

Supporting Completion, Strengthening Workforce Pathways: SNAP E&T in Action

2026 CCATT ANNUAL CONFERENCE

SUSTAINABLE SUCCESS:

Community College Governance & Long-Term Impact



Session Focus

Connecting community college students with crucial support systems to remove barriers to completion and strengthen workforce outcomes.

Exploring strategic governance, regional partnerships, and long-term institutional sustainability.

WORKFORCE SOLUTIONS
GREATER DALLAS



Supporting Completion, Strengthening Workforce Pathways: SNAP E&T in Action

The Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T) offers community colleges the chance to connect eligible students with supports that reduce barriers to completion while strengthening workforce outcomes.

This session will explore how partnerships with workforce boards, community organizations, and state agencies can support SNAP E&T implementation, student success, and institutional sustainability.

TRUSTEE TAKEAWAYS

01

Strategic Relevance

Convey SNAP E&T's strategic relevance to student success & workforce readiness

02

Key Partnerships

Identify key partnerships to strengthen SNAP E&T implementation & sustainability

03

Governance

Weigh governance considerations for expanding student support through SNAP E&T

About CAEL

50+ Years

Helping organizations succeed
& support learners

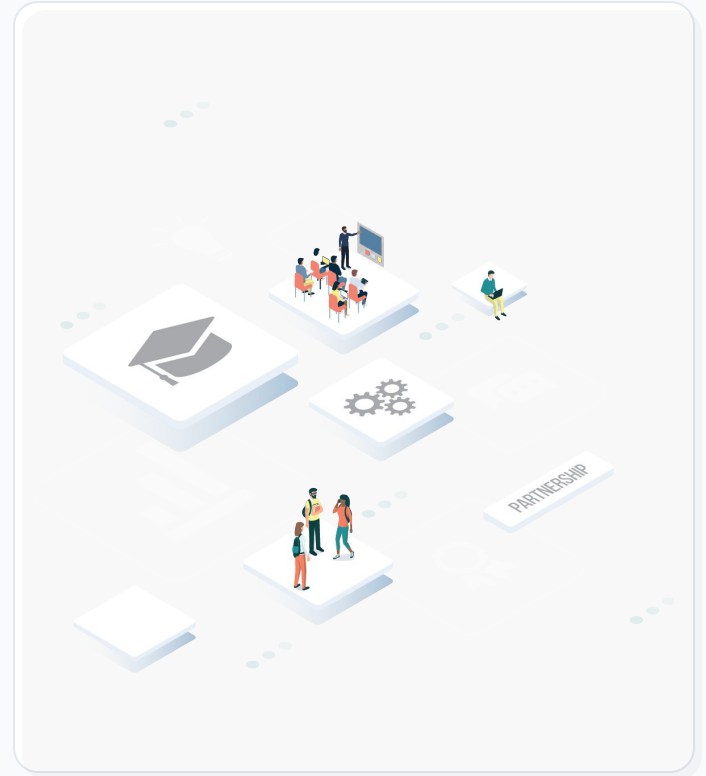
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Nonprofit 501(c)(3)
membership organization

OUR PURPOSE & IMPACT

CAEL helps organizations succeed by providing expertise, resources, and innovative solutions that effectively support learners as they navigate on- and off-ramps between education and employment.

- Expertise & Resources: Tailored strategic support
- Innovative Solutions: Aligning learning with workforce needs
- Lifelong Pathways: Seamless transitions for adult learners



CAEL's Vision...

Every adult can navigate lifelong learning and career pathways that fuel economic mobility and community prosperity.

...Our Mission

CAEL engages with educators, employers, and community leaders to align learning and work so that adults achieve continuous long-term career success.



