

USDA FNS SNAP E&T STATE PLAN

| STATE NAME | STATE CODE | FEDERAL FISCAL YEAR | VERSION |
|-------------------|-------------------|----------------------------|---------------------|
| Nebraska | NE | 2026 | Original Submission |

FORM STATUS: Submitted on 09/29/2025 3:28 PM EDT

KEY PROGRAM STAFF

Provide one contact person for the State E&T Program.

| Name | E-mail |
|---------------|--|
| Dawn Carrillo | dawn.c.carrillo@nebraska.gov |

AMENDMENT LOG

NOTE: THE AMENDMENT LOG IS ONLY APPLICABLE WHEN SUBMITTING AN AMENDMENT TO A STATE PLAN

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.

The below list includes common acronyms utilized within this plan.

| Acronym | Definition |
|----------------|--|
| ABAWD | Able-Bodied Adult without Dependents |
| AJC | American Job Center |
| APHSA | American Public Human Services Association Partnership |
| BCBSNE | Blue Cross and Blue Shield of Nebraska |
| BSR | Business Service Representative |
| CCDF | Childcare and Development Fund |
| CEO | Chief Executive Officer |
| CSE | Child Support Enforcement |
| DHHS | Nebraska Department of Health and Human Services |
| E&T | Employment and Training |
| EF | Employment First, Nebraska's Welfare to Work Program |
| EOW | Eligibility Operation Worker |
| EPEL | English Language Acquisition |
| FFY | Federal Fiscal Year |
| FLSA | Fair Labor Standards Act |
| FNS | Food and Nutrition Service |
| FTE | Full-Time Employee |
| FY | Fiscal Year |
| GA | General Assistance |
| GAP | General Assistance Program |
| ITO | Indian Tribal Organization |
| JAG | Jobs for America's Graduates |
| JR | Job Retention |
| JST | Job Search Training |
| JVSG | Jobs for Veterans State Grant |
| MCC | Metropolitan Community College |
| MIS | Nebraska's Management Information System (MIS) (NEworks) |

| | |
|--------|--|
| NDE | Nebraska Department of Education |
| NDOL | Nebraska Department of Labor |
| NECPRS | Nebraska Early Childhood Professional Record System |
| NFOCUS | Nebraska Family Online Client User System (Eligibility System) |
| NWDB | Nebraska Workforce Development Board |
| OEA | Office of Economic Assistance |
| OEA | Office of Economic Assistance |
| OJT | On the Job Training |
| ORM | National Reporting Outcome Measures |
| RAP | Registered Apprenticeship Program |
| RESEA | Reemployment Services and Eligibility Assessment |
| RFA | Request for Applications |
| SAEF | State Apprenticeship Expansion Formula |
| SCSEP | Senior Community Service Employment Program |
| SET | Self-Employment Training |
| SNAP | Supplemental Nutrition Assistance Program |
| TANF | Temporary Assistance for Needy Families |
| USDA | United States Department of Agriculture |
| VR | Vocational Rehabilitation |
| WC | Workforce Coordinator |
| WDB | Workforce Development Board |
| WIOA | Workforce Innovation and Opportunity Act |
| WR | Work Requirement |

SUMMARY OF PROGRAM

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:

- Increase the ability of SNAP participants to obtain regular employment
- Meet State or local workforce needs

Vision: The Nebraska Department of Health and Human Services (DHHS) has designed an E&T program with the vision of helping people live better lives through assisting SNAP participants obtain vocational skills, training, and credentials that prepare them for a pathway to a career that will lead to long-term economic self-sufficiency.

Mission: DHHS is working to get under-employed and unemployed clients on the Supplemental Nutrition Assistance Program (SNAP) into jobs that pay a livable wage. Our purpose is to assist individuals with improving their skills and helping them achieve the ultimate goal of self-sufficient employment based on each individual's needs.

Nebraska's SNAP E&T program is designed to support SNAP participants in their path to self-sufficiency by offering personalized employment services. Our program focuses on skill-building, job readiness, and workforce connections to ensure participants can successfully find a new or higher paying job.

Nebraska's SNAP E&T program convenes with the Nebraska Workforce Development Board (NWDB) to enhance the capacity and performance of the workforce development system by aligning and improving the outcomes of the workforce programs and investments. The NWDB is comprised of public workforce representatives, businesses, education providers, economic development, labor representatives, and other workforce system stakeholders to help Nebraska's workforce development system achieve the purpose of the Workforce Innovation and Opportunity Act (WIOA).

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

- State
 County

Provide the web addresses (URLs) of State E&T policy resources used such as handbooks and State administrative code, if available. Enter a single URL per row.

| URL | Resource Type |
|----------------------------------|--|
| Link to resource | SharePoint for Third Party Partner |
| Link to resource | Nebraska Rules and Regulations |
| Link to resource | Public Website for Employment and Training |

PROGRAM CHANGES

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.

During Federal Fiscal Year 2025 we worked on the following:

- Incorporated a pilot using Benefits Cliff Tools by the Atlanta Federal Reserve.
- Onboarded 7 new SNAP E&T Third Party Partners, with 5 more pending approval.
- Expanded to 17 new counties.
- Added 2 new components in FFY 25, adding 1 more component for FFY26
- Added 5 additional staff
- Collaborated with Child Support Enforcement (CSE) Program to promote opportunities for non-custodial parents to obtain or increase their employment and self-sufficiency. In exchange, CSE will stop some enforcement efforts while participating in the program.
- Nebraska's Department of Labor (NDOL) applied for the USDOL's State Apprenticeship Expansion Formula, Round 3 (SAEF3) grant. If awarded the grant, NDOL will collaborate with Nebraska's SNAP E&T Program to promote and refer SNAP E&T participants to NDOL's Registered Apprenticeship Programs (RAPs). E&T Workforce Coordinators and E&T Providers will promote the RAPs to participants for employment opportunities in high wage and high demand jobs that lead to self-sufficiency.
- Updated the Provider Handbook to reduce redundancies and remove unnecessary burdens on partners that created administrative complexities.
- Nebraska's E&T Workforce Coordinators (WC) and Employment First (EF) Case Managers will actively promote new initiatives to career seekers. The goal is to increase engagement and commitment to available career pathways.
- Business Partnership – Nebraska is building business relationships across the state through enhanced partnerships within the workforce development system as well as building up the SNAP E&T team to add business services outreach, which will assist SNAP E&T participants connect to employers across the state with high wage, high demand career pathways.
- Enhancement of Components – Nebraska evaluated each component that is being offered and identified improvements in not only on the way we present the information to participants, but also how each component is structured. In addition, the team has consulted employers across multiple industries to begin creating career pathways so each component can fill the labor needs across the state.
- Third-Party Provider Outreach Improvements – The Nebraska SNAP E&T team has overhauled outreach methods to third-party providers and as a result has increased the state's capacity by nearly 200% and the number of third-party providers by 300% over the last year.
- Program Improvements – The Nebraska team improved program functionality for the state, enhancing the program to focus on improving employment outcomes for SNAP E&T Participants by creating a shift in how we not only are approaching participation goals, but also how we are presenting information to participants.

The Nebraska E&T Program has started to improve and work on the following changes that will continue in FFY26:

- Creation of a Workforce Coordinator Training Program. Standardizing training will enhance the effectiveness of working with participants and E&T Providers.
- Take an active role in engaging with employers to identify the needs across Nebraska and support participants in having access to immediate employment opportunities after participating in an Economic Mobility Program.
- Implement a new streamlined SNAP E&T Request for Applications (RFA) for interested E&T Providers. This redesign eliminates burdensome requirements and improves clarity, visibility, and transparency to

encourage more partners to apply.

- Provide a benefit eligibility tool for SNAP E&T on Nebraska's DHHS iServe website. This tool will bring attention to the benefits of participating in SNAP E&T.
- Increase partnership with Workforce Partners across the state to help align SNAP E&T with the workforce development initiatives.

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.

Our expansion in E&T Providers has led to additional capacity for 1,023 participants. Nebraska has not been able to account for additional enrollments as a result of the new E&T Providers due to approval in late FY25. Nebraska's E&T Program has added three additional staff to support E&T Providers and our strategic initiatives for FFY25 and upcoming years. These three new full-time SNAP E&T staff will support Nebraska's expansion of E&T Providers, and additional program improvements throughout FFY26.

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.

Did the State agency consult the State workforce development board?

- Yes
 No

Describe how the State agency consulted with the State workforce development board in designing its SNAP E&T program. Include the names, dates and outcomes of the consultation.

| Date | State Workforce Development Board Name | Title(s) of Person Consulted | Outcome of Consultation |
|------------|--|------------------------------|---|
| 10/24/2023 | Greater Lincoln Workforce Development Board | Dylan Wren and Sherla Post | DHHS presented on the SNAP E&T program to the Greater Lincoln Workforce Development Board on SNAP E&T in October and answered questions about the program from the board. In addition, the local area administrative entity (City of Lincoln) is a third party provider which fosters an environment for co-enrollment with WIOA title I programs. The City of Lincoln is making co-enrollment of SNAP E&T and WIOA Title I a priority for FFY26. |
| 10/01/2024 | Greater Nebraska Workforce Development Board | Elliot Cain and Lisa Wilson | The DHHS SNAP E&T team closely coordinates services with Greater Nebraska's WIOA |

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|------------|--|---------------------------------|--|
| | | | <p>Administrative Entity. Greater Nebraska and SNAP E&T have closely aligned enrollment processes. As a result, Greater Nebraska and SNAP E&T have the highest number of co-enrollments with WIOA Title I within the state. There are ongoing efforts to increase partnership with this local area, including monthly statewide meetings.</p> |
| 10/07/2024 | Greater Omaha Workforce Development Board | Erin Porterfield and John Staup | <p>Nebraska’s E&T Program, NDOL, and Ignite built a partnership designed to focus on individuals receiving public assistance with opportunities to develop new skills to further their careers and achieve income independence. This partnership includes weekly meetings with the Greater Omaha WIOA Service Provider and Administrative Entity, Blue Cross and Blue Shield of Nebraska (BCBSNE) and Bellevue University.</p> |
| 03/14/2025 | Nebraska State Workforce Development Board | Erick Carrillo and Mark Moravec | <p>DHHS presented to the Nebraska Workforce Development Board in September 2024. However, the SNAP E&T Administrator attends Nebraska Workforce Development Board meetings and participates in additional meetings as they occur to discuss current workforce trends. E&T is an optional partner in the WIOA combined state plan.</p> <p>Workforce Coordinators work out of the American Job Centers (AJCs), where they are available to serve clients better. Meetings are held on an ongoing basis once a month between the E&T Program team, Nebraska Department of Labor leadership including regional office managers across the state, and WIOA Local Area Administrative Entities, to discuss collaboration and how to align workforce services better. Examples of items developed from these collaboration meetings include updated joint process guides and training for WCs and Local</p> |

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|--|--|---|
| | | <p>Area WIOA staff.</p> <p>Nebraska DHHS' CEO is on the State Workforce Development Board, representing SNAP E&T and other DHHS programs. The CEO provides program updates, ongoing and future activities, discusses workforce trends, and identifies opportunities to enhance program effectiveness.</p> <p>Nebraska's SNAP E&T program team also consults with the NWDB on program design, funding strategies, and policy enhancements. The NWDB's input is part of the E&T yearly State Plan process. The NWDB's feedback helps E&T to align with Nebraska's economic priorities, ensuring services are integrated with existing workforce development initiatives.</p> <p>Nebraska's SNAP E&T team will continue to strengthen its partnership with the State and local WDBs and expand on provider outreach within vulnerable communities. Meetings with WIOA local area Administrative Entities, NDOL, employer groups, and community partners enhance communication channels through cross-functional collaboration among stakeholders. E&T continuously collaborates with other community partners to identify sector-based employment pathways and explore innovative workforce solutions that align with Nebraska's labor market demands.</p> |
|--|--|---|

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.

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 create OJTs in high-demand careers. Each OJT not only includes training, but also active engagement from employers. Employers are vested in each individual's success, with plans tailored to their needs, which includes utilizing the Benefit Cliff Tool to plan for long-term success.

