

25.3 SNAP E&T ACTIVITIES

All clients must complete a Personal Responsibility Plan (PRP) prior to placement in an activity. The activities available for placement are listed below. Clients must be placed in existing activities provided at no charge to the individual, or payment must be provided through other funding sources such as WIB or PELL grants, etc.

A. JOB SEARCH ACTIVITY

Job Search is a qualifying **E&T Participants** activity only when it immediately precedes a qualifying placement.

Individuals who are determined to be job ready or individuals who have satisfactorily completed another program activity are placed in this activity. This activity consists of counseling on an as needed basis. The duration of this activity must not exceed one month.

Participants are required to make a pre-determined number of employer contacts in a month, not to exceed 12 per month. Job contacts must be recorded on the Job Search Employer Contact Verification Form, DFA-WVW-25, and returned to the SNAP E&T Worker at the end of the Job Search period. Contacts are verified on a random sample basis. When feasible, one contact should be with Job Service to register for work and to obtain WIB and WOTC certification. If the required contacts have not been made or if other questions arise, an interview is scheduled to determine good cause or to discuss other concerns when the DFA-WVW-25 is not returned.

Participants are to be paid a \$25 transportation reimbursement for the month's of activity. Payment will be made prior to, or when Job Search begins, and must be taken into consideration when scheduling the Job Search activity.

It may not always be feasible for a participant to complete the required number of contacts. The SNAP E&T Worker must determine on a case by case basis if good cause exists for not completing the required number of contacts. An example of good cause is a lack of employers within a reasonable distance to the individual. Also, the individual must possess the skills normally required by the local employers.

When the Worker determines that an insufficient number of employers are available, the individual satisfies the requirements for Job Search if he/she has contacted the available employers and attended the scheduled classroom training.

B. EDUCATIONAL ACTIVITIES

This activity includes placement in existing structured activities that such as High School, GED, Adult Basic Education (ABE), Literacy, English as a Second Language and post secondary education. High School, GED, English as a second language and Adult Basic Education classes are operated by the County Board of Education. In some counties, private not-for-profit groups offer this type of activity with Workforce Investment Board (WIB) funding. Individuals in college and other post-secondary activities must use private funds, existing grants such as PELL, and loans to cover the cost of tuition, books, and fees. Skills training may be paid after all other resources are exhausted for vocational training not including college.

Individuals under the age of 30 without a High School Diploma or GED are required to enter remedial or secondary education activities if they are not working part time or involved in another activity. Individuals who are already in college courses are expected to continue participating or, as required, participate in another activity. Individuals are required to participate a minimum of six hours per week or 24 hours of classroom time in a four week period.

Only those scheduled to attend classes at least 24 hours each month will receive reimbursement for transportation.

The SNAP E&T Worker must refer individuals to the appropriate program, such as ABE, GED, or post-secondary, and must monitor progress on a monthly basis. A time sheet, DFA-TS-12, must be completed for each month's participation and signed by each service provider. The SNAP E&T Worker must also work with participants to help eliminate barriers to participation by making referrals to other services available in the community. The SNAP E&T Worker must work with each service provider to determine the level of progress being made. If satisfactory progress is not made the client may be subject to a penalty. See Section 13.6.

Individuals who participate in these activities are expected to improve basic functioning levels and/or obtain a GED. Upon completion, individuals may be required to enter either the Job Skills/Vocational Training or EIP.

In order to meet the **E&T** participation requirement, the individual must attend the educational facility 20 hours per week.

EXAMPLE: Twelve hours per week are available in the educational component. The participant may be placed into an EIP for at least 8 hours a week in order to meet the 20-hour participation requirement.

Participants are paid a \$25 transportation reimbursement for each month of participation.

The following lists educational activities that may meet an individual's work requirement.

1. Literacy Program

When the client cannot read, he may be placed in a Literacy Program. To qualify for such placement, the individual must test at or below standards set by the literacy program.

2. High School

The student must adhere to the established attendance policy of the institution.

When the individual is no longer eligible to be in the school system, or placing him back in the school system is inappropriate, he must be placed in Adult Basic Education (ABE), vocational training or an alternative school setting.

3. English As A Second Language

Those adults who cannot read, write, and/or speak English, may receive education in English language skills. This is considered ABE/GED for coding purposes.

4. Adult Basic Education (ABE)

ABE includes training in basic skills. It may also be used to help prepare for the GED test.

5. College

NOTE: Student policy applies. See Section 9.1,A.