CAEL's Priorities



Recognize All Learning

Prioritize prior college-level learning for credit



Center on the Learner

Adult-learner centric policies, processes, and systems support attainment



Work-relevant Skills

Education and workforce needs align to drive social and economic mobility



Drive Equity

Lifelong learning becomes inclusive, available, and accessible to EVERYONE

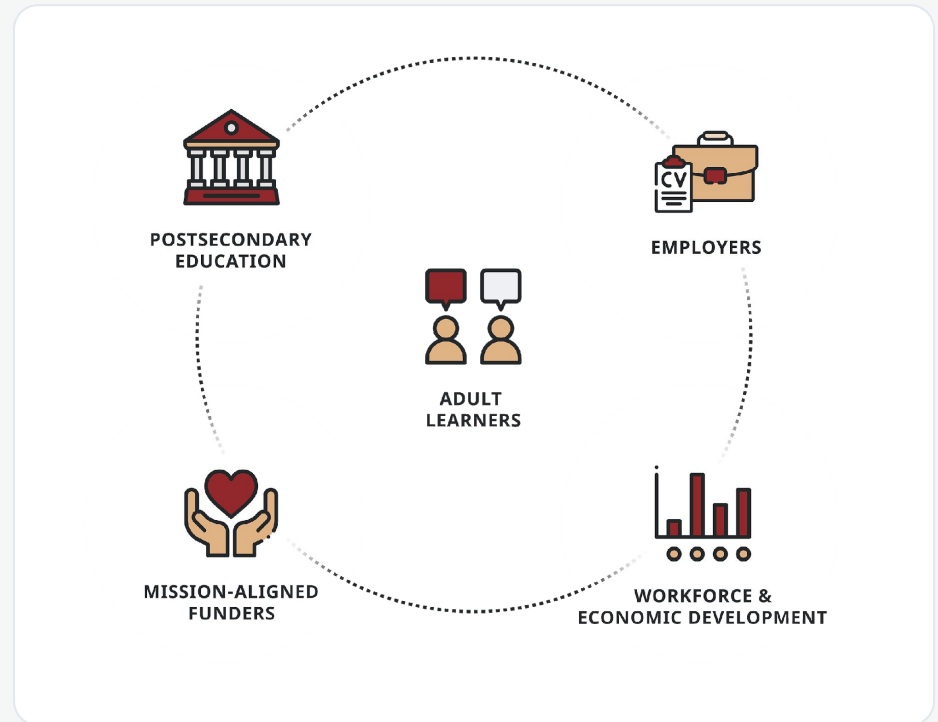


CAEL Works at the Intersection of Learning and Work So Individuals & Communities Can Thrive

An Ecosystem Approach:

We help organizations succeed by providing expertise, resources, and innovative solutions that effectively support adult learners as they navigate on- and off- ramps between education and employment.

cael.org



CAEL Services & Solutions

Work-Based Learning Support

- Articulating Apprenticeship to college credit
- Employer needs assessment/viability study
- Apprenticeship program assessment & creation
- Creation of competency-based apprenticeships
- Industry aligned crosswalks

Technical Assistance

- Credit for Prior Learning (CPL)
- Initiatives to Improve Services to Adult Learners/Students
- Education to Career Pathways/Career Exploration
- Convening and Consensus-Building
- Labor market & economic landscape studies
- Service provider asset mapping

Tools & Platforms

- WorkLearnEarn (education + career pathways)
- Credit Predictor Pro

Events & Membership

- Annual CAEL Conference & Events
- Professional Development & Training
- CAEL Membership:
 - Professional Development Resources
 - CAEL Credit Predictor
 - Job Aids and Tool Kits
 - caelCONNECT Engagement Platform
 - Lightcast annual Labor Market report

Industry Education Partnerships

- Energy Coalition (EPCE)
- Communications Coalition (NACTEL)

Workforce Solutions Greater Dallas

OUR MISSION

We connect jobseekers and employers by aligning talent pipelines and delivering best-in-class services.

OUR VISION

An innovative workforce ecosystem where employers lead with vision, employees access meaningful training and career opportunities, industries expand through inclusive growth, and collaborative partnerships fuel a vibrant economic climate that fosters lasting prosperity.

OUR VALUES



**IMPACTFUL
LEADERSHIP**



**COLLABORATIVE
PARTNERSHIPS**



**INNOVATIVE
SOLUTIONS**



**DATA-DRIVEN
OUTCOMES**



**INCLUSIVE
PRACTICES**

WORKFORCE**SOLUTIONS**
G R E A T E R D A L L A S

Workforce Solutions Greater Dallas

WFSDallas operates as a pivotal, quasi-governmental non-profit organization, strategically positioned to bridge the gap between talent and opportunity.

