



SELF- SUFFICIENCY EMPLOYMENT AND TRAINING PROGRAMS

Oregon Department of Human Services, Employment and Training Programs, develop resources to provide Oregonians the opportunities and access to family stabilization, education, training, and employment services which offer a pathway out of poverty and into self-sufficiency.

Employment and training programs

The Oregon Department of Human Services (ODHS) Self Sufficiency Program (SSP) Employment and Training (E&T) team continues to fully develop and expand E&T programs as part of our ongoing investment in the Oregon economy and our communities.

The SSP E&T team provides participants receiving Supplemental Nutrition Assistance Program (SNAP) and Temporary Assistance for Needy Families (TANF) opportunities which help stabilize their family situation and lift themselves out of poverty while strengthening the workforce system.

The E&T Team includes the following programs:

- SNAP E&T: SNAP Training and Employment Program (STEP) and Able-Bodied Adults Without Dependents Program (ABAWD)
- TANF: Job Opportunity and Basic Skills Program (JOBS), JOBS Plus, and the TANF Youth Employment Program (TYEP)

E&T Program Goals

E&T Services

- Offer employment, training, and education services to Oregonians across the state

Equitable Access

- Ensure equitable access and fill in service gaps

Underserved Populations

- Offer services to underserved populations

Continuum of Services

- Provide a continuum of services for families transitioning off TANF and collaborate with STEP for continued access

Resources

- Develop resources for an individual or family to have a safety net, stabilization, and pathway out of poverty

Who does the E&T Program Serve? Who is on the team?

E&T Programs serve all eligible Oregonians virtually and/or in their communities

The E&T Team serves all 16 ODHS Districts and Contracted Providers

- The E&T Team includes Candi Quintall (Program Manager), Ashley Thai (JOBS), Sherrie Burrell (JOBS), Janet Scott (JOBS Rotation), Jennifer Granera (SNAP E&T), and Sara Kliewer (SNAP E&T).

Total Contracted Providers:

- TANF JOBS: For 2023-25, there are 77 JOBS Contracts including 5 jointly funded CW/JOBS contracts, and one statewide contract for the TANF Youth Employment Program
- SNAP E&T: For FFY 2024, the SNAP E&T Program has 29 Contracted Providers and 29 Sub-Contractors providing SNAP E&T services in over 90 locations in Oregon.

How does E&T interface with other programs, departments, and agencies?

TANF JOBS

- ▶ Contracts are locally managed
- ▶ JOBS Team primarily works with Program Managers and Contract Administrators
- ▶ Connections and communications occur via monthly ETOW meeting, local leadership meetings, and all program communications go through local PMs

TANF JOBS *and* SNAP

E&T:

Both programs collaborate with all workforce agencies, OED, HECC, CW, APD/AAA, Oregon Tribes, National Skills Coalition, APHSA, FNS, and Workforce Executive Steering Committee

SNAP E&T

- Contracts are centrally managed
- SNAP E&T Team works with ODHS staff such as DMs, PMs, Local Managers, and SNAP E&T Navigators
- Connections and communications occur via monthly meetings including ETOW, STEP Technical Assistance, SNAP E&T Navigators, and local SNAP E&T Steering Committees

How is Equity centered in E&T?



Equity is a focus in E&T contracts, our work with the districts, as well as in discussions and development of culturally specific services statewide



The E&T Team is discussing culturally specific language and services with the contract unit



SNAP E&T includes equity as part of the proposal process, by asking providers:

"Describe how your organization is working to close opportunity gaps and increase economic mobility, through a lens of diversity, equity, and inclusion."

"How do you engage with the communities you serve to examine how different populations are impacted by the services being offered by your organization?"

TANF JOBS Funding Sources

- ▶ JOBS funding: 90% Federal; 10% State General Funds
 - ▶ Federal Funding: TANF Block Grant that provides assistance to needy families are subject to work and participation requirements, the federal five-year time limit for receiving assistance, data reporting, and certain other prohibitions. States have broad discretion to provide a wide range of benefits and services and to set different eligibility standards for the different types of benefits.
 - ▶ State General Funds: States have multiple other funding streams that are used to support areas within the TANF Program that allow for more flexibility, not subject to the general TANF requirements, but must be consistent with the goals of TANF statute.

TANF JOBS Contracted Services

Stability	Wellbeing	Education & Training	Job Readiness/ Employment
CH – Child Activities LS – Life Skills SL – Stabilized Living	DA – Drug/Alcohol Services ME – Medical-Related Services MH – Mental Health RA – Rehabilitative Services	AB – Adult Basic Education ES – English as a Second Language HS - High School/GED completion JS – Job Skills Training SI – Self-Initiated Training VT – Vocational Training	JO – Job Search JT – On-the-Job Training PL - JOBS Plus SW – Supported Work WE – Work Experience

SNAP E&T Funding Sources

Federal 100% SNAP E&T Grant:

- Funding is used to support SNAP E&T Navigator positions and SNAP E&T Team Central Office positions

Federal 50% Reimbursement:

- Funding is used to reimburse contracted providers for services

Local 50% Reimbursement:

- Contracted providers must have non-federal match funding to operate their program(s)

State General Funds:

- Funding is used to support ODHS Support Services (transportation for participants) as well as all ABAWD Support Services (such as: housing, licenses, transportation, tuition, work clothes, work tools, etc.)

Federal 100% ABAWD Pledge State Funds:

- Funding is used to support the ABAWD program



SNAP E&T Contracted Services

- Supervised Job Search
- Job Search Training
- Job Retention
- *Work Activity (formerly known as Work Experience)*
- Work Activity with Subsidized Employment
- Internship
- Internship with Subsidized Employment
- On-the-Job Training
- Pre-Apprenticeship
- Apprenticeship
- Pre-Apprenticeship with Subsidized Employment
- Apprenticeship with Subsidized Employment
- Self-Employment Training
- Basic Education/Foundational Skills Instruction
- Career/Technical Education or other Vocational Training
- Short-term Training
- English Language Acquisition
- Integrated Education and Training/Bridge Programs
- Work Readiness Training

SNAP E&T NAVIGATORS

The SNAP E&T Navigators are responsible for providing individualized supports to Oregonians to connect them with opportunities for employment, training, and education that will create a pathway to economic mobility. They are essential to the foundation for making connections, building trust, and supporting participants on their paths to self-sufficiency.

The SNAP E&T Navigator specialized role includes but is not limited to:

- Receiving SNAP E&T referrals from ODHS staff, self-referrals from SNAP participants, and community partners.
- Engaging with SNAP participants using a person-centered, trauma-informed approach.
- Completing the SNAP E&T Employment Assessment to develop employment, education, and training goals to determine the best fit SNAP E&T provider that meets their needs.
- Providing meaningful referrals for SNAP participants to engage with SNAP E&T providers.
- Allocate a one-time transportation support payment to SNAP participants for their initial appointment with the SNAP E&T provider.
- Follow-up with engaged SNAP E&T participants including offering:
 - On-going support to motivate SNAP E&T participants toward employment.
 - Offering additional SNAP E&T opportunities available through the STEP Network.
 - Identify and address challenges to enable SNAP E&T participants to be successful with their employment goals.
 - Help foster successful engagement with SNAP E&T providers.