Nebraska's SNAP E&T Administration is part of the State's WDB Alignment Workgroup. As part of this Workgroup, E&T has developed and implemented cross-training and technical assistance resources, programmatic co-enrollment, coordination of workforce development activities, and collaboration that fosters interagency policy development.

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

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

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

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

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

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

Yes

No

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.

TANF Employment First (EF) and SNAP E&T are administered separately and do not share participants, ensuring services and resources are not duplicated. Nebraska has created a partnership with the TANF Employment First service provider so that when a participant loses their TANF cash assistance benefits, the EF Service Coordinators can refer them to the SNAP E&T program.

The process is as follows: EF Service Coordinators email E&T WCs a list of potential participants each month. The E&T WC sends the information to EOW to complete the screening for SNAP E&T. If they are determined to be a good fit, a SNAP E&T referral is sent to E&T. EF Service Coordinators communicate the benefits of the SNAP E&T program with their participants before closing their case. TANF EF and SNAP E&T programs operate similarly, and participants can transition seamlessly from one program to another, mitigating the effects of the benefits cliff.

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, Reemployment Services and Eligibility Assessment (RESEA) program, and Title III Wagner-Peyser.

SNAP E&T and Nebraska's Child Support Enforcement (CSE) program collaborate on providing participants with a pathway to find high-wage, high-demand jobs. E&T WCs report SNAP E&T participation to the CSE program. If the participant is actively engaged in SNAP E&T, CSE can work to mitigate some enforcement efforts, such as suspended driver's license due to non-payment of child support.

Registered Apprenticeship - Nebraska's SNAP E&T program also collaborates with employers and NDOL to promote and increase participation in apprenticeship programs. These opportunities provide participants with structured, paid, and credentialed career pathways. In partnership with NDOL and WIOA Title I partners, E&T WCs can refer participants to apprenticeship opportunities.

Title II Adult Basic Education - In partnership with Nebraska Department of Education (NDE) and NDOL, Nebraska's E&T Program can provide educational opportunities that increase employability. Components of these services include English Language Acquisition (EPEL) and Basic Education.

Jobs for America's Graduates (JAG) - JAG assists youth with developing skillsets and preventing high-school dropout among young people who have significant barriers to graduation or employment. Nebraska's E&T Program collaborates with JAG to support young students in overcoming barriers to employment and achieving economic self-sufficiency. Students are brought to AJCs to attend workshops preparing them for work readiness, program presentations and familiarization with the AJC. This type of engagement with the AJC encourages students to participate in E&T training activities and services.

Nebraska Economic Mobility Task Force - As part of the Nebraska Economic Mobility Task Force, Nebraska SNAP E&T is piloting the Benefits Cliff Tool. SNAP E&T has been integral in reducing unemployment and underemployment in Nebraska. SNAP E&T assists participants who have successfully increased their employability plan through job retention, financial budgeting for the increased income, and education on any changes to their benefits. This includes preparing participants for the gradual reduction or loss of economic assistance benefits by helping them understand and plan for income changes. This ensures a smooth and sustainable shift towards self-sufficiency.

American Public Human Services Association Partnership (APHSA) - In partnership with NDOL and APHSA, Nebraska's E&T Program works with BCBS, Equus, and NDOL to examine labor market information, host focus groups with job seekers, workers and employers, identify best practices and develop an ecosystem map that lists services offered. This type of initiative has helped Nebraska's E&T Program with increasing E&T Provider s aimed at providing different E&T components that best fit E&T participants.

Career Pathways Workgroup - Nebraska's SNAP E&T Program is part of the Career Pathways Workgroup. The Workgroup was formed to identify four tasks for strategy implementation. With the ongoing meetings and collaboration, SNAP E&T and our participants are positioned for long-term career

advancement by identifying and removing barriers and entering an industry-sector job.

Alignment Workgroup - Nebraska's E&T Program is part of the Alignment Workgroup that focuses on improving coordination among workforce development programs across Nebraska. This has allowed E&T to collaborate with other workforce development partners to streamline E&T processes and share resources with E&T participants. This type of coordination allows program participants to receive comprehensive support to achieve their employment goals.

The WIOA Local Areas and SNAP E&T programs have worked together to co-enroll participants who are SNAP eligible. Joint process guides have been developed to ensure a seamless enrollment for the participant for all partners. Participants can receive a range of services and support to address any barriers they might have to participation. This type of collaboration ensures participants gain higher-paying jobs in in-demand fields.

Vocational Rehabilitation (VR) - Nebraska's VR Program provides a variety of services to people with disabilities, with the goal to prepare for, enter, or retain employment. By integrating services between both agencies, SNAP E&T can assist with providing employment services to participants with disabilities. VR provides specialized services to individuals with disabilities, such as counseling and assessments, to ensure they retain employment with the necessary resources. VR helps businesses recruit, train and retrain employees with disabilities.

Senior Community Service Employment Program (SCSEP) - The Senior Community Service Employment Program (SCSEP) helps individuals 55 or older return to work by placement in part-time work opportunities in non-profit agencies or public facilities. After acquiring current job skills and recent work experience, they are ready for an unsubsidized job. SCSEP helps eligible participants who will have gained the skills needed to return to the workforce and can transition into SNAP E&T once they're ready to work full-time jobs.

NEworks - Through NEworks, participants can gain support and access to education information and services. Videos, career projections, employer profiles, and labor market information are all available in each of the NEworks Job and Information Center libraries. SNAP E&T's case management is done through NEworks as well as all NDOL programs and WIOA Title I.

Job Corps - Job Corps is a tuition-free education and training program that connects teens and young adults, ages 16-24, with skills and educational opportunities to establish careers. Nebraska's E&T Program and Job Corps collaborate to provide services to participants and reduce barriers. E&T provides education and training to align with labor market demands.

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 active employer engagement to understand the benefit cliff and how to set up an individual for long-term self-sufficiency. SNAP E&T is participating in TRANSFORM Nebraska, which is a collaborative effort between state agencies and other community stakeholders looking for effective ways to help reduce recidivism and increase the self-sufficiency of individuals transitioning out of correctional facilities.

DHHS is collaborating with NDOLs Wagner-Peyser and WIOA Business Services teams to help facilitate SNAP E&T participant placements. In addition, the State SNAP E&T team and Workforce Coordinators began attending regional and local business, employer, and community meetings to promote hiring SNAP E&T participants and discuss business needs.

SNAP E&T Third-Party Providers also have their own close-knit relationships with various business partners to help in the placement of SNAP E&T participants that each of the providers work with. Nebraska will continue to expand employer partnership and outreach through direct contact with employers as well as engaging with E&T Providers that have strong employer relationships already established in their communities.

In addition, Nebraska is in the process of developing a business partnership team that will focus on increasing employer partnerships and building a network of employers. The partnerships will increase the opportunities available for SNAP E&T participants to be placed in jobs once they have completed the SNAP E&T components, in addition to expedited job placement due to the partnership created through this effort.

MCC works with their local HUD office to coordinate referrals to the SNAP E&T program.

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.

Did the State agency consult with ITOs in the State?

- Yes
- Yes, but not all ITOs
- No
- There are no ITOs in my State

Explain why certain ITOs were not consulted and specify the name of the ITOs that were not consulted.

Consultation meetings with the other ITOs will be scheduled.

List the ITOs consulted and describe the outcomes of the consultation(s). 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). Include the title of the person you consulted and the date.

| Date | Name of ITO | Title(s) of Person Consulted | Outcome of Consultation |
|------------|-----------------|------------------------------|---|
| 11/22/2024 | Ponca Tribe | Connie Plasek | The DHHS SNAP E&T team met with the Ponca Tribe regarding SNAP E&T and becoming a third party provider. In addition, we consulted with them on how we could work with them to better support their efforts and tribal members. Ponca tribe stated they would attempt to secure non-federal funds to work towards becoming a third party-provider. The SNAP E&T team also provided program information for distribution to potential participants. |
| 05/28/2025 | Winnebago Tribe | Echohawk Lefthand | The SNAP E&T team attended the Winnebago Tribal Consultation Meeting. This meeting strengthened the relationships and partnerships between Winnebago Tribal agencies and the Nebraska DHHS across its |

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| | | | six divisions and units. The primary focus was to foster genuine engagement, grounded in respect for Tribal sovereignty, among Tribal council members, Tribal agencies, and DHHS leadership concerning Funding, Training, Technical Assistance, Networking, and Advocacy. Winnebago and SNAP E&T will convene at least quarterly moving forward to continue to foster collaboration opportunities. |
|--|--|--|--|

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

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.

Does the State agency offer an E&T program statewide?

- Yes
 No

Indicate the type of E&T program the State agency operates.

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

Indicate which counties offer an E&T program.

- | | | |
|--|--|---|
| <input checked="" type="checkbox"/> Adams County | <input checked="" type="checkbox"/> Frontier County | <input type="checkbox"/> Nance County |
| <input type="checkbox"/> Antelope County | <input checked="" type="checkbox"/> Furnas County | <input checked="" type="checkbox"/> Nemaha County |
| <input type="checkbox"/> Arthur County | <input checked="" type="checkbox"/> Gage County | <input checked="" type="checkbox"/> Nuckolls County |
| <input checked="" type="checkbox"/> Banner County | <input type="checkbox"/> Garden County | <input checked="" type="checkbox"/> Otoe County |
| <input type="checkbox"/> Blaine County | <input type="checkbox"/> Garfield County | <input checked="" type="checkbox"/> Pawnee County |
| <input checked="" type="checkbox"/> Boone County | <input checked="" type="checkbox"/> Gosper County | <input type="checkbox"/> Perkins County |
| <input checked="" type="checkbox"/> Box Butte County | <input type="checkbox"/> Grant County | <input checked="" type="checkbox"/> Phelps County |
| <input type="checkbox"/> Boyd County | <input type="checkbox"/> Greeley County | <input checked="" type="checkbox"/> Pierce County |
| <input type="checkbox"/> Brown County | <input checked="" type="checkbox"/> Hall County | <input checked="" type="checkbox"/> Platte County |
| <input checked="" type="checkbox"/> Buffalo County | <input type="checkbox"/> Hamilton County | <input checked="" type="checkbox"/> Polk County |
| <input type="checkbox"/> Burt County | <input checked="" type="checkbox"/> Harlan County | <input checked="" type="checkbox"/> Red Willow County |
| <input checked="" type="checkbox"/> Butler County | <input type="checkbox"/> Hayes County | <input checked="" type="checkbox"/> Richardson County |
| <input checked="" type="checkbox"/> Cass County | <input checked="" type="checkbox"/> Hitchcock County | <input type="checkbox"/> Rock County |
| <input type="checkbox"/> Cedar County | <input checked="" type="checkbox"/> Holt County | <input checked="" type="checkbox"/> Saline County |
| <input type="checkbox"/> Chase County | <input type="checkbox"/> Hooker County | <input checked="" type="checkbox"/> Sarpy County |
| <input type="checkbox"/> Cherry County | <input checked="" type="checkbox"/> Howard County | <input checked="" type="checkbox"/> Saunders County |
| <input checked="" type="checkbox"/> Cheyenne County | <input checked="" type="checkbox"/> Jefferson County | <input checked="" type="checkbox"/> Scotts Bluff County |
| <input type="checkbox"/> Clay County | <input checked="" type="checkbox"/> Johnson County | <input checked="" type="checkbox"/> Seward County |
| <input checked="" type="checkbox"/> Colfax County | <input checked="" type="checkbox"/> Kearney County | <input checked="" type="checkbox"/> Sheridan County |
| <input type="checkbox"/> Cuming County | <input checked="" type="checkbox"/> Keith County | <input checked="" type="checkbox"/> Sherman County |
| <input checked="" type="checkbox"/> Custer County | <input type="checkbox"/> Keya Paha County | <input type="checkbox"/> Sioux County |
| <input checked="" type="checkbox"/> Dakota County | <input checked="" type="checkbox"/> Kimball County | <input checked="" type="checkbox"/> Stanton County |
| <input checked="" type="checkbox"/> Dawes County | <input type="checkbox"/> Knox County | <input checked="" type="checkbox"/> Thayer County |
| <input checked="" type="checkbox"/> Dawson County | <input checked="" type="checkbox"/> Lancaster County | <input type="checkbox"/> Thomas County |
| <input type="checkbox"/> Deuel County | <input checked="" type="checkbox"/> Lincoln County | <input type="checkbox"/> Thurston County |
| <input type="checkbox"/> Dixon County | <input checked="" type="checkbox"/> Logan County | <input checked="" type="checkbox"/> Valley County |
| <input checked="" type="checkbox"/> Dodge County | <input type="checkbox"/> Loup County | <input checked="" type="checkbox"/> Washington County |
| <input checked="" type="checkbox"/> Douglas County | <input checked="" type="checkbox"/> Madison County | <input type="checkbox"/> Wayne County |
| <input type="checkbox"/> Dundy County | <input checked="" type="checkbox"/> McPherson County | <input type="checkbox"/> Webster County |
| <input checked="" type="checkbox"/> Fillmore County | <input checked="" type="checkbox"/> Merrick County | <input type="checkbox"/> Wheeler County |
| <input checked="" type="checkbox"/> Franklin County | <input checked="" type="checkbox"/> Morrill County | <input checked="" type="checkbox"/> York County |

Does the State agency serve the following populations? Select 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)

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?

