area	All 59 E&T Counties: <i>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, 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, Scottsbluff, Seward, Sheridan, Sherman, Stanton, Thayer, Valley, Washington, and York</i>
E&T providers	DHHS, Metropolitan Community College, International Council for Refugees and Immigrants, INC., Lincoln Literacy, Goodwill Industries Serving Eastern Nebraska and Southwest Iowa, Inc, Center for People in Need, DBA Center for People, and The Bay
Projected annual participation	247
Estimated annual component costs	\$4,840.23
Not supplanting	As part of sub-award contracts and the provider handbook, providers are notified that federal funds cannot be used. Providers are using funding sources such as GAP funding or their agencies' donations. Invoices are received by partners monthly and are reviewed. When reviewing invoices, the program manager will ask the partner agency can be asked to verify various lines of the invoice. Partners know that SNAP is a payer of last resort and that other funds must be used first
Cost parity	Providers providing services know that they cannot charge more for E&T services than the general public. This is included in the provider handbook. This is reviewed routinely during monitoring. When invoices are received monthly, they are reviewed by the program manager. At this time, verification can be requested to show the cost of service of a non-E&T participant to compare costs, and verification can be requested to determine how staffing time is paid to show the time working with E&T participants versus non-E&T participants.

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

Details	English Language Acquisition (EPEL)
Description of the component	English Language Acquisition is offered for the participants who need proficiency in the English language to increase employability or prepare the participant for vocational education. Participants are first referred to partners, such as Title I or Title II, plus any local programs for possible funding. If not eligible, may use E&T funds.
Target population	ABAWDs, Unemployed & Underemployed, and do not speak English
Criteria for participation	Basic skills needed are listening, writing, speaking and reading skills. WCs and partners verify a participant's enrollment and completion of the program. They also verify that the participant received a certificate. The level of effort required is a minimum of 12 hours per month. Contact between WC and client once per month, face-to-face if able or otherwise via telephone, to discuss enrollment, progress, and any needs.
Geographic area	All 59 E&T Counties: <i>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, 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, Scottsbluff, Seward, Sheridan, Sherman Stanton, Thayer, Valley, Washington, and York.</i>
E&T providers	DHHS, Metropolitan Community College, International Council for Refugees and Immigrants, INC., Lincoln Literacy,
Projected annual participation	25
Estimated annual component costs	\$819.28
Not supplanting	As part of sub-award contracts and the provider handbook, providers are notified that federal funds cannot be used. Providers use funding sources such as GAP funding, scholarships, or donations their agencies receive.

	Partners submit monthly invoices, which are reviewed by DHHS. When reviewing invoices, the program manager asks the partner agency can be asked to verify various lines of the invoice. Examples of this are verifying the time submitted, verification of the funds used to match or receipts/records of training. Partners know that SNAP is a payer of last resort and that other funds must be used first
Cost parity	Providers providing services know that they cannot charge more for E&T services than the general public. This is included in the provider handbook. This is reviewed routinely during monitoring. When invoices are received monthly, they are reviewed by the program manager. At this time, verification can be requested to show the cost of service of a non-E&T participant to compare costs, and verification can be requested to determine how staffing time is paid to show the time working with E&T participants versus non-E&T participants

**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 - Nebraska does not offer this component.
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)
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Description of the component	N/A - Nebraska does not offer this component.
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	
Not supplanting	
Cost parity	

**Table G.XI. Educational Program Details: Other**

<b>Details</b>	<b>Other (EPO): State agency must provide description</b>
Description of the component	N/A - Nebraska does not offer this component.
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**

<b>Details</b>	<b>Work Activity (WA)</b>
Description of the component	N/A - Nebraska does not offer this component.
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	

**Table G.XIII. Work Experience: Internship**

<b>Details</b>	<b>Internship (WBLI)</b>
Description of the component	N/A - Nebraska does not offer this component.
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	

**Table G.XIV. Work Experience: Pre-Apprenticeship**

<b>Details</b>	<b>Pre-Apprenticeship (WBLPA)</b>
Description of the component	N/A - Nebraska does not offer this component.
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	

**Table G.XV. Work Experience: Apprenticeship**

<b>Details</b>	<b>Apprenticeship (WBLA)</b>
Description of the component	The apprenticeship program will be offered to assist participants with job training that leads to direct employment opportunities. The apprenticeship program will prepare participants for long-term careers through on the job training with related instruction or education. Allowing participants to gain skills under the supervision of experienced professionals. The program will focus on high-demand, high-wage industries. The component will offer skills development, work experience, job retention, and partnerships with local employers.
Target population	ABAWDs, Unemployed & Underemployed, and those who do not speak English
Criteria for participation	This will be dependent on the requirements of each employer participating with the apprenticeship program. Job specific skills, work experience, basic skills assessment will be used for each participant entering this component.
Geographic area	All 59 E&T Counties: <i>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, 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,</i>

	<i>Saunders, Scottsbluff, Seward, Sheridan, Sherman Stanton, Thayer, Valley, Washington, and York</i>
E&T providers	Workforce Centers and DHHS
Projected annual participation	5
Estimated annual component costs	\$3,500

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

Details	On-the-Job-Training (WBLOJT)
Description of the component	<p>OJT is training provided by an employer to a paid participant engaged in productive work to develop specific occupational skills or obtain specialized skills required by an employer that the participant does not already possess. Participants are referred to partners (identified below) for OJT. Title I service providers have contracts with employers for OJTs. Title I pays subsidized wages because they hold the contracts with the employers and have connections with them. For someone to participate, they must be co-enrolled with WIOA. SNAP E&amp;T then assists participants with case management and supportive services to be successful in this component. OJTs and training are determined by Title I. The Title I partner defines any training with the employers providing the OJTs. Labor Market information is used to determine high-demand careers. OJTs do the following:</p> <ul style="list-style-type: none"> <li>• Improve the employability of participants;</li> <li>• Makes this improvement through actual work experience, training, or both;</li> <li>• Enables people to move promptly into regular or private employment;</li> <li>• Contains a planned, structured learning experience that takes place in a workplace;</li> <li>• Operates for a limited time;</li> <li>• Is performed in the private for-profit sector, the non-profit sector, or the public sector; and</li> </ul> <p>Follows the Fair Labor Standards Act (FLSA) if there is an employee/employer relationship.</p>
Target population	Low-skilled ABAWDs, Unemployed
Criteria for participation	Work-ready and have the soft skills required by the employer offering the OJT. Verify enrollment and attendance. Contact with WC and client once per week, face-to-face if able or otherwise via telephone, to discuss enrollment, progress, and any needs.
Geographic area	All 59 E&T Counties: <i>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, Jefferson, Johnson, Kearney, Keith, Kimball, Lancaster, Lincoln, Logan, Madison, McPherson, Merrick, Morrill, Nemaha, Nuckolls, Otoe, Pawnee, Phelps, Pierce,</i>