STRATEGY & IMPACT

\$180M+

Annual Operating Budget

Core Initiatives:

- Innovative workforce strategy investments
- Job training, placement, and retention programs
- Immediate employer & job seeker solutions
- Broader economic development objectives

FUNDING & PRESTIGIOUS PARTNERS

Funded by a strategic blend of federal grants, governmental, and private contributions:

Government & Public Entities

Texas Workforce Commission • U.S. Depts of Labor, Health & Human Services, Agriculture, and Education

Philanthropic Foundations

Walmart Foundation • Schultz Family Foundation • Starbucks Foundation • AARP Foundation

Client Impact & Value

Provides all-in-one resources at no cost, ensuring access to jobs, career growth, and a skilled workforce.

WORKFORCE**SOLUTIONS**
G R E A T E R D A L L A S

What is SNAP

The Supplemental Nutrition Assistance Program (SNAP) is a federally funded program that helps low-income families buy nutritious food from local food stores.

SNAP Benefits
Could you get help with your food budget?

Household Size	Income Limit Per Month	Maximum Benefit Per Month
1	\$2,151	\$298
2	\$2,908	\$546
3	\$3,664	\$785
4	\$4,420	\$994
5	\$5,177	\$1,183
6	\$5,933	\$1,421
7	\$6,689	\$1,571

Target Audience

SNAP provides support for low-paid working families, low-income older adults, and people with disabilities living on fixed incomes.

Participant Demographics

Two-thirds of SNAP participants are in families with children, and **over one-third** are in households with older adults or people with disabilities.

Funding & Administration

The federal government pays the full cost of SNAP benefits and splits administrative costs with states. Operates across all 50 states, DC, Guam, and the Virgin Islands.

Higher income limits are available for households with a member who is over 60 years old or has a disability.

Benefit amounts depend on income, expenses, and household size. Additional eligibility criteria may also apply.

**APPLY or GET A
BENEFIT ESTIMATE**



Texas SNAP - By the Numbers

Supplemental Nutrition Assistance Program (SNAP) Overview

Program Purpose

Provides food benefits to low-income families to supplement their grocery budget so they can afford the nutritious food essential to health and well-being.

Federal Eligibility & Work Requirements

Citizenship or eligible alien status required. Meet income requirements. Work requirements and time limits apply to able-bodied adults ages 18–64 without dependents under 14.

Texas Impact

~**3.2M** individuals monthly
~**\$7.6B** annually

Funding Categories

- Administrative
- Benefit

Texas Retailers

21,000+
Authorized Retail Partners

SNAP Statistics:

HHSC publishes monthly SNAP enrollment and expense data online.

What is SNAP E&T

SNAP E&T SERVICES

- SNAP E&T is a package of services that includes participant assessment, employment and training activities, and supportive services
- States must describe services in an annual SNAP E&T Plan that is submitted to USDA
- SNAP E&T services are offered by States or State partners (Colleges, CBOs, American Job Centers contracted/engaged by State)



SNAP E&T FUNDS CAN PAY FOR:

100 PERCENT OR 50-50 FUNDS

ADMINISTRATIVE EXPENSES

- State staffing and overall planning, implementation, and operations
- Partner provider administrative expenses

DIRECT PROGRAM EXPENSES (*other than* participant reimbursements)

- Tuition and fees
- Case management/career navigation
- Job development

50-50 FUNDS ONLY

PARTICIPANT EXPENSES *reasonably necessary and directly related* to program participation (supportive services), including:

- Transportation
- Dependent care
- Equipment and supplies related to training
- Books
- Uniforms
- Licensing fees

SNAP E&T Funding

HOW SNAP E&T WORKS: FEDERAL FUNDING STRUCTURE

E&T PROGRAM GRANT (100%)

- **Formula-based grants** to States to plan, implement, and operate SNAP E&T services.
- **Total Availability:** \$90 million available annually in FFY 2016.
- **Full Allocation:** All States receive 100% funding. Unspent dollars may be reallocated to other States.

50% REIMBURSEMENT (50-50)

- **Reimbursement Grants:** 50¢ per dollar obligated for costs exceeding 100% funds or for supportive services.
- **Eligible Sources:** Includes state/local funds OR non-federal "third-party" provider contributions.
- **Request Process:** States may request 50-50 funds directly from FNS.