- Yes
- No

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)).

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

Estimated Participant Levels

Project participation in E&T for the upcoming Federal fiscal year. 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 fiscal year.

| | |
|--|--------|
| Anticipated number of work registrants | 24,000 |
|--|--------|

State Exemptions

List State exemptions from E&T and the participation, such as individuals to be exempted under each category.

| EXEMPTION | TOTAL INDIVIDUALS |
|-----------|-------------------|
| 24000 | 24,000 |

| | |
|--|---------|
| Total estimated number of work registrants exempt from mandatory E&T | 24,000 |
| Percent of all work registrants exempt from E&T | 100.00% |

ABAWDs

| | |
|---|-------|
| Anticipated number of ABAWDs in the State | 7,500 |
| 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 | 215 |
| Anticipated number of ABAWDs in the State who meet the criteria under 7 CFR 273.7(d)(3)(i) | 7,285 |

E&T Participants

| | |
|--|-------|
| Anticipated number of mandatory E&T participants | 0 |
| Anticipated number of voluntary E&T participants | 2,500 |
| Total anticipated number of E&T participants | 2,500 |
| Anticipated number of ABAWDs to be served in E&T | 625 |

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

- Annually
 Bi-annually
 Other

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.

Indicate which division within the SNAP State agency is responsible for the E&T program. (i.e. establishes E&T policy, contracts for E&T services, monitors providers). For example, explain 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.

Nebraska's SNAP Employment & Training (SNAP E&T) program is administered by the Economic Mobility Team within the Department of Health and Human Services (DHHS) Office of Economic Assistance (OEA). The Office of Economic Assistance includes both the Economic Mobility Team and the SNAP certification team. However, the programs are housed under different Deputy Directors within the Office to ensure separation of duties, while still ensuring an environment that fosters support and collaboration between each area. This structural separation ensures E&T operations are focused on workforce development and do not make eligibility determinations.

The SNAP E&T team consists of ten full-time FTEs: two Program Managers, two Program Specialists, Program Coordinator (Business Services Representative) and four Workforce Coordinators .

The Administrator is responsible for oversight of the program, ensuring that state and federal requirements are met as well as implementing the state's vision for the program.

The SNAP E&T Policy Program Manager is responsible for directly administering the E&T program, which includes establishing E&T policy, and overseeing program implementation.

The Third-Party Provider Program Manager is responsible for E&T provider expansion efforts, maintaining the provider handbook, managing E&T provider contracts, supporting providers to ensure they meet performance expectations, creating and providing trainings to E&T provider's.

The two E&T Provider Program Specialists are responsible for supporting administration in E&T provider trainings, monitoring performance for E&T providers, and providing TA to providers.

The SNAP E&T Policy Program Specialist supports program administration by providing technical assistance to Workforce Coordinators (WCs), ensuring consistency and compliance across all service areas as well as supporting business service expansion.

Workforce Coordinators deliver E&T services directly to participants, including case management, employability assessments, and support with training and job placement. Nebraska does not operate E&T units at the county level; services are coordinated centrally by the State agency through these WCs.

Business Services Representatives (BSR) (Program Coordinator) work with employers across the state to connect SNAP E&T Participants to job opportunities. In addition, BSRs also help the SNAP E&T team

and E&T providers understand the needs of local businesses to guide participants into high wage and high demand occupations.

Additionally, staff from both the Economic Mobility Team and the Economic Assistance Eligibility Operations Program collaborate to conduct monitoring activities throughout the year, ensuring alignment between program operations and participant eligibility processes.

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

Although E&T and SNAP Certification are organizationally distinct, they maintain consistent and collaborative communication to ensure alignment between eligibility and employment services.

Ongoing coordination occurs through weekly joint team meetings, virtual check-ins, and regular email communication. These touchpoints allow for timely sharing of updates, clarification of policies, and discussion of programmatic needs. When federal or state guidance is issued that may impact either eligibility or E&T services, staff from both programs collaborate to interpret the guidance, implement changes, and ensure consistent messaging across the agency.

Additionally, there is dedicated staff within E&T responsible for responding to and acting on all reporting requirements, ensuring data related to participation, outcomes, and program performance is accurately tracked and submitted in accordance with federal and state guidelines.

Describe the State's relationships and communication with intermediaries or E&T providers.

Nebraska's SNAP E&T program facilitates effective coordination and information sharing among the State agency, and E&T providers through a combination of secure data systems and regular communication protocols. This ensures continuity of services, accurate reporting, and participant support.

Management Information Systems (MIS) and Data Tools

Eligibility System (N-FOCUS): Nebraska uses the Nebraska Family Online Participant User System (N-FOCUS) (Nebraska Family Online Participant User System) as the statewide eligibility and case management system. It houses participant eligibility information and is accessed by the Office of Economic Assistance (OEA) staff for certification purposes.

SharePoint: A secure SharePoint portal is used by E&T staff and contracted providers to submit required documentation, track case notes, upload monthly participation reports, and exchange relevant updates.

NEworks: Nebraska's labor exchange, NEworks, is used by E&T providers and workforce coordinators for case management functions and to help participants connect with employment opportunities. NEworks is used for documenting job search activities or training participation when relevant.

Communication and Coordination Channels

Weekly and Monthly Meetings: The State agency hosts regular meetings (weekly internal check-ins and monthly partner meetings) with E&T providers and Workforce Coordinators to discuss participant progress, share best practices, troubleshooting challenges, and address any data reporting needs. DHHS holds a monthly meeting for all partners to attend. Weekly meetings are scheduled for all new individual providers to assist with onboarding issues related to SNAP E&T enrollments, case management, progress, and data-related topics.

Email and Virtual Collaboration Tools: Day-to-day updates, case-specific concerns, and referrals are communicated securely via email or virtual platforms such as Webex or Microsoft Outlook.

SNAP E&T Shared Mailbox: A centralized email account is used to manage communications, referrals, and documentation between the State agency and E&T partners. The mailbox is monitored daily and a response is provided within 3 business days.

Data Reporting and Monitoring: E&T providers submit participation and outcome data to the State agency on a monthly basis. The Program Specialist and dedicated reporting staff review these submissions to ensure accuracy and consistency with program expectations and federal requirements.

Spreadsheets: Reports and data tracking are typically shared in spreadsheet format, allowing for standardized review and analysis.

Data Protection and Confidentiality

All shared participant data is managed in accordance with federal and state privacy regulations, including FNS guidelines and the Nebraska Data Privacy and Security Standards. All DHHS staff and E&T providers receive guidance and training on data confidentiality protocols to ensure compliance.

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

The State agency shares new policies, procedures, and program updates with E&T providers through multiple, coordinated channels to ensure consistent understanding and implementation across all providers.

Information is disseminated by posting updated documents on a shared SharePoint site accessible to all partner staff, sending email communications directly to partners, and discussing changes during monthly check-in calls. Any updates to policies or procedures are also incorporated into the SNAP E&T Provider Handbook, which serves as a centralized reference guide.

Technical assistance and training are provided every time there is a process change, ensuring that all partners are equipped to implement new procedures accurately and efficiently.

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

The state's MIS system, N-FOCUS, and Case Management system, NEworks, are the systems of record for case information on referrals, noncompliance, provider determinations and case notes and Federal Reporting measures. Currently, N-FOCUS and NEworks do not interact with each other.

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

All 583 data points and ORM information are tracked in NEworks. NFOCUS tracks all of the noncompliance related to ABAWD and Work requirements.

Describe the State agency’s process for monitoring E&T providers’ 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.

Formal Monitoring Event:

SNAP E&T providers are monitored annually in accordance with subrecipient monitoring requirements, on-site monitoring events are conducted regularly and prioritized based on each entity’s risk assessment. These visits follow a structured monitoring plan that includes review of program operations, participant files, service delivery practices, and fiscal management. If prior monitoring identifies concerns or compliance issues, additional or more frequent visits may be scheduled. These events are completed by SNAP E&T Program Managers, Program Specialists, and SNAP Policy staff.

Quality Assurance Checks:

Throughout the program year, E&T conducts an ongoing review of submitted invoices and supporting documentation to ensure proper use of funds. Program data, such as participation and outcome reports, are also reviewed monthly to assess service quality and compliance with federal and state requirements.

How frequently does the State agency monitor E&T providers’ program and fiscal operations?

- Daily
- Weekly
- Monthly
- Quarterly
- Bi-Annually
- Annually
- Other

Describe how the State agency evaluates the performance of providers 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).

Nebraska’s E&T Program evaluates the performance of E&T Providers based on their effectiveness in helping SNAP participants gain the skills, training, and work experience needed to secure regular employment and meet state and local workforce demands.

Performance Data Review

DHHS compares data collected from SNAP E&T providers to the state’s annual reporting benchmarks. Performance is assessed across key indicators such as enrollment, completion of training or education components, job placements, and job retention. Provider outcomes are also compared across service providers and program components to identify trends, gaps, and promising practices.

DHHS will establish performance metrics for E&T providers and WCs based on current and future program performance to focus program success on participants achieving economic mobility.

Use of Neworks

Neworks is used in evaluating provider performance. The system generates monthly reports to track partner-entered case data, including service delivery activities, participant progress, and employment outcomes. The SNAP E&T program reviews these reports regularly to monitor the timeliness, completeness, and accuracy of partners' data entries.

Continuous Improvement

Performance evaluations are used to inform technical assistance, provider training, and program planning. When performance gaps are identified, E&T works with providers to develop improvement plans and provide targeted support to enhance program impact and alignment with workforce needs.

How frequently does the State agency evaluate the performance of providers in achieving the purpose of E&T?

- Daily
- Weekly
- Monthly
- Quarterly
- Bi-Annually
- Annually
- Other

SCREENING FOR WORK REGISTRATION

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

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

SNAP Eligibility Operations Workers (EOWs) under the Economic Assistance Eligibility Operations Team, are responsible for screening applicants to determine work registration status. This screening occurs at initial application, recertification, and any time a new member joins the household.

Using information provided on the application and gathered during the interactive interview, EOWs assess whether each household member is exempt or non-exempt from the federal general work requirements. During the interview, EOWs explain which individuals are subject to work registration, outline the basic work requirements, review available exemptions, and discuss good cause criteria. They also inform clients of the potential consequences of failing to comply with the general work requirements.

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

How does the State agency work register non-exempt individuals?

In Nebraska, non-exempt individuals are automatically work registered when they sign the SNAP application, which includes a statement acknowledging work registration requirements. No additional signature is required.

EOWs are responsible for documenting each individual's work registration status in N-FOCUS. EOWs apply the appropriate coding in N-FOCUS to indicate whether a household member is exempt or non-exempt from the federal general work requirements. This coding ensures accurate identification for potential referrals to SNAP E&T services and supports compliance monitoring.