	<i>Platte, Polk, Red Willow, Richardson, Saline, Sarpy, Saunders, Scottsbluff, Seward, Sheridan, Sherman Stanton, Thayer, Valley, Washington, and York</i>
E&T providers	Workforce Centers, Goodwill Serving Eastern Nebraska and Southwest Iowa, Inc., Center for People in Need, DBA Center for People and The Bay
Projected annual participation	15
Estimated annual component costs	\$13,035.88

**Table G.XVII. Work Experience: Transitional Jobs**

<b>Details</b>	<b>Transitional Jobs (WBLTJ)</b>
Description of the component	N/A - Nebraska does not offer this component
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	

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

<b>Details</b>	<b>Work-based learning - Other (WBLO): State agency must provide description</b>
Description of the component	N/A - Nebraska does not offer this component
Target population	
Criteria for participation	
Geographic area	
E&T providers	
Projected annual participation	
Estimated annual component costs	



## 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**

<b>Details</b>	<b>Internship – Subsidized by E&amp;T (WBLI - SUB)</b>
Description of the component	N/A - Nebraska does not offer this component
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**

<b>Details</b>	<b>Pre-Apprenticeship– Subsidized by E&amp;T (WBLPA-SUB)</b>
Description of the component	N/A - Nebraska does not offer this component
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**

<b>Details</b>	<b>Apprenticeship – Subsidized by E&amp;T (WBLA- SUB)</b>
Description of the component	N/A - Nebraska does not offer this component
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**

<b>Details</b>	<b>Transitional Jobs – Subsidized by E&amp;T (WBLTJ - SUB)</b>
Description of the component	N/A - Nebraska does not offer this component
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**

<b>Details</b>	<b>Work-based learning - Other -Subsidized by E&amp;T (WBLO - SUB): State agency must provide description)</b>
Description of the component	
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.

N/A - Nebraska expects the majority of clients to receive participant reimbursements.
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## 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**

<b>Contract or Partner Name:</b>	<b>Metropolitan Community College</b>
<b>Service Overview:</b>	Metropolitan Community College is a full-service public community college that provides high-quality educational programs and services, primarily in career preparation and general education, to people of all ages and educational backgrounds within several communities.
<b>Intermediary:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Components Offered:</b>	Job Search Training, Job Retention Services, Basic Education, Vocational Career Education
<b>Credentials Offered:</b>	<ol style="list-style-type: none"> <li>1. CDL A with E Restrictions</li> <li>2. Work Ethic Certification</li> <li>3. Customer Service Certification</li> <li>4. Medical Services Representative Certificate of Completion</li> <li>5. Cisco Certification</li> <li>6. Customer Experience Leadership Certificate of Completion</li> <li>7. IT Desktop Support Certificate of Completion</li> <li>8. Workplace Technology Certificate of Completion</li> <li>9. Certified Associate Project Manager</li> <li>10. Project Manager Professional</li> <li>11. Lean Six Sigma Yellow Belt</li> <li>12. Lean Six Sigma White Belt</li> <li>13. Lean Six Sigma Green Belt</li> <li>14. Business Analysis Certification</li> <li>15. Automotive Express Lane Certificate</li> <li>16. Certified Site Supervisor</li> </ol>

<b>Contract or Partner Name:</b>	<b>Metropolitan Community College</b> 17. Code School Certificate of Completion 18. Digital Marketing Certificate 19. OSHA 10-hour General Industry Card 20. CompTIA IT Fundamentals Certification 21. CompTIA A+ Certification 22. CompTIA Network+ Certification 23. Agile 101 Certification 24. Sheet Metal Certificate of Completion 25. Facilities Maintenance Certificate of Completion 26. Health & Life Insurance Licensure 27. Property & Casualty Insurance Licensure 28. Pharmacy Technician Certification 29. Veterinary Assistant Certification 30. Red Hat Certified System Administrator 31. Professional Floor Installation Technician Certification 32. Certified Premises Cabling Technician 33. Certified Fiber Optics Technician 34. Fiber Optic Splicing Certificate 35. Certified Fiber Optics Testing & Maintenance 36. Fiber Optics Outside Plant Certificate 37. Commercial Custodian Certificate of Completion 38. Manufacturing & Production Certificate of Completion 39. Tape & Rule Measurement Certification 40. General Education Development (GED)
<b>Participant Reimbursements Offered:</b>	Yes
<b>Location:</b>	Omaha, Nebraska
<b>Target Population:</b>	ABAWDS, low-income unemployed, and underemployed
<b>Monitoring of contractor:</b>	Communication is done via email, telephone, and monthly partner meetings.

<b>Contract or Partner Name:</b>	<b>Metropolitan Community College</b>
	Monitoring is completed in person annually or as needed.
<b>Ongoing communication with contractor:</b>	Email and monthly partner meetings
<b>Total Cost of Agreement:</b>	\$427,237, Metropolitan Community College will match the other \$427,237
<b>Eligible for 75 percent reimbursement for E&amp;T Services for ITOs:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>New Partner:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No