Attending undergraduate college classes part-time may meet the work requirement for an individual if the 20 hours per week requirement is met. Otherwise, hours spent in class may help meet the requirement. If the 20-hour requirement is not met, the individual may be subject to a penalty. No hours of credit are given for study time.

Some undergraduate courses require that students be placed in an unpaid work environment. Such undergraduate placements may also be used to meet the work requirement. These placements include, but are not limited to: student teaching, internships, clinical work assignments and unpaid work experience. When the student does not participate in such activities for a sufficient number of hours to meet his participation requirement, the individual must also participate in another activity.

NOTE: Participation in College Work Study is considered employment for coding purposes.

A release of information form may be used to obtain information about a client's participation in education from institutions and other education activity providers. The form authorizes the SNAP E&T Worker to request such information.

The form must be read and explained to the client prior to a specific placement or requirement. The form is signed by the client at the time the SNAP E&T Worker needs to obtain specific information. After completion, the form is filed in the case record.

A transportation payment of \$25 may be made for each month of participation.

C. JOB SKILLS/VOCATIONAL TRAINING

Jobs Skills/Vocational Training enables individuals to acquire the necessary knowledge and skills to compete in a specific occupation. This component may only be used when the training is likely to lead to employment. This activity is provided through existing resources available in the community on a non-reimbursable basis, until the resources have been exhausted.

submitted to the Director of DFA and include the client's name, address, SSN, name of the training facility and the occupation for which training is sought. The request must also include the usual pay rate for the occupation, as well as the current employment prospects and labor demands.

A transportation payment of \$25 may be made for each month of participation.

D. COMMUNITY SERVICES PROGRAM

This program is for non-exempt **E&T Participants**. These individuals must be placed with agencies described below in order to meet the work requirement. The primary purpose of Community Service is to provide work experience and training to assist a client who has limited work experience, is under-employed or has no immediate employment opportunities.

Placements are only made with private not-for-profit agencies or public agencies. The SNAP E&T Worker is responsible for approving all work positions and for collecting monthly time sheets for each participant.

Each participant receives a \$25 transportation reimbursement for each month of participation.

Participation hours for Community Services are governed by the Fair Labor Standards Act (FLSA). The maximum monthly participation obligation is determined by dividing the amount of SNAP benefits by either of the state or federal minimum wage, whichever is higher.

Participants are deemed to have met the required number of hours in the component if they participate for the maximum number of hours permitted by FLSA.

The SNAP E&T Worker must work closely with the local WV WORKS staff in making Community Service Placements. An **E&T Participant** cannot be placed with an existing CWEP sponsor.

1. Who May Be A Community Service Sponsor

Community Service sponsors are limited to public agencies, such as federal, local, state and not-for profit employers. It is limited to public services projects in fields such as health, social services, environmental protection, education, urban and rural development and re-development, welfare, recreation, public activities, public safety and child care.

2. Requirements Of The Sponsor

The Community Services Sponsor must meet the following requirements:

- Provide the client with guidance and supervision necessary to participate in the work experience project;
- Provide safety equipment, special clothing and tools needed to perform the assigned duties;
- Assume the cost of any required pre-employment medical examinations;
- The agency should provide medical coverage in the event the individual is injured while volunteering at the work site; and
- Not schedule clients to work split shifts during the work period.

E. EMPLOYMENT

The first priority of the SNAP E&T Program is placement of the individual into full-time unsubsidized employment. When this is not possible, part-time unsubsidized, part-time or full-time subsidized employment and other activities can be explored.

The client's entry into employment may be the result of job development by the SNAP E&T Worker, efforts of other employment agencies, or the result of the client's own efforts.

Items 1 and 2 below define unsubsidized and subsidized employment and provide other necessary information.

1. Unsubsidized Employment

Unsubsidized employment is when earnings are provided by an employer who does not receive a subsidy for the creation and maintenance of the employment position.

NOTE: Any tax credits received by the employer are not considered subsidies.

a. Displacement/Replacement

There is no consideration of the displacement of other employees when the client is placed in unsubsidized employment.

G. DRIVER'S EDUCATION

This program is for **E&T Participants**. Individuals, without a driver's license, may be placed in a class to learn how to drive. The instructor must be a certified driver's education instructor. The class must be designed to teach driving skills for beginning drivers. This component does not include classes designed to reduce driver's "points" received for traffic violations, nor does it include regaining a driver's license after losing it for a driving violation.

A transportation payment of \$25 may be made for each month of participation. A tuition payment may be made once during the lifetime of the participant. The tuition payment is limited to no more than \$350.