At what point in the certification process does the State agency provide the written explanation of the applicable work requirements? Select all that apply.

- Point of Intake
- Point of Certification
- Reported change in the work registrant status of household members
- Point of Recertification
- State does not provide written explanation

At what point in the certification process does the State agency provide the oral explanation of the applicable work requirements? Select all that apply.

- Point of Intake
- Point of Certification
- Reported change in the work registrant status of household members
- Point of Recertification
- State does not provide oral explanation

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).

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.

In Nebraska, SNAP EOWs use a standardized screening process to determine whether an individual is appropriate for referral to the SNAP E&T program. The following state-specific criteria are used:

- The individual is currently receiving SNAP benefits.
- The individual is not receiving TANF benefits.
- The individual is work-eligible and interested in employment or training opportunities.
- The individual resides within or near a designated SNAP E&T service area.

To support consistent screening, EOWs utilize a referral template that captures key information to assess the individual's readiness and suitability for E&T participation. This includes:

- ABAWD (Able-Bodied Adult Without Dependents) status
- Geographic location/service area
- Work eligibility status
- Literacy level (ability to read or write)
- Educational attainment (e.g., high school diploma or GED)
- Immediate barriers or needs
- Participant goals or areas where they are seeking assistance (e.g., employment, training, resume help)

This information helps ensure referrals are aligned with program availability and participant needs, supporting more effective engagement and service delivery.

What information does the State provide to a SNAP recipient to explain SNAP E&T participation criteria?

During both the certification and recertification processes, SNAP EOWs, under the Economic Assistance Eligibility Operations Team, are responsible for screening individuals for potential referrals to the SNAP E&T program. During the screening, participants are informed about reimbursements that are available through the SNAP E&T program.

EOWs are trained on SNAP E&T services and explain the program to participants who may benefit from employment and training assistance. If a participant expresses interest, the EOWs conduct a screening using a standardized, fillable referral template designed to assess E&T suitability.

The template includes factors such as:

- Residence in one of the 59 active E&T service area counties
- Work eligibility status
- Participant interest in employment or training
- Literacy level
- Educational attainment
- Any immediate barriers or service needs

The referral template is submitted through an auto-populated REDCap system, which streamlines the

referral process and ensures all required data is captured accurately. Once the referral is submitted, the SNAP E&T Program Specialist reviews the information and routes the participant to the appropriate Workforce Coordinator (WC) or contracted E&T partner for service delivery.

This screening process ensures referrals are made at appropriate points in the eligibility cycle and are tailored to both participant readiness and available E&T resources.

How does the State document that the information has been provided?

The EOW will document with a case note that the screening process was completed and whether a referral was sent or not

What is the State's model for screening and referral to SNAP E&T? Select all that apply.

- Reverse Referral
- Direct Referral

When does screening for referral to E&T occur? Select all that apply.

- Initial Certification
- Recertification
- Reported change in the work registrant status of households
- Other

Describe the process for screening for direct referral to E&T, including the staff involved.

In Nebraska, SNAP EOWs use a standardized screening process to determine whether an individual is appropriate for referral to the SNAP E&T program. The following state-specific criteria are used:

- The individual is currently receiving SNAP benefits.
- The individual is not receiving TANF benefits.
- The individual is work-eligible and interested in employment or training opportunities.
- The individual resides within or near a designated SNAP E&T service area.

To support consistent screening, EOWs utilize a referral template that captures key information to assess the individual's readiness and suitability for E&T participation. This includes:

- ABAWD (Able-Bodied Adult Without Dependents) status
- Geographic location/service area
- Work eligibility status
- Literacy level (ability to read or write)
- Educational attainment (e.g., high school diploma or GED)
- Immediate barriers or needs
- Participant goals or areas where they are seeking assistance (e.g., employment, training, resume help)

This information helps ensure referrals are aligned with program availability and participant needs, supporting more effective engagement and service delivery

When does the screening for a reverse referral request occur?

Upon receiving a reverse referral, the SNAP E&T program verifies the individual's eligibility by coordinating with the Economic Assistance Eligibility Team. A designated EOW is contacted via email to conduct the formal screening.

Describe the process for screening during the reverse referral request process, including the staff involved.

Nebraska's SNAP E&T program accepts reverse referrals from state partners, community-based organizations, community and technical colleges, and other E&T providers. These referrals are initiated when an individual expresses interest in participating in E&T services and contacts a provider directly. Upon receiving a reverse referral, the SNAP E&T program verifies the individual's eligibility by coordinating with the Economic Eligibility Operations Team. A designated EOW is contacted via email to conduct the formal screening.

The EOW attempts to contact the individual and complete the standard screening using the established SNAP E&T referral template. This includes verifying SNAP participation, assessing work eligibility, confirming residence in a service area, and reviewing the individual's interest and capacity to engage in employment and training activities.

Following the screening, the EOW enters a case note into the eligibility system to document the interaction and determination. The outcome is then communicated back to the SNAP E&T program.

If the individual is determined to be eligible and a good fit for services, the E&T program completes the referral and notifies the original provider or Workforce Coordinator (WC) for next steps in enrollment and service provision.

Are participants informed about participant reimbursements before the individual is referred to E&T by eligibility staff?

Yes

No

How are participants informed about participant reimbursements?

Participants are informed about the availability of participant reimbursements at multiple points throughout the referral and enrollment process. At the time of referral and screening, EOWs, under the Economic Assistance Eligibility Operations Team inform individuals that reimbursement support may be available to help cover the cost of participation (e.g., transportation, work clothing, or supplies). This initial contact may occur during an eligibility interview, a proactive outreach call by a Workforce Coordinator (WC), or when a participant receives an invitation letter by mail or visits a local office in person.

Participant reimbursements are further explained during orientation and again at the point of enrollment in SNAP E&T. Workforce Coordinators continue to discuss and remind participants about the availability of reimbursements throughout the course of case management. Participants are informed they may request reimbursement at any time during their participation and are provided with instructions on how to do so. Although Nebraska currently operates a voluntary SNAP E&T program, should the program transition to mandatory participation in the future, the State agency will ensure compliance with federal requirements. If the cost of participant reimbursements exceeds the State agency's reimbursement cap or funding is not available, individuals would be exempted from mandatory participation in accordance with federal regulations. In such cases, documentation would be recorded, and the participant would not be subject to a sanction or penalty.

REFERRAL TO E&T

In accordance with 7 CFR 273.7(c)(2), in order to participate in SNAP E&T, the State agency must make the referral. The referral method may vary from participant to participant.

What information does the State provide to E&T participants when they are referred? Select all that apply.

- Information about accessing E&T services
- Case Management
- Dates
- Contact information
- Other

How is the referral communicated? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Emails
- Text Messages
- Other

If the State receives a reverse referral request from an E&T provider, what steps does the State take?

When an E&T provider initiates a reverse referral, the individual's information is added to a referral roster and submitted to the Nebraska Department of Health and Human Services (DHHS) by email. Upon receipt, the SNAP E&T Program Specialist reviews the referral and checks the individual's eligibility in the N-FOCUS system. The Program Specialist collaborates with an EOW, under the Economic Assistance Operations Team, to verify the participant's SNAP eligibility and work registration status.

Once eligibility is confirmed, the Program Specialist updates the roster with the applicable information and returns it to the referring provider. A narrative is added to N-FOCUS by the EOW to document the participant's eligibility for SNAP E&T services.

The E&T provider then contacts the participant to begin the enrollment process, which includes discussing the available SNAP E&T services, reviewing participant rights and responsibilities, and completing and signing enrollment forms. During this conversation, the provider also informs the participant of their right to request participant reimbursements, such as transportation or other approved expenses incurred while participating in E&T activities. Participants are told how to request support and who to contact with questions.

To reinforce this information, a speed note is generated and sent to the participant from N-FOCUS. This notice confirms their eligibility for SNAP E&T services, provides the provider's contact information, and outlines their right to supportive services, including participant reimbursements.

How does the State communicate to the SNAP participant that they are in SNAP E&T? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Emails
- Text Messages
- Other

How does the State communicate to the SNAP participant about their rights to receive participant reimbursements? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Emails
- Text Messages
- Other

How is information about the referral communicated to E&T providers, as applicable?

When individuals are referred to the E&T program, they are provided with key information about the program, including available services, next steps, and how to connect with the appropriate contact person. EOWs, under the Economic Assistance Operations Team, explain participation in SNAP E&T is voluntary and outline the participant’s general rights and responsibilities. The EOWs also provide a basic overview of the SNAP E&T program, available services, and the screening process for work requirements. Participants are informed once the referral is made, and either a Workforce Coordinator (WC) or an E&T partner will contact them to discuss enrollment and next steps. After the referral is received by E&T staff, contact is initiated through a written invitation letter (sent by mail or email), a phone call, or a text message.

The following details are shared with participants:

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

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

How is information about the referral communicated within the State agency?

Within the State agency, referral information is communicated and documented through the N-FOCUS eligibility system, which serves as the central platform for eligibility and case management.

When a participant is enrolled with a SNAP E&T provider, the Program Specialist enters a case note in N-FOCUS to document the referral and identify the E&T Providers assigned to the participant.

Additionally, Workforce Coordinators use N-FOCUS to enter case notes related to participant progress and service engagement. These notes are visible to EOWs and other relevant staff, ensuring continuity and transparency between the Economic Mobility and Economic Assistance Operations Team.

After referral, what additional steps does the E&T participant take to access the program? Select all that apply.

- Assessment
- Orientation
- Meet with case manager
- Other

Is orientation mandatory?

- Yes
- No

Who runs the orientation? Select all that apply.

- State Agency
- Intermediary
- E&T Provider
- County or Local Office

How is the orientation conducted? Select all that apply.

- In Person
- Virtually
- Online
- Self-Paced
- Other

What happens during the orientation?

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

ASSESSMENT

Does the State require or provide an assessment?

- Yes
 No

Who conducts the assessment? Select all that apply.

- State Agency
 E&T Provider
 Self-Assessment
 Intermediary
 Local Office
 Other

When are participants assessed?

When a participant engages in the SNAP E&T program, an employability assessment is conducted to evaluate the participant's skills, work history, education, interests, and potential barriers to employment. This assessment helps determine the most appropriate E&T component and informs the development of an individualized employment plan.

The assessment may be conducted by:

- A Workforce Coordinator
- E&T Provider staff
- Or WIOA Title I staff, depending on the participant's enrollment pathway and location.

Assessments are typically completed during the orientation or enrollment phase, ensuring services are aligned with the participant's needs from the outset. Tools used may vary by provider, but commonly include structured intake forms, barrier identification checklists, goal-setting templates, and in some cases, standardized assessments used in coordination with workforce development partners.

Describe the assessment. List the tools used in the assessment.

The assessment may be conducted by:

- A Workforce Coordinator
- E&T Provider staff
- Or WIOA Title I staff, depending on the participant's enrollment pathway and location.

Assessments are typically completed during the orientation or enrollment phase, ensuring services are aligned with the participant's needs from the outset. Tools used may vary by provider, but commonly include structured intake forms, barrier identification checklists, goal-setting templates, and in some cases, standardized assessments used in coordination with workforce development partners.

Assessment results are documented and used to:

- Guide the creation of the participant's Employment Plan
- Determine suitable E&T components (e.g., job search, vocational training, work experience)
- Identify and plan for addressing any barriers (e.g., transportation, childcare, literacy)
- Inform case management and ongoing support strategies

Assessment outcomes are shared among appropriate staff involved in the participant's case, including

WCs and E&T partners, and are documented in participant files. Case notes may also be entered in N-FOCUS, ensuring visibility to relevant State agency staff. Participants are actively engaged in the assessment discussion and are informed of the results and next steps as part of their service planning process.

Does the assessment result in the completion of an individual employment plan?

- Yes
- No

How are assessment results shared with State agency staff? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- MIS System
- Email
- Other
- Assessment is not shared with State agency staff

How are assessment results shared with E&T providers? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- MIS System
- Email
- Other
- Assessment is not shared with E&T providers

How are assessment results shared with E&T participants? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Email
- Other
- Assessment is not shared with E&T participants

Are participants reassessed?