**Table I.II. Contractor/Partner Details**

<b>Contract or Partner Name:</b>	<b>Young Women's Christian Association of Grand Island Nebraska, Inc.</b>
<b>Service Overview:</b>	Young Women's Christian Association of Grand Island Nebraska, Inc. launched the empowerment center in October 2020 in response to COVID-19. The agency provides one-on-one coaching to job seekers to search for jobs, write resumes, submit job applications, prepare for job interviews, and maintain employment. They also offer job skill training specifically around computers and digital skills.
<b>Intermediary:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Components Offered:</b>	Supervised Job Search, Job Search Training, and Job retention services
<b>Credentials Offered:</b>	None
<b>Participant Reimbursements Offered:</b>	If reimbursements are needed, clients will be referred to WCs for DHHS to issue participant reimbursements. If DHHS cannot cover the participant reimbursements, the clients are referred to other community resources by the provider.
<b>Location:</b>	Grand Island, Nebraska, and surrounding communities
<b>Target Population:</b>	ABAWDS, Low-Income, women, and people of color that are unemployed and under-employed
<b>Monitoring of contractor:</b>	Communication is done via email, telephone, and monthly partner meetings. Monitoring is completed in person annually or as needed.
<b>Ongoing communication with contractor:</b>	Email and monthly partner meetings
<b>Total Cost of Agreement:</b>	\$7,100, Young Women's Christian Association of Grand Island Nebraska, Inc. will match the other \$7,100
<b>Eligible for 75 percent reimbursement for E&amp;T Services for ITOs:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>New Partner:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

**Table I.III. Contractor/Partner Details**

<b>Contract or Partner Name:</b>	<b>City of Lincoln</b>
<b>Service Overview:</b>	The City of Lincoln's goal is to empower Nebraskans to achieve economic independence and thrive in work and life in partnership with employers. For almost 50 years, the City of Lincoln has administered numerous workforce statutes that emphasize the need for education and training to ensure a skill-ready workforce. The City of Lincoln helps Nebraskans find stable, good-paying jobs with opportunities for advancement that empower them to realize their unique strengths and potential. We commit to being proactive, respectful, and innovative. We strive to make meaningful connections. They prepare jobseekers for the labor market by providing professional resume assistance, soft skills coaching, and mentoring. Empower the jobseeker to uncover and realize their unique strengths and potential.
<b>Intermediary:</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Components Offered:</b>	Supervised Job Search, Job Search Training, Job Retention Services, Basic Education, Vocational Career Education, and On The Job Training
<b>Credentials Offered:</b>	None
<b>Participant Reimbursements Offered:</b>	If reimbursements are needed, clients will be referred to Workforce Coordinators for DHHS to issue participant reimbursements. If DHHS cannot cover the participant reimbursements, the clients are referred to other community resources by the provider.
<b>Location:</b>	Lincoln, Nebraska, and surrounding communities
<b>Target Population:</b>	ABAWDS, Low-Income, and people who are unemployed and under-employed
<b>Monitoring of contractor:</b>	Communication is done via email, telephone, and monthly partner meetings. Monitoring is completed in person annually or as needed.
<b>Ongoing communication with contractor:</b>	Email and monthly partner meetings

<b>Contract or Partner Name:</b>	<b>City of Lincoln</b>
<b>Total Cost of Agreement:</b>	\$34,585, City of Lincoln, City of Lincoln will match the other \$34,585.
<b>Eligible for 75 percent reimbursement for E&amp;T Services for ITOs:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>New Partner:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

<b>Contract or Partner Name:</b>	<b>YWCA Adams County</b>
<b>Service Overview:</b>	<p>We work to bring out the individual strengths of women and youth and to foster resiliency and self-sufficiency. Our philosophy, in keeping with the mission of the YWCA to empower women and families, centers on providing the skills and confidence needed to succeed.</p> <p>The YWCA is proud to be the oldest and largest women's movement, providing services for women and their families in our community.</p> <p>Our local programs and services have furthered the YWCA vision of peace, justice, freedom, and dignity for all people since 1916. Over the last 100 years, programs have evolved and have included educational classes for women, teen clubs, zone after school program, dance program and community dialogue groups to discuss diversity.</p>
<b>Intermediary:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Components Offered:</b>	Job Search and Job retention
<b>Credentials Offered:</b>	None
<b>Participant Reimbursements Offered:</b>	If reimbursements are needed, clients will be referred to Workforce Coordinators for DHHS to issue participant reimbursements. If DHHS cannot cover the participant reimbursements, the clients are referred to other community resources by the provider
<b>Location:</b>	Hastings, Nebraska, and surrounding communities.

<b>Contract or Partner Name:</b>	<b>YWCA Adams County</b>
<b>Target Population:</b>	ABAWDS, Low-Income, and people who are unemployed and under-employed
<b>Monitoring of contractor:</b>	Communication is done via email, telephone, and monthly partner meetings. Monitoring is completed in person annually or as needed.
<b>Ongoing communication with contractor:</b>	Email and monthly partner meetings
<b>Total Cost of Agreement:</b>	\$6,406.41 and the YWCA Adams County will match \$6,406.41
<b>Eligible for 75 percent reimbursement for E&amp;T Services for ITOs:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>New Partner:</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

<b>Contract or Partner Name:</b>	<b>Lincoln Literacy</b>
<b>Service Overview:</b>	<p>Lincoln Literacy started in 1972 with a mission of helping native-born Americans improve their literacy through a one-one-one volunteering model. In 1975, the Vietnam War ended and thousands of Vietnamese refugees arrived in Lincoln. This was the first time that Lincoln was designated a “refugee destination” city by the federal government due to the high number of jobs available, low cost of living, low crime, and quality public schools. Lincoln Literacy pivoted its model quickly to group classes to accommodate the new arrivals. Fast forward to today, and Lincoln Literacy serves over 2,000 students from 75 countries at nine community locations in the neighborhoods where our students live. Lincoln is over 9% foreign born and receives hundreds of refugees and other immigrants each year. We own our building where we have</p>

<b>Contract or Partner Name:</b>	<b>Lincoln Literacy</b>
	<p>classes six days a week as well as locations including churches, fellow non-profits, and at Lincoln High School. Classes run from 9:30am-7:30pm with over 120 classes offered per week.</p> <p>We accomplish this through our amazing 200+ volunteers that teach 90% of all of our classes.</p> <p>We provide training to the volunteers at orientation and quarterly trainings throughout the year.</p> <p>We have many different curriculums to choose from, online resources and employ a full-time Volunteer Coordinator who helps tutors get settled into their classes.</p>
<b>Intermediary:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Components Offered:</b>	Education, EPEL, Vocational Training, Job Search, Supervised Job Search, Job Retention
<b>Credentials Offered:</b>	NONE
<b>Participant Reimbursements Offered:</b>	Yes
<b>Location:</b>	Lincoln, Nebraska, and surrounding communities
<b>Target Population:</b>	ABAWDS, Low-Income, and people who are unemployed and under-employed
<b>Monitoring of contractor:</b>	Communication is done via email, telephone, and monthly partner meetings. Monitoring is completed in person annually or as needed.
<b>Ongoing communication with contractor:</b>	Email and monthly partner meetings
<b>Total Cost of Agreement:</b>	\$96,931 and Lincoln Literacy will match \$96,931
<b>Eligible for 75 percent reimbursement for E&amp;T Services for ITOs:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>New Partner:</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