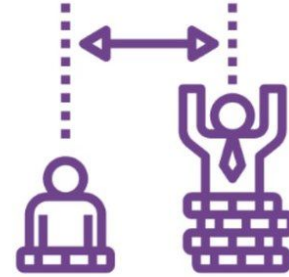
ABAWD "PLEDGE STATE" GRANTS

- **Qualifying Services:** For States offering E&T services to ABAWDs at risk of losing eligibility due to time limits.
- **Pledge Designation:** States must officially request designation as a "pledge" State to qualify.
- **Annual Cap:** Capped at \$20M annually across all pledge States, allocated by ABAWD population size.

SNAP E&T Benefits for Students

Allowable Participant Reimbursements (per Texas State Plan)

- Job Retention
- Basic Education
- Vocational Training
- Workfare (ABAWDS)
- Work Activity
 - Gas cards or vouchers
 - Bus passes
 - Automobile repairs
 - Mileage reimbursements (for personal vehicles)
 - Taxicab/rideshare services
 - Shuttle or van services
 - Purchase of tires or automobile batteries
 - Driver's license fees (including renewals)
 - High-school equivalency exams and books or training manuals
 - Uniforms, clothing, personal safety items, tools
 - Licensing or bonding fees
 - Vision needs
 - Short-Term reimbursements (rental assistance)



Just **31%** of college students who meet SNAP income limits reported receiving benefits, while **69% of potentially eligible college students did not receive benefits.**

*Courtesy of The Hope Center at Temple University

SNAP E&T Benefits for Schools

SNAP 50/50 E&T

Organizations can seek federal reimbursement for:

Eligible services



Expenditures can pay for job search, education and training; work supports like transportation, child care or housing assistance

Eligible participants



People enrolled in SNAP during the month they receive services who do not receive TANF

Organizational capacity



Building organizational capacity to track participation and outcomes; and manage cash flow prior to reimbursement

Eligible funds



Funding source cannot be federal (state, local, philanthropic, private donors) and not used to match with other federal programs

SNAP E&T Process in Texas

01

Outreach & Referral

Identify eligible SNAP recipients and refer them to college E&T programs.

- Screen for SNAP eligibility & enrollment
- Connect with local workforce board for enrollment
- Promote program benefits

02

Assessment & Intake

Evaluate educational background, career goals, and identify potential barriers to completion.

- Academic skill evaluation
- Develop individual employment plan
- Identify required support services

03

Education & Training

Enroll participants in eligible career pathways, vocational courses, and skill-building components.

- Career & Technical Education
- Work-based learning & internships
- Industry-recognized credentials

04

Support & Reimbursement

Provide participant supports and submit non-federal expenditures for up to 50% federal reimbursement.

- Monthly activity tracking
- 50/50 reimbursement claiming

SNAP E&T Benefits for Schools

SNAP E&T Funding Cycle

01

1. Start with Non-Federal Funds

Your ESE uses non-federal funds (such as social enterprise revenue) to provide employment services to SNAP recipients.

Initial Funds: \$1,000

02

2. Invoice SNAP E&T Agency

Submit allowable program expenditures to the state, through local Workforce Board, for processing.

Invoice Amount: \$1,000

50/50
Cycle

04

4. Reinvest Funds into Program

Reinvest reimbursement funds back into services to continuously draw further 50% matching funds.

Reinvest: \$500 → Draw \$250...

03

3. Receive 50% Reimbursement

Receive a 50% federal reimbursement back from the agency for eligible program costs.