- Yes
- No

When are participants reassessed?

In the SNAP E&T program, participants are reassessed periodically to ensure that their employment plans remain appropriate as their circumstances could change.

Examples:

1. At regular check-ins that can occur weekly or monthly.
2. At the end of an activity.
3. When circumstances change. Such as employment, health issues, obtainment of a certificate or credentials.

How are participants reassessed?

Reassessment can be done in person or virtually.

1. Case review by the case manager with the participant.
2. Update of the SNAP E&T plan.
3. Review of new activities.

CONCILIATION PROCESS

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.

Does the State agency offer a conciliation process?

Yes

No

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.

What types of E&T case management services will be offered to the participant? Select all that apply.

- Comprehensive Intake Assessments
- Individualized Service Plans
- Progress Monitoring
- Coordination with Service Providers
- Reassessment
- Other

Who delivers the case management services in your State? Select all that apply.

- SNAP State agency
- Local Office(s)
- Intermediary
- E&T Providers

How are case management services delivered in your State? Select all that apply.

- Group Meeting (virtual)
- Group Meeting (in person)
- Individual (virtual)
- Individual (in person)
- Phone
- Text
- Email
- Other

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.

| QUESTION | RESPONSE FIELD |
|--|---|
| How do E&T case managers coordinate with: SNAP eligibility staff | WCs or the Program Specialist sets change reports in the NFOCUS eligibility system for EOWs to act on. A case note with additional information is also entered. |
| How do E&T case managers coordinate with: State E&T | Communication is completed via email and NEworks. Communication can also be completed via video call or phone call when needed. |

| | |
|---|--|
| staff | |
| How do E&T case managers coordinate with: Other E&T providers | Communication is completed via email and NEworks. Communication can also be completed via video call or phone call when needed. |
| How do E&T case managers coordinate with: 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. |

How does the State agency 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.

To ensure that E&T participants receive targeted case management services in alignment with 7 CFR 273.7(c)(6)(ii), Nebraska employs both direct oversight and continuous feedback mechanisms.

Nebraska’s E&T Program conducts annual monitoring events for all E&T partners, which include a review of case management activities, participant files, and service delivery practices. For WCs, routine case reads are performed to evaluate the quality, frequency, and effectiveness of case management provided to participants. These reviews assess whether employment plans are tailored to participant needs, whether barriers are being addressed, and whether appropriate follow-ups are documented. These reviews are completed by SNAP E&T Program Managers, Program Specialists, and SNAP Policy staff.

In addition to internal monitoring, the E&T program distributes surveys to both successful participants and program dropouts to gather feedback on their experiences with case management. This feedback helps identify strengths and areas for improvement in service delivery and allows for real-time program adjustments to better meet participant needs.

Administrative tools such as standardized case management templates, guidance documents, and ongoing technical assistance further support consistency and efficiency across providers. These practices ensure that case management remains focused, participant-centered, and aligned with program goals for employment and self-sufficiency.

How do your offered case management services support the participant in the E&T program and provide activities and resources that help the participant achieve program goals?

In Nebraska, case management services are delivered by WCs and E&T Providers as a core function of SNAP E&T service delivery. Case management is integrated into the participant’s experience from the point of referral through ongoing engagement in program components.

Upon referral to a WC or E&T Provider, it is expected that the assigned entity will provide comprehensive case management services. In instances where a participant is co-enrolled in multiple programs (e.g., WIOA, Vocational Rehabilitation), co-case management may occur to ensure coordinated service delivery and reduce duplication.

Each WC or E&T provider is responsible for delivering case management to their assigned E&T participants. Services may be provided in person or virtually, depending on the participant’s preference and accessibility.

How does the SNAP State agency ensure the case management services offered do not act as an impediment to successful participation in E&T?

Key case management activities include:

- Conducting an employability assessment upon enrollment and updating it as needed
- Developing and updating individualized Employment Plans
- Facilitating weekly check-ins to monitor progress, discuss challenges, and adjust service strategies
- Identifying and addressing barriers to employment (e.g., transportation, housing, skill gaps)
- Providing ongoing encouragement, referrals to supportive services, and connections to employment opportunities

This approach ensures participants receive consistent guidance, support, and accountability throughout their time in the SNAP E&T program, promoting long-term success and movement toward self-sufficiency.

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.

How does the State agency reach out to the SNAP participant to determine good cause? Select all that apply.

- Phone Call
- Email
- Text Message
- Physical Form

How does the State agency reach out to the employers to determine good cause? Select all that apply.

- Phone Call
- Email
- Text Message
- Physical Form

How does the State agency reach out to E&T providers to determine good cause? Select all that apply.

- Phone Call
- Email
- Text Message
- Physical Form
- MIS System

How many attempts are made to reach out to the SNAP participant for additional information?

- One
- Two
- Three
- More than three

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.

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

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.

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

E&T providers and workforce coordinators in Nebraska are required to notify the State agency when they determine a participant is ill-suited for continued participation in their program. This process ensures timely communication, documentation, and coordination of next steps to support the participant.

Notification Timeline:

Providers and workforce coordinators must notify the SNAP E&T team within 10 days from the date they determine a participant is ill-suited for services. This determination can occur at any point during the participant's engagement in the program.

Method of Communication:

The provider and workforce must submit a written provider determination notice via email to dhhs.snapnextstepEandT@nebraska.gov. The notice must include:

- The participant's name
- The reason for the determination
- Any relevant contextual or behavioral information that supports determination

State Agency Review:

Upon receipt, SNAP E&T staff forward the information to an EOW for review. The EOW assesses the determination and decides the most appropriate course of action, which may include:

- Reassessing the participant's ability to benefit from E&T services.
- Referring the participant to another provider, workforce partnership, or supportive service, which includes the re-screening process.
- Determining if an exemption or alternative support is appropriate based on the participant's current circumstances.

Special Considerations for ABAWDs:

If the participant is an Able-Bodied Adult Without Dependents (ABAWD), the month in which the provider's determination is made does not count toward their three-month time limit for SNAP eligibility under work requirements.

Participant Notification:

Participants are notified of the determination either verbally or in writing, depending on the circumstances and the method of contact most accessible to the individual.

Civil Rights Compliance:

The State agency ensures all provider determinations and associated actions are conducted in accordance with federal Civil Rights laws and nondiscrimination requirements.

Describe how the State agency notifies clients of a provider determination.

When a provider or workforce coordinator notifies the State agency that a SNAP E&T participant has been determined ill-suited for continued participation, the State agency is responsible for informing the participant in a timely manner.

Participants are first approved for SNAP by an EOW and referrals are sent to the SNAP Next Step team

via the program's dedicated email mailbox (dhhs.snapnextstepEandT@nebraska.gov). If a provider later submits a provider determination for that participant, the State agency will notify the individual within 10 days of receiving the determination.

Participant notification may occur via phone, email, or written correspondence, depending on the most appropriate and accessible method for that individual. The notice explains:

- The provider determined the participant was not a good fit for their program
- This does not impact their SNAP eligibility
- What the next steps are (e.g., reassessment, potential referral to a different provider or workforce program)

If appropriate, the SNAP E&T Program Specialist will re-route the referral from the SNAP Next Step mailbox to a more suitable E&T Provider or Workforce Coordinator, ensuring continued access to E&T services when possible.

What is the timeframe for contacting clients after receiving a provider determination?

- 1-3 Days
 4-7 Days
 8-10 Days

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(2), (3), and (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).

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

For all occurrences of non-compliance discussed below, must the individual also comply to receive benefits again?

- Yes
 No

For the first occurrence of non-compliance per 7 CFR 273.7(f)(2), the individual will be disqualified until the later of:

- One month or until the individual complies, as determined by the State agency
 Up to 3 months

For the second occurrence of non-compliance per 7 CFR 273.7(f)(2)(ii), the individual will be disqualified until the later of:

- Three months or until the individual complies, as determined by the State agency
 Up to 6 months

For the third or subsequent occurrence per 7 CFR 273.7(f)(2)(iii), the individual will be disqualified until the later of:

- 6 months or until the individual complies, as determined by the State agency
 A date determined by the State agency
 Permanently

The State agency will disqualify the:

- Individual
 The entire household if the head of household is an ineligible individual

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.

| | |
|---|--------------|
| Estimated number of E&T participants to receive participant reimbursements | 1,200 |
| Estimated number of E&T participants to receive reimbursements for dependent care participation costs | 0 |
| Estimated number of E&T participants to receive reimbursements for transportation and other participation costs | 1,200 |
| Percentage of participants expected to receive reimbursements | 48.00% |
| Estimated budget for E&T participant reimbursements in upcoming FY | \$181,470.00 |
| Estimated budget per participant in fiscal year | \$151.23 |
| Estimated number of E&T participants to receive participant reimbursements per month | 100 |
| Estimated budget of participant reimbursements per E&T participant per month | \$151.23 |

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. If the participant reimbursement is provided by multiple entities (such as State agencies and E&T providers) or has multiple methods of payment, a separate entry in the table must be completed.

- **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, or an intermediary. The State agency remains ultimately responsible for ensuring individuals receive participant reimbursements, even if it has contracted with another entity to provide them.
- **What is the payment method for Participant Reimbursements?** Indicate the mechanism used to disburse payment to E&T participants.
- **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.

| Allowable Participant Reimbursements | Participant Reimbursement Caps (Optional) | Who Provides the Participant Reimbursement? | What is the payment method for Participant Reimbursements? | Method of Disbursement |
|--|---|---|--|--|
| Childcare | | Other State Agency | Direct payment to vendor(s) | Direct payment is made to the vendor or by direct deposit. Actually amount |
| Transportation, Transportation Repair, Job Search Related Expenses, Work Related Expenses, Education and/or Training Related Expenses, Background Check, Tuition | | SNAP State Agency | Direct payment to participant | US Bank Relia Card Estimated amount |
| Transportation, Transportation Repair, Job Search | | SNAP State Agency | Direct payment to vendor(s) | Direct payment made to the vendor |

| | | | | |
|--|--|--|--|-------------------------------------|
| Related Expenses, Work Related Expenses, Education and/or Training Related Expenses, Background Check, Tuition | | | | by direct deposit. Estimated amount |
|--|--|--|--|-------------------------------------|

Is dependent care provided? Select yes even if E&T funds are not being used.

- Yes
- No

Provide a URL link or describe in a written response: the payment rates for childcare reimbursements, established in accordance with the Child Care and Development Block Grant (CCDBG) based on local market rate surveys.

<https://dhhs.ne.gov/Pages/Child-Care-Providers.aspx>

How is childcare paid for?

- Direct payment to provider
- Reimbursement to participants
- Provider voucher
- Contract for dependent care
- Other

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?

Nebraska does not currently have a waitlist for childcare subsidy. Anyone can receive childcare if they meet the eligibility requirements. Attached is the link to the roster of childcare providers- <https://dhhs.ne.gov/licensure/Documents/ChildCareRoster.pdf>

How does the State agency ensure that the participant has the necessary participant reimbursements to begin participation in the E&T program?

Participants are informed about the availability of participant reimbursements at multiple points throughout the referral and enrollment process. At the time of referral and screening, EOWs, under the Economic Assistance Eligibility Operations Team inform individuals that reimbursement support may be available to help cover the cost of participation (e.g., transportation, work clothing, or supplies). This initial contact may occur during an eligibility interview, a proactive outreach call by a Workforce Coordinator (WC), or when a participant receives an invitation letter by mail or visits a local office in person.

Participant reimbursements are further explained during orientation and again at the point of enrollment in SNAP E&T. Workforce Coordinators continue to discuss and remind participants about the availability of

reimbursements throughout the course of case management. Participants are informed they may request reimbursement at any time during their participation and are provided with instructions on how to do so.

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

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

WORK REGISTRANT DATA

The SNAP general work requirements are described at 7 CFR 273.7(a). Individuals who do not meet a federal 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 (FNS-583).

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).