<b>Contract or Partner Name:</b>	<b>International Council for Refugees and Immigrants, Inc.</b>
<b>Service Overview:</b>	The International Council for Refugees and Immigrants (ICRI) stands as Nebraska's largest post-resettlement organization, celebrated for its comprehensive, community-centered approach to supporting immigrant and refugee populations.
<b>Intermediary:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Components Offered:</b>	Supervised Job Search, Job Search Training, English Language Acquisition, Basic Education, Vocational Training and Job Retention
<b>Credentials Offered:</b>	None
<b>Participant Reimbursements Offered:</b>	
<b>Location:</b>	Omaha, Nebraska
<b>Target Population:</b>	ABAWDS, Low-Income, and people who are unemployed and under-employed
<b>Monitoring of contractor:</b>	Communication is done via email, telephone, and monthly partner meetings. Monitoring is completed in person annually or as needed.
<b>Ongoing communication with contractor:</b>	Email and monthly partner meetings
<b>Total Cost of Agreement:</b>	\$354,115 and International Council for Refugees and Immigrants, Inc. will match \$354,115
<b>Eligible for 75 percent reimbursement for E&amp;T Services for ITOs:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>New Partner:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

<b>Contract or Partner Name:</b>	<b>Goodwill Serving Eastern Nebraska and Southwest Iowa, Inc.,</b>
<b>Service Overview:</b>	Goodwill Omaha has a long-standing history of receiving government grants to support our mission of training and supporting people to be their best. Currently, we are the proud recipient of YouthBuild AmeriCorps, a grant administered by the Department of

<b>Contract or Partner Name:</b>	<b>Goodwill Serving Eastern Nebraska and Southwest Iowa, Inc.,</b>
	<p>Labor Employment and Training Administration. Through this program, we collect and report data via quarterly performance reports, ensuring transparency and accountability in our operations. Furthermore, we have established a valuable partnership with Heartland Workforce Solutions (HWS) to participate in the Workforce Innovation and Opportunity Act (WIOA) as a Co-Enrollment entity. This collaboration allows us to leverage the resources and expertise of HWS, the local administrator of WIOA, to enhance our services. Specifically, YouthBuild Omaha utilizes the WIOA youth program as a referral source, enabling us to reach a broader audience of participants. HWS has graciously authorized the co-enrollment of participants in the youth WIOA program, providing essential support services, the ACT National Career Readiness Certificate, and post-program transition and follow-up services. This partnership underscores our commitment to maximizing resources and delivering impactful outcomes for our participants. Through these government grants and partnerships, Goodwill Omaha remains dedicated to empowering individuals with the skills and opportunities they need to succeed in the workforce and beyond.</p>
<b>Intermediary:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Components Offered:</b>	Job Search Training, Job Retention Services, Basic Education, Vocational Career Education
<b>Credentials Offered:</b>	None
<b>Participant Reimbursements Offered:</b>	If reimbursements are needed, clients will be referred to Workforce Coordinators for DHHS to issue participant reimbursements.

<b>Contract or Partner Name:</b>	<b>Goodwill Serving Eastern Nebraska and Southwest Iowa, Inc.,</b>
	If DHHS cannot cover the participant reimbursements, the clients are referred to other community resources by the provider.
<b>Location:</b>	Washington, Douglas, Sarpy, Cass, and Saunders Counties
<b>Target Population:</b>	ABAWDS, Low-Income, and people who are unemployed and under-employed
<b>Monitoring of contractor:</b>	Communication is done via email, telephone, and monthly partner meetings. Monitoring is completed in person annually or as needed.
<b>Ongoing communication with contractor:</b>	Email and monthly partner meetings
<b>Total Cost of Agreement:</b>	\$244,837.00 and Goodwill Serving Eastern Nebraska and Southwest Iowa, Inc. will match \$244,837.00
<b>Eligible for 75 percent reimbursement for E&amp;T Services for ITOs:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>New Partner:</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

<b>Contract or Partner Name:</b>	<b>Center for People in Need, DBA Center for People</b>
<b>Service Overview:</b>	The Center for People enacts appropriate and allowable E&T activities under our Talent Marketplace, our holistic approach to helping our community achieve long-term stability through education, career development, and securing sustainable employment. Within Talent Marketplace, we offer tailored programs and support for our refugee, immigrant, and new American populations as well as the justice-impacted population. Designed for all members of our low-income community, Talent Marketplace offers individualized support to help each participant advance through our programs and achieve their goals. Participants access a variety of credentialing opportunities in our six pathways: Business, Healthcare, Professional Development, Healthcare, Human Services, Skilled Trades, and Technology. When participants are ready to search for employment, participants receive



<b>Contract or Partner Name:</b>	<b>Center for People in Need, DBA Center for People</b> individualized support in our computer lab, one-on-one appointments with program staff, and at our quarterly career fairs. Participants benefit from customized support during resume creation, job application submissions, and interview preparation. Our program is designed to connect participants to access high-wage, high-demand, and high-skill career pathways.  The Center for People uses multiple methods to measure the efficacy of our programs, which focus on providing workforce development opportunities. Data-driven decision-making is central to tracking impact, informing improvements, and securing funding. A key tool for program evaluation is the NMIS Clarity System, a web-based case management system used by several other local organizations. This database tracks household demographics, changes in household circumstances as measured by the Arizona Self-Sufficiency Matrix, the use of Talent Marketplace services, and additional program metrics that monitor participants' education and job search progress. Program-specific metrics measure success by tracking participant enrollment, credential completion, job placements, and wage growth. Furthermore, in 2025, focus groups tailored to the specific populations we serve will provide qualitative insights into program effectiveness, helping us better understand participant experiences and identify areas for continuous improvement.
<b>Intermediary:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Components Offered:</b>	Supervised Job Search, Job Search Training, Job Retention Services, Basic Education, EPEL, Vocational Career Education, and On The Job Training

