



Request for Application (RFA) Rural Health Care Workforce Incentive and Sustainability Model

The Nebraska Department of Health and Human Services, Office of Economic Assistance (DHHS) is issuing this Request for Applications (RFA) for the purposes of entering into a Grant agreement and awarding Federal funds to multiple eligible and qualified agencies to strengthen Nebraska’s rural health care workforce by investing in the development and expansion of SNAP Employment & Training (SNAP E&T) Third-Party Partners that create sustainable health care career pathways in rural, frontier, tribal, and other high-need communities across the state. **Applicants must meet eligibility criteria.**

RFA #	TOTAL FUNDING AVAILABLE	RELEASE DATE
RHTP-3.3	\$2,000,000	03/09/2026
APPLICATION DUE DATES	PERIOD OF PERFORMANCE	APPLICATION SUBMISSION AND QUESTIONS
ROLLING APPLICATIONS APRIL 1, 2026, MAY 1, 2026, AND JUNE 1, 2026	April 1, 2026, to March 31, 2027	Dhhs.snapeandtprovider@nebraska.gov

1. OVERVIEW

OBJECTIVE

The Nebraska Department of Health and Human Services (DHHS) has been awarded federal funding under the Nebraska Rural Health Transformation Program (RHTP), Initiative Three: Rural Health Care Workforce Incentive and Sustainability Model. Under Initiative 3.3, DHHS will award capacity-building grants to establish or expand SNAP Employment & Training (SNAP E&T) Third-Party Partners focused exclusively on developing health care career pathways in rural, frontier, tribal, and other high-need communities across Nebraska.

The Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) is a workforce development initiative designed to help SNAP recipients build skills, access supportive services, and obtain meaningful employment that leads to self-sufficiency.

This initiative is intended to:

- Build organizational infrastructure necessary to become an approved SNAP E&T Third-Party Partner.
- Develop sustainable health care workforce pipelines.
- Transition providers to the SNAP E&T 50/50 reimbursement model after the grant period.

All services funded under Initiative 3.3 must focus on health care career pathways. Applicants must:

- Identify individuals potentially eligible for SNAP
- Coordinate SNAP eligibility verification with DHHS.

- Accept referrals from DHHS.
- Provide comprehensive case management.
- Conduct assessments and develop employment plans.
- Track all participant activity in NEworks.
- Record accurate time and effort documentation.
- Estimate number of participants to be served.
- Identify counties served.
- Define participant eligibility criteria.
- Provide detailed budget justification including cost per participant.
- Clearly define health care career pathways including:
 - Target occupations
 - Required credentials
 - Employer partnerships
 - Anticipated wages

Recipients must:

- Complete the SNAP E&T RFA (Attachment 1), and receive an intent to award a SNAP E&T Third Party Partnership contract within 6 months of the award date for this funding.
- Successfully meet all SNAP E&T operational requirements.
- Develop and demonstrate a commitment of allowable non-federal funding sources necessary to transition to the SNAP E&T 50/50 reimbursement model at the end of this grant period.
- Fully transition to the SNAP E&T 50/50 reimbursement model following the grant. period.
- Failure to meet these requirements will result in repayment of awarded funds.

Award Amount

- Maximum award: Up to \$200,000 per applicant.
- Funds are not eligible for SNAP E&T 50/50 reimbursement during the grant period.
- Subrecipients may not earn or retain profit from these funds.

No funds are guaranteed until a formal agreement is fully executed by both DHHS and the selected applicant.

DHHS is making the full amount of the \$2,000,000 available for Grants under this RFA. A total award of this amount of funds is not guaranteed but is subject to the Applications received, to actual money appropriated to DHHS, and to DHHS' discretion.

WHO IS ELIGIBLE

Eligible entities include local governments, Indian tribes, institutions of higher education, and nonprofit or for-profit entities. Individuals may not apply for this grant funding. An eligible entity may apply as a fiscal agent on behalf of a consortium of smaller organizations and may request a higher funding amount than a single standalone entity.