The Nebraska Department of Health and Human Services (DHHS) uses its eligibility system, N-FOCUS, to generate an unduplicated count of all non-exempt work registrants as of October 1, the first day of the federal fiscal year. EOWs are responsible for entering each individual's work registration status into N-FOCUS during the application, recertification, or when changes are reported. This information is recorded on the work requirement screens in the system and includes exemptions, ABAWD status, and whether the individual is subject to general work requirements.

Provide information about how work registrant data is pulled from the eligibility system, including the date the data is pulled.

On October 1, a report is generated from N-FOCUS that identifies all active SNAP participants who are non-exempt and required to register for work. The system compiles this data to produce an unduplicated, point-in-time snapshot of all work registrants statewide. This report is used as the baseline for tracking work registrants throughout the remainder of the fiscal year. To ensure accurate reporting and to prevent duplicate counting of SNAP work registrants, Nebraska's eligibility system, N-FOCUS, applies logic that tracks and excludes individuals who have already been counted earlier in the fiscal year.

How are work registrants identified in the eligibility system?

EOWs are responsible for entering each individual's work registration status into N-FOCUS during the application, recertification, or when changes are reported. This information is recorded on the work requirement screens in the system and includes exemptions, ABAWD status, and whether the individual is subject to general work requirements.

Describe measures taken to prevent duplicate counting of work registrants within the federal fiscal year.

To ensure accurate reporting and to prevent duplicate counting of SNAP work registrants, Nebraska's eligibility system, N-FOCUS, applies logic that tracks and excludes individuals who have already been counted earlier in the fiscal year.

Each month, N-FOCUS identifies individuals who are newly registered for work by reviewing their work registration start dates. The system determines whether the individual's work registration status began during the report month—defined as having a start date on or after the first day and on or before the last day of the month in question.

Before including a new registrant in the monthly count, N-FOCUS cross-references this individual against:

- The October 1 baseline list of work registrants, and
- Any previously counted registrants within the same federal fiscal year (FFY)

For example, if the report is being run for July, the system will only include individuals whose work registration began between July 1 and July 31, and who were not already included in the October 1 count or in any prior monthly reports for that fiscal year.

This process ensures each work registrant is only counted once per FFY, thereby producing an unduplicated count and maintaining data integrity across reporting periods.

Before including a new registrant in the monthly count, N-FOCUS cross-references this individual against:

- The October 1 baseline list of work registrants, and
- Any previously counted registrants within the same federal fiscal year (FFY)

For example, if the report is being run for July, the system will only include individuals whose work registration began between July 1 and July 31, and who were not already included in the October 1 count or in any prior monthly reports for that fiscal year.

This process ensures each work registrant is only counted once per FFY, thereby producing an unduplicated count and maintaining data integrity across reporting periods.

OUTCOME REPORTING MEASURES

Indicate the data source used for the national reporting measures. Select all that apply.

| Outcome Reporting Measures | Employment & Earnings Measures | Attainment of Credential / Certificate | Measurable Skill Gains |
|---|-------------------------------------|--|-------------------------------------|
| Quarterly Wage Records (QWR) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| National Directory of New Hires (NDNH) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| State Management Information System (MIS) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Manual Follow-up with SNAP E&T Participants | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Random Sample | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Indicate the data source used for the State-specific component measures. Select all that apply.

- Quarterly Wage Records (QWR)
- National Directory of New Hires (NDNH)
- State Management Information System (MIS)
- Manual Follow-up with SNAP E&T Participants
- Random Sample

Indicate the MIS used (e.g. SNAP eligibility system, State's Department of Labor MIS.)

State's Department of Labor MIS/SNAP E&T Case Management System - NEworks

Indicate the methods used to manually follow up. Select all that apply.

- Verbal Contact
- Physical Forms
- Text
- Email

Describe the process for manual follow up.

When manual follow-up is required, SNAP E&T staff or providers conduct outreach directly to participants to obtain missing or clarifying information related to eligibility, participation, or outcome

tracking.

Follow-up is conducted using the most appropriate and accessible method for the participant, which may include:

- Verbal contact by phone
- Text messaging
- Email communication

The selected method depends on the participant's preference, urgency of the information needed, and availability of current contact information. These follow-ups support accurate case management, reporting, and help ensure participants remain engaged and informed throughout their time in SNAP E&T.

COMPONENTS OVERVIEW

Which non-education, non-work components does the State agency plan to offer? Select all that apply.

- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- Workfare

Which educational components does the State agency plan to offer? Select all that apply.

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Other Educational Program
- Work Readiness Training

Which work experience components does the State agency plan to offer? Select all that apply.

- Work Activity
- Work-Based Learning

Which type of Work-Based Learning components are offered?

- Apprenticeship
- Customized Training
- Incumbent Worker Training
- Internship
- On-the-job Training
- Pre-Apprenticeship
- Transitional Jobs

NON-EDUCATION, NON-WORK COMPONENT: JOB RETENTION

Description of the component. Provide a summary of the activities and services.

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

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

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

Supervision and requirements:

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

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Participants gained new employment that resulted from participation in another E&T component.

Indicate the geographic areas where this component is offered.

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

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

| |
|-----|
| 135 |
|-----|

Estimated Annual Component Administrative Cost

| |
|--------------|
| \$210,023.55 |
|--------------|

| Outcome Measure | Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator) |
|--------------------------------|--|
| The number of participants who | The numerator is the number of clients who exited this |

maintained employment in the 2nd quarter after completion of this component.

component between Q3 of FFY 2025 and Q2 of FFY 2026 , and who have wages 2 quarters later. The denominator is the number of all participants who exited this component in the given time frame.

NON-EDUCATION, NON-WORK COMPONENT: JOB SEARCH TRAINING

Description of the component. Provide a summary of the activities and services.

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

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

The overall outcome for participants who complete the Job Search Training Component of the SNAP Employment and Training program is enhanced job-seeking effectiveness, leading to greater confidence and success in securing employment.

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

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Job search training is for those who are looking to enhance their job seeking skills and acquire the knowledge and tools necessary to be successful in obtaining employment that leads to self-sufficiency.

Indicate the geographic areas where this component is offered.

- | | | |
|---|---|--|
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| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

90

Estimated Annual Component Administrative Cost

\$72,929.70

NON-EDUCATION, NON-WORK COMPONENT: SELF-EMPLOYMENT TRAINING

Description of the component. Provide a summary of the activities and services.

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

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

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

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Self-employment is for those who have a small business or are wanting to build a business that is in high demand within their local community.

Indicate the geographic areas where this component is offered.

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| <input checked="" type="checkbox"/> Adams County | <input checked="" type="checkbox"/> Gosper County | <input checked="" type="checkbox"/> Otoe County |
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| <input type="checkbox"/> Furnas County | <input type="checkbox"/> Nemaha County | <input type="checkbox"/> Washington County |
| <input checked="" type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input checked="" type="checkbox"/> York County |

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

10

Estimated Annual Component Administrative Cost

\$2,865.00

NON-EDUCATION, NON-WORK COMPONENT: SUPERVISED JOB SEARCH

Provide a summary of the State guidelines implementing supervised job search.

Supervised job search means that participants are actively seeking employment under the guidance of a program coordinator or program manager. This is more structured as it involves regular check-ins, accountability, and assistance with application strategies. When participating in the component, participants must turn in 5 job contacts per week.

Describe the direct path to employment.

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

- Job leads
- Interview prep
- Soft Skills training
- Access to job search tools (computers in the labs provided by job centers)
- Connections with local employers
- Supportive services
- The overall outcome for participants who complete the Supervised Job Search Component of the SNAP E&T program is increased job placement success through structured support and accountability during the job search process.

Supervision and measurement requirements:

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

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

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

Case management is provided, SJS requirements are discussed, and hours spent are tracked at each appointment. Participants are typically given 1 hour per job they apply for. During case management, the WC and E&T Provider discusses the applications submitted. The WC and E&T Provider 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 participant to ask for feedback if not accepted.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

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.

Indicate the geographic areas where this component is offered.

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| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
| <input type="checkbox"/> Boone County | <input type="checkbox"/> Harlan County | <input type="checkbox"/> Phelps County |
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| <input type="checkbox"/> Furnas County | <input type="checkbox"/> Nemaha County | <input type="checkbox"/> Washington County |
| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

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| 220 |
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Estimated Annual Component Administrative Cost

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|--------------|
| \$162,632.80 |
|--------------|

| Outcome Measure | Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator) |
|---------------------------------------|--|
| The number of participants who obtain | The numerator is the number of participants who completed |

employment while participating in supervised job search. The number of participants whose SNAP benefits were reduced or terminated upon gaining employment.

supervised job search. The denominator is the number of participants who participated in supervised job search during the period of 10/1/2025-9/30/2026.

EDUCATIONAL COMPONENT: BASIC / FOUNDATIONAL SKILLS INSTRUCTION

Description of the component. Provide a summary of the activities and services.

- Improved Employability- by improving basic skills, a participant will be better equipped for a wider range of jobs.
- Increased Earning Potential- Foundational skills will increase the likelihood of securing higher-paying, stable employment.
- Better Job Retention- Having strong basic skills will assist participants with being hired and will maintain long-term employment.
- Workplace Success- Most jobs require basic skills like reading, writing, and math. By strengthening these skills, participants will become more competitive in the job market.

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

- Basic Computer Skills
- Communication Skills
- Time Management
- Teamwork and Collaboration
- Problem-Solving Skills
- Customer Service Skills
- Attention to Detail
- Adaptability
- Work Ethic
- Professionalism
- Networking and Building Relationships

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

Supervision and requirements:

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

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

The participant must 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 participant once per month, face-to-face if able or otherwise via telephone, to discuss enrollment, progress, and any needs.

Indicate the geographic areas where this component is offered.

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| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
| <input type="checkbox"/> Boone County | <input type="checkbox"/> Harlan County | <input type="checkbox"/> Phelps County |
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| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

40

Estimated Annual Component Administrative Cost

\$32,411.60

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

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 E&T Provider to verify and provide documentation for various lines of the invoice. Partners are notified that SNAP is a payer of last resort and that other funds must be used first.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

E&T Provider s providing services are notified that they cannot charge more for services provided to SNAP E&T participants than the general public. This is included in the provider handbook and is reviewed routinely during monitoring. Invoices from E&T Provider s are received monthly and reviewed by the Program Manager. Verification may be requested to show cost of services to non-E&T participants to compare costs to SNAP E&T participants. In addition, verification may be requested to determine how staffing time is paid to show the time working with E&T participants versus non-E&T participants.

EDUCATIONAL COMPONENT: CAREER / TECHNICAL EDUCATION PROGRAMS OR OTHER VOCATIONAL TRAINING

Description of the component. Provide a summary of the activities and services.

Participants can gain job skills and certifications that are in-demand skills that employers are looking for. While working with vocational training, case managers can assist participants with the following:

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

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

Supervision and requirements:

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

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

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 participant once per month, face-to-face if able or otherwise via telephone, to discuss enrollment, progress, and any needs.

Indicate the geographic areas where this component is offered.

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| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
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| <input type="checkbox"/> Buffalo County | <input type="checkbox"/> Holt County | <input type="checkbox"/> Platte County |
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| <input type="checkbox"/> Furnas County | <input type="checkbox"/> Nemaha County | <input type="checkbox"/> Washington County |
| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

360

Estimated Annual Component Administrative Cost

\$291,704.40

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

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 E&T Provider to verify and provide documentation for various lines of the invoice. Partners are notified that SNAP is a payer of last resort and that other funds must be used first.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

E&T Providers providing services are notified that they cannot charge more for services provided to SNAP E&T participants than the general public. This is included in the provider handbook and is reviewed routinely during monitoring. Invoices from E&T Providers are received monthly and reviewed by the Program Manager. Verification may be requested to show cost of services to non-E&T participants to compare costs to SNAP E&T participants. In addition, verification may be requested to determine how staffing time is paid to show the time working with E&T participants versus non-E&T participants.

| Outcome Measure | Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator) |
|--|--|
| The number of participants who received a credential or certificate by completing vocational training. | The numerator is the number of those from the denominator who received a credential or certificate after the completion of vocational training. The denominator is the number of participants who participated in vocational training during the FFY 2026. |

EDUCATIONAL COMPONENT: ENGLISH LANGUAGE ACQUISITION

Description of the component. Provide a summary of the activities and services.