<b>Contract or Partner Name:</b>	<b>Center for People in Need, DBA Center for People</b>
<b>Credentials Offered:</b>	None
<b>Participant Reimbursements Offered:</b>	If reimbursements are needed, clients will be referred to Workforce Coordinators for DHHS to issue participant reimbursements. If DHHS cannot cover the participant reimbursements, the clients are referred to other community resources by the provider.
<b>Location:</b>	Adams, Boone, Box Butte, Buffalo, Butler, Cass, Custer, Dakota, Dawes, Dawson, Dodge, Douglas, Fillmore, Furnas, Harlan, Gage, Hall, Hitchcock, Holt, Jefferson, Johnson, Lancaster, Lincoln, Madison, Merrick, Nemaha, Nuckolls, Otoe, Pawnee, Platte, Polk, Red Willow, Richardson, Saline, Sarpy, Saunders, Scott's Bluff, Seward, Sheridan, Sherman, Thayer, Valley, and York.
<b>Target Population:</b>	ABAWDS, Low-Income, and people who are unemployed and under-employed
<b>Monitoring of contractor:</b>	Communication is done via email, telephone, and monthly partner meetings. Monitoring is completed in person annually or as needed.
<b>Ongoing communication with contractor:</b>	Email and monthly partner meetings
<b>Total Cost of Agreement:</b>	\$151,966.00, Center for People in Need, DBA Center for People, Center for People in Need, DBA Center for People will match the other \$151,966.00.
<b>Eligible for 75 percent reimbursement for E&amp;T Services for ITOs:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>New Partner:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

<b>Contract or Partner Name:</b>	<b>ECHO Collective</b>
<b>Service Overview:</b>	Connects and empowers refugee and immigrant women by providing opportunities for personal growth and building cross-cultural relationships in a nurturing environment.
<b>Intermediary:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Components Offered:</b>	Basic Education, Vocational Career Education, Self-employment, Job Retention

<b>Contract or Partner Name:</b>	<b>ECHO Collective</b>
<b>Credentials Offered:</b>	None
<b>Participant Reimbursements Offered:</b>	Yes
<b>Location:</b>	Lincoln
<b>Target Population:</b>	ABAWDS, Low-Income, and people who are unemployed and under-employed
<b>Monitoring of contractor:</b>	Communication is done via email, telephone, and monthly partner meetings. Monitoring is completed in person annually or as needed.
<b>Ongoing communication with contractor:</b>	Email and monthly partner meetings
<b>Total Cost of Agreement:</b>	\$83,081.00, ECHO Collective, ECHO Collective will match the other \$83,081.00.
<b>Eligible for 75 percent reimbursement for E&amp;T Services for ITOs:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>New Partner:</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

<b>Contract or Partner Name:</b>	<b>Rabble Mill dba The Bay</b>
<b>Service Overview:</b>	
<b>Intermediary:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Components Offered:</b>	Supervised Job Search, Job Search Training, Job Retention Services, Basic Education, Vocational Career Education, and On The Job Training
<b>Credentials Offered:</b>	None
<b>Participant Reimbursements Offered:</b>	If reimbursements are needed, clients will be referred to Workforce Coordinators for DHHS to issue participant reimbursements. If DHHS cannot cover the participant reimbursements, the clients are referred to other community resources by the provider.
<b>Location:</b>	Lincoln, Nebraska, and surrounding communities
<b>Target Population:</b>	ABAWDS, Low-Income, and people who are unemployed and underemployed
<b>Monitoring of contractor:</b>	Communication is done via email, telephone, and monthly partner meetings. Monitoring is completed in person annually or as needed.
<b>Ongoing communication with contractor:</b>	Email and monthly partner meetings

<b>Contract or Partner Name:</b>	<b>Rabble Mill dba The Bay</b>
<b>Total Cost of Agreement:</b>	\$154,877, Rabble Mill dba The Bay, Rabble Mill dba The Bay will match the other \$154,877.
<b>Eligible for 75 percent reimbursement for E&amp;T Services for ITOs:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>New Partner:</b>	<input checked="" type="checkbox"/> Yes <input 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><b>Salary/Wages:</b> List staff positions in FTE and time spent on the project.          Example: E&amp;T Program Manager - \$60,000 x .50 FTE = \$30,000          5 E&amp;T Counselors - \$25,000 x 1.00 FTEs x 5 = \$125,000</p>	<p>8 total FTE's- 2 FTE's are paid using 100% E&amp;T funds, 4 are paid using TANF Funds and 2 are paid using 50/50 funding</p> <p>1 full-time FTE E&amp;T Program Manager: \$60,134.64 (paid out of 100% funds),          1 full-time FTE E&amp;T Program Specialist: \$48,118.03 (paid out of 100% funds)</p> <p><b>Total 100%Funds:</b>          \$126,274.78</p> <p>1 full-time FTE E&amp;T Program Manager (position will start in May 2025) \$20,004.88 (paid out of 50/50 funds)          1 full-time FTE E&amp;T Program Specialist: (position will start in May 2025) \$16,039.34 (paid out of 50/50 funds)</p> <p><b>Total 50/50 Funds:</b>          \$18,022.11</p> <p>4 full-time FTE E&amp;T WC:          \$139,685.50 (paid out of TANF funds)</p>
<p><b>Fringe Benefits:</b> If charging fringe and benefits to the E&amp;T program, provide approved fringe rate.</p>	<p>\$126,24.78 X 24% = \$30,305.95– Total E&amp;T 100% funds          \$139,685.50 X 24% = \$33,524.52 – Total TANF Funds          \$18,022.11 X 24% = \$4,325.30– Total 50/50 Funds</p>