Eligible applicants must:

- Offer one or more USDA-approved SNAP E&T components.
- Demonstrate the ability to serve eligible SNAP participants in accordance with Nebraska's approved SNAP E&T State Plan.
- Propose programming focused exclusively on health care occupational pathways

- Serve or propose to serve rural, frontier, tribal, or other high-need Nebraska communities.
- Demonstrate meaningful employer engagement within the health care sector.
- Demonstrate financial capacity to identify and commit allowable non-federal funding sources necessary to transition to the SNAP E&T 50/50 reimbursement model upon completion of this grant.

Individuals are not eligible to apply.

USE OF FUNDS

Funds must be used to address the following areas:

- Directly support approved SNAP E&T components.
- Support participants in health care occupational pathways
- Serve or create a pipeline to serve rural, frontier, tribal or other high-need Nebraska communities.
- Personnel costs for staff performing SNAP E&T administrative functions, including program oversight, fiscal management, reporting, compliance monitoring, coordination with DHHS, and required training.
- Payroll-related costs, including fringe benefits, are proportionate to the time staff spend on allowable SNAP E&T administrative activities.
- Financial management and accounting costs directly related to SNAP E&T, including cost tracking, reimbursement preparation, and fiscal reporting.
- Data collection, reporting, and recordkeeping costs required to meet state and federal SNAP E&T requirements.
- Administrative supplies and materials necessary for SNAP E&T program administration.
- Required monitoring, audit, and compliance activities related to SNAP E&T operations.
- Be necessary and reasonable.
- Align with Nebraska's SNAP E&T State Plan.
- Comply with federal cost principles.
- Funds may not supplant existing employer compensation or benefits. Any workforce incentives must be tied to documented service commitments and tracked at the participant level.
- The maximum amount of allowable administrative and indirect costs is 7.5%. Administrative and indirect costs must be capped at 7.5%.

All administrative expenses must be:

- Allocated proportionately based on documented SNAP E&T usage or staff time
- Supported by adequate documentation, including time and effort records where applicable
- Included in the approved budget or otherwise approved by DHHS

Funds may not be used for:

- General organizational operating expenses unrelated to SNAP E&T
- Medical service delivery
- Bad debts, uncollected accounts, write-offs, or related collection costs
- Contingency provisions, reserve funds, or contributions to emergency or rainy-day funds (excluding allowable insurance premiums)
- Contributions or donations, including political contributions or charitable giving unrelated to SNAP E&T
- Entertainment costs primarily intended for amusement or social activities

- Certain costs (e.g., meals) may be allowable when directly tied to approved training or program activities and must meet a reasonableness test and receive prior approval, as applicable
- Fines, penalties, or late fees resulting from failure to comply with federal, state, or local laws, regulations, or contractual requirements
- Losses not covered by insurance, including indemnification payments or settlements paid to third parties
- Legislative or lobbying expenses, including executive or political lobbying
- Costs associated with general government operations or executive offices, unless directly attributable, properly allocated, and approved by DHHS
- Under-recovery of costs under other federal awards, including charging shortfalls from one grant to another federal funding source
- Alcoholic beverages
- Advertising and public relations costs, unless directly related to approved SNAP E&T recruitment, procurement, or program communications
- Alumni activities, commencements, or convocations
- Legal fees arising from violations of federal, state, or local laws or regulations
- Goods or services for personal or private use
- Interest expenses, fundraising costs, or investment management fees
- Political party or campaign-related expenses
- Pre-award or pre-agreement costs incurred prior to execution of a DHHS-approved grant or contract
- Student activity fees or student organization costs
- State or local sales tax where exemption is available
- Any other cost determined by DHHS to be unreasonable, unnecessary, insufficiently documented, or not directly related to approved SNAP E&T activities
- Unallowable costs under federal regulation

Applicable regulations:

- 2 CFR Part 200
- 2 CFR Part 400
- 7 CFR Parts 271–285
- 48 CFR Part 31 Subpart 31.2
- USDA SNAP E&T Operations Handbook

Expenditure of these funds must be for necessary, allowable, and reasonable costs incurred during the Period of Performance from date to date. The dates and allowable uses of funds may be subject to change. DHHS may require repayment of funds for expenditures that are determined to be unallowable, unsupported, or not in compliance with the terms of the grant agreement or applicable federal and state regulations.