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

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

- Basic Computer Skills
- Communication Skills
- Time Management
- Teamwork and Collaboration
- Problem-Solving Skills
- Customer Service Skills
- Attention to Detail
- Adaptability
- Work Ethic
- Professionalism
- Networking and Building Relationships

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

Supervision and requirements:

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

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

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 participant once per month, face-to-face if able or otherwise via telephone, to discuss enrollment, progress, and any needs.

Indicate the geographic areas where this component is offered.

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| <input checked="" type="checkbox"/> Adams County | <input checked="" type="checkbox"/> Gosper County | <input checked="" type="checkbox"/> Otoe County |
| <input checked="" type="checkbox"/> Banner County | <input checked="" type="checkbox"/> Hall County | <input checked="" type="checkbox"/> Pawnee County |
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| <input checked="" type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input checked="" type="checkbox"/> York County |

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

10

Estimated Annual Component Administrative Cost

\$3,938.20

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

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 E&T Provider to verify and provide documentation for various lines of the invoice. Partners are notified that SNAP is a payer of last resort and that other funds must be used first.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

E&T Provider s providing services are notified that they cannot charge more for services provided to SNAP E&T participants than the general public. This is included in the provider handbook and is reviewed routinely during monitoring. Invoices from E&T Provider s are received monthly and reviewed by the Program Manager. Verification may be requested to show cost of services to non-E&T participants to compare costs to SNAP E&T participants. In addition, verification may be requested to determine how staffing time is paid to show the time working with E&T participants versus non-E&T participants.

WORK EXPERIENCE COMPONENT: APPRENTICESHIP

Description of the component. Provide a summary of the activities and services.

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

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

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

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

This will be dependent on the requirements of each employer participating with the apprenticeship program. Job specific skills, work experience, and basic skills assessments will be used for each participant entering this component.

Indicate the geographic areas where this component is offered.

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

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

15

Estimated Annual Component Administrative Cost

\$3,500.00

WORK EXPERIENCE COMPONENT: INTERNSHIP

Description of the component. Provide a summary of the activities and services.

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

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

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

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

This will be dependent on the requirements of each employer participating in the internship program. Job-specific skills, work experience, and basic skills assessments will be used for each participant entering this component.

Indicate the geographic areas where this component is offered.

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

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

10

Estimated Annual Component Administrative Cost

\$3,500.00

WORK EXPERIENCE COMPONENT: ON-THE-JOB TRAINING

Description of the component. Provide a summary of the activities and services.

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

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

- Structured work environment
- Communication Skills
- Time Management
- Teamwork and Collaboration
- Problem-Solving Skills
- Customer Service Skills
- Attention to Detail
- Adaptability
- Work Ethic
- Professionalism
- Networking and Building Relationships

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

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

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Individuals must be work-ready and have the soft skills required by the employer offering the OJT. Verify enrollment and attendance. Contact with WC and participant once per week, face-to-face if able or otherwise via telephone, to discuss enrollment, progress, and any needs. Must be co-enrolled with WIOA or Title 1.

Indicate the geographic areas where this component is offered.

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

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

15

Estimated Annual Component Administrative Cost

\$3,500.00

CONTRACTS OVERVIEW

The State agency must enter every contract or third-party partner. Additionally, the State agency must report if an intermediary directly holds subcontracts with employment and training providers for the delivery of SNAP E&T services. The table below summarizes overall information across all contracts.

| Total Number of Contracts + Subcontracts | Total Participants to be Served by Contracts | Total Admin Costs | Total Participant Reimbursement Costs | Total Budget |
|---|---|--------------------------|--|---------------------|
| 12 | 833 | \$3,381,454.08 | \$103,314.22 | \$3,484,768.30 |

CONTRACTOR: CENTER FOR PEOPLE

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

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

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: CITY OF LINCOLN

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

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

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: ECHO COLLECTIVE

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

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

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

| |
|----|
| 13 |
|----|

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

| |
|-------------|
| \$20,150.00 |
|-------------|

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

| |
|--------|
| \$0.00 |
|--------|

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

| |
|--------------|
| \$146,011.78 |
|--------------|

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: GOODWILL INDUSTRIES INC, SERVING EASTERN NEBRASKA AND SOUTHWEST IOWA

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

- | | | |
|--|---|---|
| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
| <input type="checkbox"/> Boone County | <input type="checkbox"/> Harlan County | <input type="checkbox"/> Phelps County |
| <input type="checkbox"/> Box Butte County | <input type="checkbox"/> Hitchcock County | <input type="checkbox"/> Pierce County |
| <input type="checkbox"/> Buffalo County | <input type="checkbox"/> Holt County | <input type="checkbox"/> Platte County |
| <input type="checkbox"/> Butler County | <input type="checkbox"/> Howard County | <input type="checkbox"/> Polk County |
| <input checked="" type="checkbox"/> Cass County | <input type="checkbox"/> Jefferson County | <input type="checkbox"/> Red Willow County |
| <input type="checkbox"/> Cheyenne County | <input type="checkbox"/> Johnson County | <input type="checkbox"/> Richardson County |
| <input type="checkbox"/> Colfax County | <input type="checkbox"/> Kearney County | <input type="checkbox"/> Saline County |
| <input type="checkbox"/> Custer County | <input type="checkbox"/> Keith County | <input checked="" type="checkbox"/> Sarpy County |
| <input type="checkbox"/> Dakota County | <input type="checkbox"/> Kimball County | <input checked="" type="checkbox"/> Saunders County |
| <input type="checkbox"/> Dawes County | <input type="checkbox"/> Lancaster County | <input type="checkbox"/> Scotts Bluff County |
| <input type="checkbox"/> Dawson County | <input type="checkbox"/> Lincoln County | <input type="checkbox"/> Seward County |
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| <input checked="" type="checkbox"/> Douglas County | <input type="checkbox"/> Madison County | <input type="checkbox"/> Sherman County |
| <input type="checkbox"/> Fillmore County | <input type="checkbox"/> McPherson County | <input type="checkbox"/> Stanton County |
| <input type="checkbox"/> Franklin County | <input type="checkbox"/> Merrick County | <input type="checkbox"/> Thayer County |
| <input type="checkbox"/> Frontier County | <input type="checkbox"/> Morrill County | <input type="checkbox"/> Valley County |
| <input type="checkbox"/> Furnas County | <input type="checkbox"/> Nemaha County | <input checked="" type="checkbox"/> Washington County |
| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

| |
|-----|
| 150 |
|-----|

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

| |
|-------------|
| \$21,844.22 |
|-------------|

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

| |
|--------|
| \$0.00 |
|--------|

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

| |
|--------------|
| \$467,829.39 |
|--------------|

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

- Yes
- No

CONTRACTOR: INTERNATION COUNCIL FOR REFUGEES AND IMMIGRANTS, INC.

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

- | | | |
|--|---|--|
| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
| <input type="checkbox"/> Boone County | <input type="checkbox"/> Harlan County | <input type="checkbox"/> Phelps County |
| <input type="checkbox"/> Box Butte County | <input type="checkbox"/> Hitchcock County | <input type="checkbox"/> Pierce County |
| <input type="checkbox"/> Buffalo County | <input type="checkbox"/> Holt County | <input type="checkbox"/> Platte County |
| <input type="checkbox"/> Butler County | <input type="checkbox"/> Howard County | <input type="checkbox"/> Polk County |
| <input type="checkbox"/> Cass County | <input type="checkbox"/> Jefferson County | <input type="checkbox"/> Red Willow County |
| <input type="checkbox"/> Cheyenne County | <input type="checkbox"/> Johnson County | <input type="checkbox"/> Richardson County |
| <input type="checkbox"/> Colfax County | <input type="checkbox"/> Kearney County | <input type="checkbox"/> Saline County |
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| <input type="checkbox"/> Frontier County | <input type="checkbox"/> Morrill County | <input type="checkbox"/> Valley County |
| <input type="checkbox"/> Furnas County | <input type="checkbox"/> Nemaha County | <input type="checkbox"/> Washington County |
| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: LINCOLN LITERACY

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

- | | | |
|---|--|---|
| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
| <input type="checkbox"/> Boone County | <input type="checkbox"/> Harlan County | <input type="checkbox"/> Phelps County |
| <input type="checkbox"/> Box Butte County | <input type="checkbox"/> Hitchcock County | <input type="checkbox"/> Pierce County |
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| <input type="checkbox"/> Butler County | <input type="checkbox"/> Howard County | <input type="checkbox"/> Polk County |
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| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: METROPOLITAN COMMUNITY COLLEGE

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

- | | | |
|--|---|---|
| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
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| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: NO MORE EMPTY POTS

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

- | | | |
|--|---|--|
| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
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| <input type="checkbox"/> Buffalo County | <input type="checkbox"/> Holt County | <input type="checkbox"/> Platte County |
| <input type="checkbox"/> Butler County | <input type="checkbox"/> Howard County | <input type="checkbox"/> Polk County |
| <input type="checkbox"/> Cass County | <input type="checkbox"/> Jefferson County | <input type="checkbox"/> Red Willow County |
| <input type="checkbox"/> Cheyenne County | <input type="checkbox"/> Johnson County | <input type="checkbox"/> Richardson County |
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| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

| |
|----|
| 40 |
|----|

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

| |
|--------|
| \$0.00 |
|--------|

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

| |
|--------|
| \$0.00 |
|--------|

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

| |
|--------------|
| \$297,768.90 |
|--------------|

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: THE BAY

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

- | | | |
|---|--|---|
| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
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| <input type="checkbox"/> Cheyenne County | <input type="checkbox"/> Johnson County | <input type="checkbox"/> Richardson County |
| <input type="checkbox"/> Colfax County | <input type="checkbox"/> Kearney County | <input type="checkbox"/> Saline County |
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| <input type="checkbox"/> Furnas County | <input type="checkbox"/> Nemaha County | <input type="checkbox"/> Washington County |
| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: TOGETHER, INC OF METROPLITAN OMAHA

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

- | | | |
|--|---|--|
| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
| <input type="checkbox"/> Boone County | <input type="checkbox"/> Harlan County | <input type="checkbox"/> Phelps County |
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| <input type="checkbox"/> Cheyenne County | <input type="checkbox"/> Johnson County | <input type="checkbox"/> Richardson County |
| <input type="checkbox"/> Colfax County | <input type="checkbox"/> Kearney County | <input type="checkbox"/> Saline County |
| <input type="checkbox"/> Custer County | <input type="checkbox"/> Keith County | <input checked="" type="checkbox"/> Sarpy County |
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| <input type="checkbox"/> Gage County | <input type="checkbox"/> Nuckolls County | <input type="checkbox"/> York County |

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: WOMEN'S CENTER FOR ADVANCEMENT

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

- | | | |
|--|---|--|
| <input type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
| <input type="checkbox"/> Boone County | <input type="checkbox"/> Harlan County | <input type="checkbox"/> Phelps County |
| <input type="checkbox"/> Box Butte County | <input type="checkbox"/> Hitchcock County | <input type="checkbox"/> Pierce County |
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Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
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- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: YWCA - ADAMS COUNTY

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Adams County | <input type="checkbox"/> Gosper County | <input type="checkbox"/> Otoe County |
| <input type="checkbox"/> Banner County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Pawnee County |
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Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

WBL PROGRAMS OVERVIEW

State agencies must report on each provider that plans to offer a Work-Based Learning (WBL) component, whether it is unsubsidized or subsidized by SNAP E&T funds.

WBL ACTIVITY: METROPOLITAN COMMUNITY COLLEGE

PROVIDER: METROPOLITAN COMMUNITY COLLEGE

COMPONENT: WBL - APPRENTICESHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

75

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

MCC and the employers work together to ensure that the participants are provided with support by assessing the needs of each participant.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: THE BAY

PROVIDER: THE BAY

COMPONENT: WBL - INTERNSHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Music, graphic design, software, fashion

What is the projected annual number of participants to participate?