	NOTE: Nebraska DHHS Finance Department calculated that fringe benefits total 24% of a worker's salary
<b>Contractual Costs:</b> 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>Tuition for participants who are not eligible for funding through Title I, or Title II, Title IV (VR General and VR Blind), or local programs and are participating with Workforce Coordinators: \$15,000 Translation Services: \$511 NOTE: The above costs are included under "materials" on the operating budget workbook due to being unable to update "contractual costs" on tab b due to locked cells.</p> <p>Partner costs at 50% admin reimbursement (50/50 admin funds): Metropolitan Community College: \$854,474 Young Women's Christian Association of Grand Island Ne, Inc.: \$14,200 City of Lincoln: \$69,170 YWCA Adams County: \$12,813, Lincoln Literacy: \$193,862, International Council for Refugees and Immigrants, Inc.: \$708,230, Goodwill Eastern Nebraska and Southwest Iowa, Inc.: \$489,674, Center for People in Need, DBA Center for People: \$303,931, ECHO Collective: \$166,162, and The Bay: \$309,773 Total Partner 50/50 funds: \$3,122,289 (\$1,561,144 in 50/50 Admin funds and partners will match the other \$1,561,144)</p>
<b>Non-capital Equipment and Supplies:</b> Describe non-capital equipment and supplies to be purchased with E&T funds.	Purchase of laptops, printers, docking stations, or other additional equipment as needed for E&T program staff- \$3,000
<b>Materials:</b> Describe materials to be purchased with E&T funds.	Promotional Items: \$5,000- items are used to promote E&T during Outreach in the community. Examples could

	be job fairs, community events, and others.
<b>Travel &amp; Staff Training:</b> 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.	The Program Manager and Program specialist travel to areas where workforce coordinators are located 1-2 times per year or as needed. Traveling is also necessary for partners as part of their monitoring. Annual in-person training and team meetings are held for program staff to attend in a central area. Travel costs cover hotels, transportation, and meal reimbursements. Travel: \$8,000
<b>Building/Space:</b> If charging building space to the E&T program, describe the method used to calculate space value.	None
<b>Equipment &amp; Other Capital Expenditures:</b> 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.)	None

- 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.

DHHS has no indirect costs as part of E&T. Partners with indirect costs would be included in their 50/50 admin funds.

- 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.

DHHS participant reimbursements 50/50 funds: \$109,430.80(50/50 funds, \$54,715.40 federal and \$54,715.40 state funds). These participant reimbursements are handled by internal DHHS staff.

Participant reimbursements for contractors: Total \$30,470  
50/50 Participant Reimbursement funds: \$15,235(Partners will match \$15,235 with non-federal funds.)  
Metropolitan Community College - \$4,500, Lincoln Literacy-\$660, and ECHO collective-\$10,075

Total Federal Allocation: . \$69,950.40 (this includes the amount used by DHHS and partners, DHHS will use state funds to match their portion, and other funds are matched by partners).

DHHS TANF Funds used for E&T participants: \$250,00.00

DHHS participant reimbursement funds and TANF Funds are also used for partners when the partner does not offer a needed service.

TANF funds are subject to change pending the TANF expenditure plan updates. If these amounts change the budget will be updated accordingly.

Total participant reimbursements: \$ \$139,900.80 Additional 50/50 funding in the amount of \$ 1, 146,862.38 is being requested.



[illegible][illegible]

[illegible][illegible]

[illegible]

State Name (choose from drop down list)	NEBRASKA	Fiscal Year	FY2025	
Section B - Operating Budget				
<p><i>Instructions for completion: Complete all cells, as applicable that are shown in gray. The cells that are blue are either being prepopulated from contracts or partnerships table or will automatically calculate and populate some of the cells that are included in the Funding Sources table. the Non-Federal Share will include any State/local funds or funds being provided through third-party partnerships. Federal share will include the 100 percent Federal E&amp;T funds and the federal share of the 50/50 funds.</i></p>				
Expense Category	Other Funds to Support SNAP E&T where FNS reimbursement is not sought	Non-Federal Share (SNAP E&T)	Federal Share (SNAP E&T)	Total to SNAP E&T
<b>I. Direct Program and Admin Costs</b>				
Salary/Wages (State agency only)	139685.5	\$ 18,022.11	\$ 126,274.78	\$ 144,296.89
Fringe Benefits - provide approved fringe benefit rate percentage in line 8 below. Or provide total fringe benefits in line 9 if multiple rates are used by the State agency	33524.52			
	24.00%	\$ -	\$ -	\$ -
<b>Fringe Benefits -</b>	24.00%	\$ 4,325.30	\$ 30,305.95	\$ 34,631.00
Non-capital equipment			\$ 3,000.00	\$ 3,000.00
Materials			\$ 20,511.00	\$ 20,511.00
Travel		\$ -	\$ 8,000.00	\$ 8,000.00
Building Space		\$ -		\$ -
Equipment and other capital expenditures				\$ -
<i>Subtotal - State agency costs only</i>	\$ 173,210.50	\$ 22,347.41	\$ 188,091.73	\$ 210,439.14
Contractual Costs: Is prepopulating from Contract-Partnerships Table, must not include Participant reimbursements.		\$ 1,561,144.41	\$ 1,711,094.41	\$ 3,272,238.81
County Administered Program Admin Cost, if applicable: Is prepopulating from Tab D - Optional County Admin Budget.		\$ -	\$ -	\$ -
County Administered Direct Program Admin Cost, if applicable. Enter County costs here if Tab D - Optional County Admin Budget table is not used.				\$ -
<b>Total Direct Program and Admin Costs</b>	\$ 173,210.50	\$ 1,583,491.82	\$ 1,899,186.14	\$ 3,482,677.95
<b>II. Indirect Costs - using indirect cost rate:</b> <i>Indirect costs are only calculated on the subtotal of State agency costs shown on Row 15.</i>				
Indirect Costs - provide approved indirect cost rate percentage in line 23 below.				
		\$ -	\$ -	\$ -
<b>Federally Approved Cost Allocated Costs - State agency only.</b>				\$ -
<b>County Administered Allocated Costs (only applicable to County Administered Programs)</b>				\$ -
<b>Total Allocated Costs based on Cost Allocation Plan</b>	\$ -	\$ -	\$ -	\$ -
<b>III. In-kind contribution</b>				
State in-kind contribution				\$ -
<b>Total Administrative Costs</b>	\$ 173,210.50	\$ 1,583,491.82	\$ 1,899,186.14	\$ 3,482,677.95
<b>IV. Participant Reimbursements</b>				
Dependent Care (including costs from contracts/partners and county administered programs)				\$ -
Transportation & Other costs (including costs from contracts/partners and county administered programs)	\$ 250,000	\$ 69,950.40	\$ 69,950.40	\$ 139,900.80
State Agency Cost for Dependent Care	\$ 1	\$ -		\$ -
<b>Total Participant Reimbursements</b>	\$ 250,001.00	\$ 69,950.40	\$ 69,950.40	\$ 139,900.80
<b>V. Total Costs</b>	\$ 423,211.50	\$ 1,653,442.22	\$ 1,969,136.54	\$ 3,622,578.75