AWARD OF FUNDING

The amount of funding each Applicant is eligible for is determined based on need and available funding. Each applicant will be eligible for up to \$200,000. If applications exceed available funding, DHHS reserves the right to decrease requested funding allocations to maximize the available funding to best serve Nebraska and the requirements of the RHTP Initiative 3.3 purposes. Funds will be awarded through a Grant. No promise for funds is binding on DHHS, and no funds will be paid to any Applicant until a Grant has been executed by both the Applicant and DHHS. All agreements issued under this RFA will operate on a cost reimbursement basis. Grantees will be

reimbursed for allowable and approved expenses incurred during the period of performance in accordance with the executed grant agreement and applicable federal and state requirements.

REPORTING REQUIREMENTS

Applicants must have a financial system in place to monitor their expenditures. Grantees may be audited at any time. All receipts must be made available upon request. Grantees will be required to submit a monthly report on the 15th of the month that includes:

- All expenditures
- Participant enrollment metrics.
- Total participants served.
- Retention and completion rates.
- Activity logs.
- Employment plan outcomes.
- Referrals.
- Certifications earned.
- Employment outcomes.
- Other details regarding the provision of support services.

An Annual Report will be required to be submitted on March 15 of each year that includes:

- Unduplicated report of all monthly reporting requirements
- Unsubsidized wages in the 2nd and 4th quarters
- Voluntary participants

For profit subrecipients may be subject to additional monitoring requirements. Agreements may require detailed reporting of incentive disbursements, disclosure of related-party transactions, expanded access to records, and audit rights consistent with state and federal requirements.

ATTACHMENTS

The following documents are incorporated as attachments to this RFA:

- SNAP Employment and Training RFA

2. TIMEFRAME FOR APPLICATIONS AND PROGRAMS

DHHS will review applications monthly starting April 1, 2026, with a final application cut-off date of June 1, 2026. Applications are due on the 1st of the month. The June 1, 2026, cut-off date will be contingent on funding availability. If funding is exhausted prior to June 1, 2026, DHHS will close the funding opportunity early.

The SNAP E&T team will be holding a Q&A Office Hours session via Webex on March 16, 2026, at 10:00 am CST. Please send any questions prior to the session to dhhs.snapeandtprovider@nebraska.gov. The link to the session will be available on March 13, 2026.

The period of performance must not begin before April 1, 2026. All funds must be spent by March 31, 2027. The period of performance will begin on the date the contract is signed.

3. APPLICATION INSTRUCTIONS

To apply, an entity must fully complete Form 1: Application, Work Plan, and Budget and submit it electronically to Dhhs.snapeandtprovider@nebraska.gov. Applications that do not contain the required information may be rejected. DHHS reserves the right to evaluate Applicants and award funds in a manner utilizing criteria selected at DHHS' discretion and in the best interest of meeting the objectives of the funding involved.

4. EVALUATION OF APPLICATIONS

DHHS will evaluate all Applications to determine whether the Applicant is an eligible entity; whether the Application meets the minimum requirements of this RFA; and whether the Applicant poses risk of noncompliance with federal statutes, regulations, and the terms and conditions of the Grant, such that DHHS should not award funding.

Applications will be evaluated based on the following criteria:

- Purpose: Expand healthcare workforce pathways for SNAP participants in rural Nebraska
- Target Population: SNAP E&T eligible individuals (unemployed, underemployed and low-income adults)
- Service Area: Rural Nebraska counties
- Outcomes: Ability to implement employment outcomes in high demand healthcare occupations, wage progression, credential attainment, etc.

An evaluation committee will review and score applications based on the above criteria. If applications exceed available funding, applicants will be funded based on the highest scored applications. Applicants may be funded for grant amounts less than requested to maximize funding under this opportunity as DHHS determines and as funding allows.

Selected applicants will be required to submit any additional information necessary for inclusion in the SNAP E&T State Plan. This may include, but is not limited to, detailed budgets, descriptions of SNAP E&T components and activities, projected service levels and performance expectations.

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Questions regarding the program and applications should be sent to:

SNAP Next Step Employment and Training
Department of Health and Human Services,
Office of Economic Assistance
301 Centennial Mall South
Lincoln, NE 68509
Dhhs.snapeandtprovider@nebraska.gov