10

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

What is the model for this activity?

- E&T Provider is employer of record and receives wage subsidy as employer
- E&T Provider is intermediary between State agency and 1 or more employers
- State agency contracts with both E&T Provider and employers

Who is the employer of record?

- State agency
- E&T Provider
- Worksite employer

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

One-on-one mentoring, applying for and looking for jobs. Assist with the resume and coach on interviews.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: CENTER FOR PEOPLE

PROVIDER: CENTER FOR PEOPLE

COMPONENT: WBL - ON-THE-JOB TRAINING

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

Provide a justification for why the length of the activity is greater than 6 months.

Credentialing opportunities and volunteer experiences to gain on-the-job training vary depending on the length of the program. Some can be completed in as little as a month while others, such as an Associate's degree from Southeast Community College, take approximately 2 years.

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Credentialing

What is the projected annual number of participants to participate?

75

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Does the activity include a simulated work environment that includes tasks required for a given career field?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

One-on-one case management services motivate and support participants throughout their involvement in our program—from deciding upon a career pathway, crafting a resume, interviewing, and returning to our program to continue reskilling, upskilling, and seeking better employment opportunities for themselves. Our computer lab provides a supportive space for our participants to learn and search for employment.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: CITY OF LINCOLN

PROVIDER: CITY OF LINCOLN

COMPONENT: WBL - ON-THE-JOB TRAINING

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

| |
|---|
| 8 |
|---|

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Participants are employed the first day they work, and are provided progress on their performance.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: GOODWILL INDUSTRIES INC, SERVING EASTERN NEBRASKA AND SOUTHWEST IOWA

PROVIDER: GOODWILL INDUSTRIES INC, SERVING EASTERN NEBRASKA AND SOUTHWEST IOWA

COMPONENT: WBL - ON-THE-JOB TRAINING

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

| |
|----|
| 10 |
|----|

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Our apprenticeship programs are based on a benchmark of attainable skill gains through employer sponsored OJT, the benchmarks are contained within a 6 month window of the OJT for completion.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

OPERATING BUDGET

The regulations at 7 CFR 273.7(c)(6) outline State agencies must include an operating budget for the year. Complete all cost categories, as applicable. Note that the cost categories, outside of the contractual or county administered program line items, apply only to the State agency costs. The calculated values will automatically display upon selecting the Quick Save button.

Direct Program and Admin Costs

| | Non-Federal Share | Federal Share | Total |
|----------------------------------|--------------------------|----------------------|--------------|
| Salary/Wages (State agency only) | \$161,628.02 | \$469,133.02 | \$630,761.04 |

List Full Time Equivalent (FTE) staff positions, percentage of time spent on the project, and average annual salary of each position. Example: E&T Manager - \$60,000 * .50 FTE = \$30,000; 5 E&T Counselors = \$25,000 * 1.00 FTEs * 5 = \$125,000.

Program Administrator \$86,688.16 * (.50 FTE) = \$43,344.08, 2 Program Managers (1 FTE*\$65,752.96) 1FTE*\$66,601.60) = \$132,354.56, 3 Program Specialists-(1FTE*\$52,628.16) + (1FTE *\$50,573.12) + (1FTE*\$49,460.32) = \$205,289.76, 4 Workforce Coordinators (3FTE*\$46,10.88) + (1FTE*\$52,921.44) = \$249,772.64, Program Coordinator (Business Services Representative)*1FTE = \$52,628.16

\$307,505 of the salaries is using the 100% federal funds - \$161,628.02/\$161,628.02 is using 50/50 federal.

| | Non-Federal Share | Federal Share | Total |
|-----------------|--------------------------|----------------------|--------------|
| Fringe Benefits | \$110,383.18 | \$110,383.18 | \$220,766.36 |

Explain how fringe benefits are calculated and clearly explain how the amount listed was determined. If charging fringe benefits to the E&T program, provide the approved fringe rates.

35% Fringe Benefits

| | Non-Federal Share | Federal Share | Total |
|-----------------------|--------------------------|----------------------|--------------|
| Non-Capital Equipment | \$74,750.00 | \$74,750.00 | \$149,500.00 |

Describe non-capital equipment and supplies to be purchased with E&T funds.

Annual cost of NEworks = \$149,500. NEworks is Nebraska’s State Labor exchange, that is utilized by Nebraska’s Department of Labor programs and WIOA Title I programs. SNAP E&T utilizes NEworks for case management and federal performance reporting.

| | Non-Federal Share | Federal Share | Total |
|-----------|--------------------------|----------------------|--------------|
| Materials | \$5,000.00 | \$5,000.00 | \$10,000.00 |

Describe materials to be purchased with E&T funds.

Promotional items used to provide services, and promote program services in the community, office supplies, training materials and manuals, printing, postage and shipping, and software licenses needed for daily tasks related to program operation.

| | Non-Federal Share | Federal Share | Total |
|--------|--------------------------|----------------------|--------------|
| Travel | \$15,000.00 | \$15,000.00 | \$30,000.00 |

Describe the purpose and frequency of staff travel charged to the E&T program. This should not include E&T participant reimbursements for transportation. Include planned staff training and registration costs for training that will be charged to E&T funds.

The Program Administrator, Program Managers, Program Specialists, and Workforce Coordinators meet 2-3 times per year for team meetings and training. Travel is also necessary for onboarding partners, providing training, employer and community outreach, job fairs, and monitoring events. Travel costs cover hotels, transportation, and meal reimbursements.

| | Non-Federal Share | Federal Share | Total |
|----------------|--------------------------|----------------------|--------------|
| Building Space | \$0.00 | \$0.00 | \$0.00 |

Explain how building space is calculated and clearly explain how the amount listed above was determined. If charging building space to the E&T program, describe the method used to calculate space value.

N/A

| | Non-Federal Share | Federal Share | Total |
|--|--------------------------|----------------------|--------------|
| Equipment and other capital expenditures | \$0.00 | \$0.00 | \$0.00 |

Describe equipment and other capital expenditures over \$5,000 per item that will be charged to E&T funds. (In accordance with 2 CFR 200.407, prior written approval from FNS is required.)

N/A

| | Non-Federal Share | Federal Share | Total |
|---|--------------------------|----------------------|----------------|
| Subtotal / State Agency Costs Only | \$366,761.20 | \$674,266.20 | \$1,041,027.40 |
| Contractual Costs | \$1,690,727.04 | \$1,690,727.04 | \$3,381,454.08 |
| County Administered Direct Program Admin Cost | \$0.00 | \$0.00 | \$0.00 |
| Total Direct Program and Admin Costs | \$2,057,488.24 | \$2,364,993.24 | \$4,422,481.48 |

Indirect Costs - Using Indirect Cost Rate

| | Non-Federal Share | Federal Share | Total |
|----------------|--------------------------|----------------------|--------------|
| Indirect Costs | \$0.00 | \$0.00 | \$0.00 |

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 contingent agency, upload the approval letter.

No File Uploaded

Indirect Costs - Using Federally Approved Cost Allocation Plan

| | Non-Federal Share | Federal Share | Total |
|---|--------------------------|----------------------|--------------|
| Federally Approved Cost Allocated Costs - State agency only | \$84,206.60 | \$84,206.60 | \$168,413.20 |
| County Administered Allocated Costs (only applicable to County Administered Programs) | \$0.00 | \$0.00 | \$0.00 |
| Total Allocated Costs based on Cost Allocation Plan | \$84,206.60 | \$84,206.60 | \$168,413.20 |

In-kind Contribution

| | Non-Federal Share | Federal Share | Total |
|----------------------------|--------------------------|----------------------|----------------|
| State In-kind Contribution | \$0.00 | \$0.00 | \$0.00 |
| Total Administrative Costs | \$2,141,694.84 | \$2,449,199.84 | \$4,590,894.68 |

Participant Reimbursements

| | Non-Federal Share | Federal Share | Total |
|--------------------------------------|--------------------------|----------------------|--------------|
| Dependent Care | \$0.00 | \$0.00 | \$0.00 |
| Transportation & Other Costs | \$90,735.00 | \$90,735.00 | \$181,470.00 |
| State Agency Cost for Dependent Care | \$0.00 | | \$0.00 |
| Total Participant Reimbursements | \$90,735.00 | \$90,735.00 | \$181,470.00 |

Total Costs

| | Non-Federal Share | Federal Share | Total |
|------------|--------------------------|----------------------|----------------|
| Total Cost | \$2,232,429.84 | \$2,539,934.84 | \$4,772,364.68 |

FUNDING SOURCES

Fields for the Funding Sources section will populate from other sections, such as the Operating Budget section or annual allocations decided by FNS OET.

The system will provide the States 100 percent allocation as well as the target for the total 50/50 funds, as provided in the annual E&T final allocation memo.

State agencies may enter funds into the field "100 Percent Federal Grant - Additional Funds" for planning purposes. This field must be blank before initial submission. State agencies that wish to request additional 100% funds can do so via the Funding Requests tab. If the request is approved, State agencies will see the approved amount populated in this field, and a new State Plan Amendment must be submitted.

The system utilizes a formula that distributes administrative costs to the various funding sources (i.e. 100 percent Federal, 50 percent Federal Admin and 50 percent Non-Federal Admin.) The formula also establishes a funding hierarchy for the use of all available 100 percent Federal funds. This funding hierarchy will assign the planned administrative expenses against the regular 100 Federal grant first, then depending upon availability, against additional 100 percent funds, able-bodied adults without dependents (ABAWD) pledge funds, if applicable. Any planned costs over the available 100 percent funds will be evenly distributed against the 50 percent Admin funds.

The planned expenses shown for the field "100% Federal Grant" will be inclusive of the formula allocation, as well as any additional Federal funds approved. Fields in the column "Distribution of Planned Expenses" are populated from the planned expenses table. States can use this table to extrapolate figures, but cannot submit the form until 100% of Federal additional funds under the "Allocation or Target" column has been removed.

SNAP Employment and Training Funding Sources

| 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 | \$307,505.00 | \$307,505.00 | \$0.00 | 100.00% |
| Federal | 100 Percent Federal Grant - Additional Funds | \$0.00 | \$0.00 | \$0.00 | |
| Federal | ABAWD Pledge Grant | | \$0.00 | \$0.00 | |
| Federal | Total - All 100 Percent Funds | \$307,505.00 | \$307,505.00 | \$0.00 | |
| Federal | 50 Percent Administrative | | \$2,141,694.84 | | |
| Non-Federal | 50 Percent Administrative | | \$2,141,694.84 | | |
| Federal | 50 Percent Participant Reimbursements | | \$90,735.00 | | |
| Non-Federal | 50 Percent Participant Reimbursements | | \$90,735.00 | | |
| Federal | Total 50 Percent Federal Target | \$593,110.00 | \$2,232,429.84 | \$1,639,319.84 | |
| | Total | \$900,615.00 | \$4,772,364.68 | | |

Total Fiscal Year Plan Funding

| Funding Sources | Non-Federal Share | Federal Share | Total |
|---|--------------------------|----------------------|----------------|
| 100 Percent Federal Grant | | \$307,505.00 | \$307,505.00 |
| ABAWD Pledge Grant | | \$0.00 | \$0.00 |
| 50 Percent Administrative | \$2,141,694.84 | \$2,141,694.84 | \$4,283,389.68 |
| 50 Percent Dependent Care | \$0.00 | \$0.00 | |
| 50 Percent Transportation/Other | \$90,735.00 | \$90,735.00 | |
| 50 Percent Total Participant Reimbursements | \$90,735.00 | \$90,735.00 | \$181,470.00 |
| Total 50 Percent Funds | \$2,232,429.84 | \$2,232,429.84 | \$4,464,859.68 |
| Total | \$2,232,429.84 | \$2,539,934.84 | \$4,772,364.68 |

PLEDGE TO SERVE ALL ABAWDs

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).

Is the State agency pledging to offer qualifying activities to all ABAWDs subject to the criteria under 7 CFR 273.7(d)(3)(i)?

Yes

No