State Name (choose from drop down list)	NEBRASKA	Fiscal Year	FY2025
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### Section C - SNAP Employment and Training Funding Sources

*Instructions for completion: All blue cells will automatically calculate or will be populated from other worksheets, such as the planned expenses table or annual allocations. State agencies that receive additional 100 percent Federal funds will include the amount approved in the "allocation or target" column. The planned expenses shown for the 100 Percent Federal Grant will be inclusive of the formula allocation as well as any additional federal funds approved. All "Planned Expenses" are being populated from planned expenses table.*

Source type	Funding Sources	Allocation or Target	Distribution of Planned Expenses	Over/Under Allocation/Target or Over/Under Planned Expenses	Percent of Allocation Planned Use
Federal	100 Percent Federal Grant	\$ 295,386.00	\$ 295,386.00	\$ -	100%
Federal	100 Percent Federal - Additional Funds		\$ -	\$ -	
Federal	ABAWD Pledge Grant, if applicable	\$ -	\$ -	\$ -	
Federal	Total - All 100 Percent Funds	\$ 295,386.00	\$ 295,386.00	\$ 20,308.32	
Federal	50 Percent Administrative		\$ 1,593,645.98		
Non-Federal	50 Percent Administrative		\$ 1,593,645.98		
Federal	50 Percent Participant Reimbursements		\$ 69,950.40		
Non-Federal	50 Percent Participant Reimbursements		\$ 69,950.40		
Federal	Total 50 Percent Federal Target	\$ 516,734.00	\$ 1,663,596.38	\$ 1,146,862.38	
NonFederal					
	Total	\$ 812,120.00	\$ 3,622,578.75		

Total Fiscal Year Plan Funding				
Funding Sources	Other Funding Sources Used for E&T and Not eligible for Reimbursement	Non-Federal Share	Federal Share	Total
100 Percent Federal Grant			\$ 295,386.00	\$ 295,386.00
ABAWD Pledge Grant, if applicable			\$ -	\$ -
50 Percent Administrative		\$ 1,593,645.98	\$ 1,593,645.98	\$ 3,187,291.95
50 Percent Dependent Care		\$ -	\$ -	
50 Percent Transportation/Other		\$ 69,950.40	\$ 69,950.40	
Total 50 Percent Participant Reimbursements		\$ 69,950.40	\$ 69,950.40	\$ 139,900.80
<b>Total 50 Percent Funds</b>		\$ 1,733,546.78	\$ 1,733,546.78	\$ 3,467,093.55
<b>TANF Funds</b>	\$ 423,211.50			\$ 423,211.50
Total	\$ 423,211.50	\$ 1,733,546.78	\$ 2,028,932.78	\$ 4,185,691.05

[illegible]

[illegible]

[illegible]



[illegible]



State Name (choose from drop down list)	NEBRASKA	Fiscal Year	FY2025
County Administered Addendum: County Budget Summary			

Describe below the methodology that the State agency uses in allocating E&T funds to the counties.

*Instructions for completion: List all counties in the State. If a county is not operating a SNAP E&T program indicate by placing in "X" in column B. In Column C indicate the reason. Examples may include no E&T program, using discretionary exemptions or waived county. Provide the amount of 100 percent funds the county is allocated. Amount of 50/50 Admin Funds and Total Participant Reimbursement Costs should be inclusive of all Federal, State and local funds for each county. The total county budget will automatically calculate and will prepopulate the "county administered program" line of the Operating Budget table. Examples are provided below for demonstration purposes - please remove before submitting plan.*

Totals	0		\$ -	\$ -	\$ -	\$ -
County Name	Place "X" If the County Does Not Operate E&T	Reason County Is Not Operating E&T	100 Percent Funding Allocation	50/50 Admin Funding Allocation	50/50 Participant Reimbursement Costs	Total County Budget

Totals	0		\$ -	\$ -	\$ -	\$ -
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[illegible]

State Name (choose from drop down list)	NEBRASKA	Fiscal Year	FY2025
Estimated Participant Levels			
Instructions for completion: Complete the table below projecting participation in E&T for the upcoming Federal FY. In determining the estimated participation, it is important to be as accurate as possible. As appropriate, projections should be based upon actual figures from the current Federal FY.			
	Instructions	Examples	State Exemptions
Work registrants			
Anticipated number of work registrants	This is an unduplicated count. Take into consideration the expected number of work registrants in the State on October 1st as well as the number of new work registrants expected throughout the Federal Fiscal Year.	100,000	22,800
List State exemptions from E&T and the number of work registrants expected to be exempted under each category.	A State operating a voluntary program would show that all work registrants are exempt. Alternatively, a State may exempt only certain populations from SNAP E&T participation, such as individuals experiencing homelessness.  List name of exemption in Column D and Number in Column E, rows 7-11. If additional rows are needed, right click last row and choose "insert".	1. All work registrants – 100,000 (voluntary program example) OR:  Pregnancy - 1,000 Geographic Area - 2,000  100,000 (voluntary program)	22,800
Total estimated number of work registrants exempt from mandatory E&T	Sum of exemptions		22,800

Percent of all work registrants exempt from E&T		100%	100%
<b>ABAWDs</b>			
Anticipated number of ABAWDs		6,500	28,000
Anticipated number of ABAWDs in waived areas of the State		0	
Anticipated number of ABAWDs to be exempted under the State's ABAWD discretionary exemption allowance.		250	23,200
Number of potential at-risk ABAWDs expected in the State		6,250	4,800
<b>E&amp;T participants</b>			
Anticipated number of mandatory E&T participants		0	-
Anticipated number of voluntary E&T participants		2,000	400
Total anticipated number of E&T participants		2,000	400
Anticipated number of ABAWDs expected to serve in E&T	This number should be a subset of the total expected participants.	500	110
<b>Participant reimbursements</b>			
Number of individuals expected to receive participant reimbursements	Insert number from table E.1. Item I.	2,000	400
Percentage of participants expected to receive reimbursements		100%	100%







State Name (choose from drop down list)	NEBRASKA	Fiscal Year	FY2025
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Totals (to help inform budget incls all E&T funds)	0				\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	
Totals for 100 percent federal funds	0				\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	
Totals for 50/50 funds	0				\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	

[illegible]

State Name (choose from drop down list)	NEBRASKA	Fiscal Year	FY 2025
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Totals (to help inform budget incls all E&T funds)	0					\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Totals for 100 percent federal funds	0					\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Totals for 50/50 funds	0					\$ -	\$ -	\$ -		\$ -	\$ -	\$ -

							Information to Assist in Determining SWBL Program Costs											
E&T Provider (Provide complete name as shows in State Plan and Operating Budget)	SWBL Activity (Choose from drop-down list)	Will the participants interact with industry professionals in a real-world setting? (Choose Yes or No from drop-down list)	If the participants will not interact w/industry professionals, does the SWBL include a simulated work environment that includes tasks required for a given career field? Yes, No or N/A	SWBL Model (Choose from drop-down list)	Employer of Record (Choose from drop-down list)	What is the source for the non-federal share of the SWBL	Projected Annual Number of Participants to Participate in SWBL Activity	Hourly Wage Rate	Percentage of Wage to be Subsidized (i.e. 100%, 75%, etc.)	Total Number of Hours per Participant	E&T Funds to be Used (Choose from drop-down list)	Total Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by E&T	Will the SWBL cover other costs associated with wages such as Workers Compensation or Payroll Taxes. If Yes, Indicate those items	Amount of Workers Compensation or Payroll Taxes Covered/Reimbursed by E&T	Amount of Other Administrative Costs associated with the SWBL covered/reimbursed by E&T, if any	Total Cost of SWBL Component to be Covered/Reimbursed by E&T
												\$ -	\$ -	\$ -				\$ -
												\$ -	\$ -	\$ -				\$ -
												\$ -	\$ -	\$ -				\$ -
												\$ -	\$ -	\$ -				\$ -
												\$ -	\$ -	\$ -				\$ -
												\$ -	\$ -	\$ -				\$ -
												\$ -	\$ -	\$ -				\$ -
Totals (to help inform budget incls all E&T funds)							0					\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Totals for 100 percent federal funds							0					\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Totals for 50/50 funds							0					\$ -	\$ -	\$ -		\$ -	\$ -	\$ -

<b>STATE</b>	<b>FY 2025 FINAL 100% E&amp;T GRANT - 5/10/24</b>	<b>FY 2024 50% Federal Reimbursement Target (5/10/24)</b>	<b>ABAWD Pledge Grant (To be determined after Plans approved)</b>
ALABAMA	\$3,001,371	\$5,175,184	
ALASKA	\$444,783	\$1,268,815	
ARIZONA	\$2,156,511	\$5,146,105	
ARKANSAS	\$845,153	\$4,397,869	
CALIFORNIA	\$13,912,768	\$80,884,238	
COLORADO	\$1,542,315	\$16,812,290	
CONNECTICUT	\$854,101	\$4,310,318	
DELAWARE	\$347,825	\$420,968	
DIST. OF COL	\$444,231	\$10,563,518	
FLORIDA	\$6,122,540	\$102,386	
GEORGIA	\$4,302,066	\$1,598,829	
GUAM	\$100,000	\$34,436	
HAWAII	\$540,131	\$1,542,770	
IDAHO	\$915,588	\$330,544	
ILLINOIS	\$7,867,326	\$24,522,816	
INDIANA	\$1,427,245	\$4,281,179	
IOWA	\$499,493	\$674,351	
KANSAS	\$590,081	\$613,441	
KENTUCKY	\$1,414,039	\$948,690	
LOUISIANA	\$1,504,382	\$11,898,970	
MAINE	\$400,606	\$760,337	
MARYLAND	\$2,216,740	\$11,041,639	
MASSACHUSETTS	\$2,999,809	\$5,942,834	
MICHIGAN	\$2,042,857	\$1,049,618	
MINNESOTA	\$1,282,819	\$4,105,728	
MISSISSIPPI	\$1,306,915	\$1,538,338	
MISSOURI	\$1,484,312	\$3,623,768	
MONTANA	\$207,108	\$89,636	
NEBRASKA	\$295,386	\$516,734	
NEVADA	\$1,503,375	\$50,332	
NEW HAMPSHIRE	\$186,517	\$68,428	
NEW JERSEY	\$593,088	\$28,186,767	
NEW MEXICO	\$1,426,444	\$10,000	
NEW YORK	\$6,276,963	\$95,814,665	
NORTH CAROLINA	\$3,835,353	\$5,845,582	
NORTH DAKOTA	\$100,000	\$577,666	
OHIO	\$2,726,487	\$11,475,700	
OKLAHOMA	\$1,986,510	\$5,771,131	
OREGON	\$2,564,273	\$36,551,572	
PENNSYLVANIA	\$5,124,029	\$11,217,343	
RHODE ISLAND	\$372,392	\$2,412,953	
SOUTH CAROLINA	\$1,578,228	\$1,384,566	
SOUTH DAKOTA	\$176,820	\$10,000	
TENNESSEE	\$2,371,598	\$10,548,543	
TEXAS	\$5,259,331	\$9,194,500	
UTAH	\$377,464	\$34,822	
VERMONT	\$147,853	\$2,677,993	
VIRGINIA	\$838,196	\$9,393,064	
VIRGIN ISLANDS	\$100,000	\$10,000	
WASHINGTON	\$2,615,422	\$30,566,086	
WEST VIRGINIA	\$629,008	\$471,918	
WISCONSIN	\$1,942,148	\$33,794,149	
WYOMING	\$100,000	\$398,871	