Reimbursement: \$500

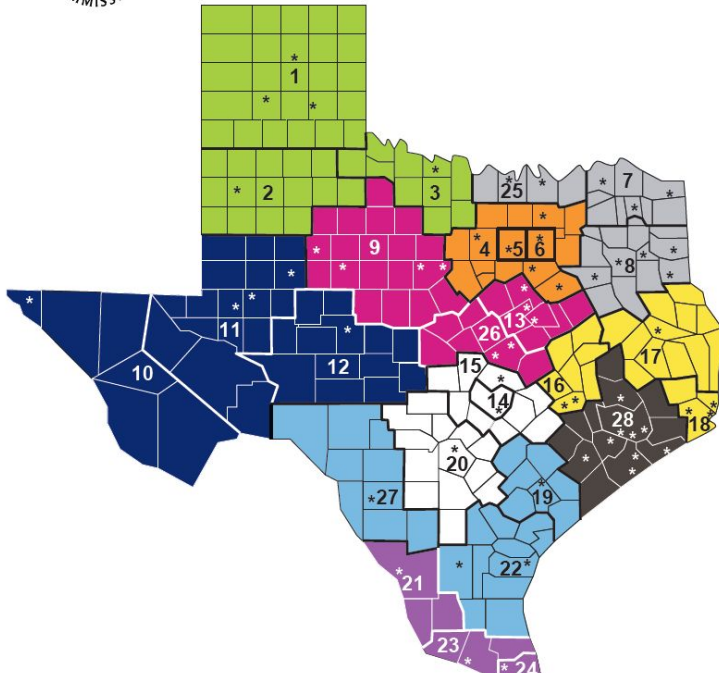
\$500 becomes non-federal

SNAP E&T - TX Workforce Commission Regions

TWC Outreach & Employer Initiatives



Texas Workforce Commission | Outreach & Employer Initiatives
Employer Engagement and Community Outreach Regions

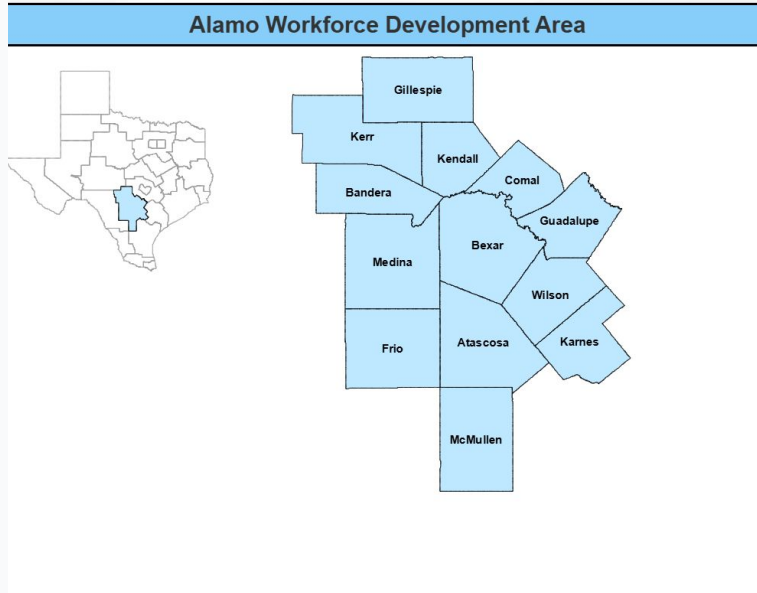


Current Board Locations

Alamo
Borderplex
Brazo Valley
Cameron
Coastal Bend
Dallas
Gulf Coast
Lower Rio
North Texas

SNAP E&T Regions - 10/1/2026

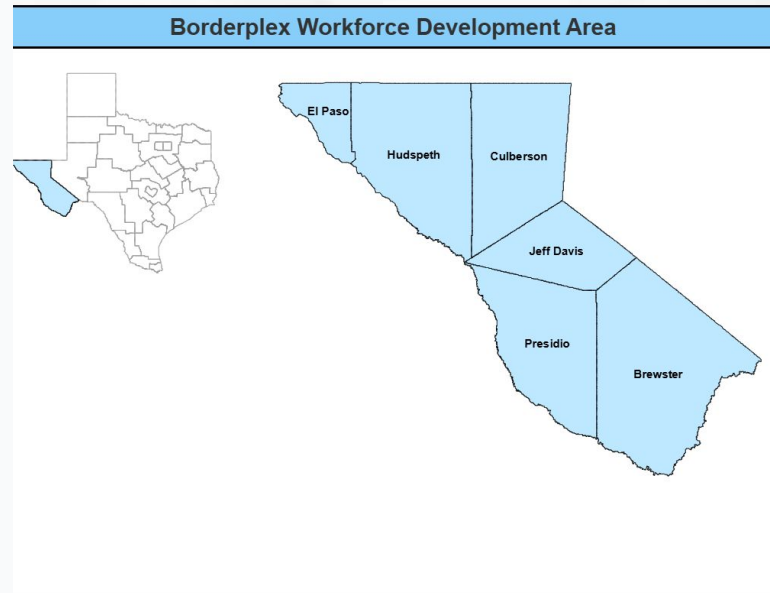
Alamo Workforce Development Area



Alamo

Alamo College

Borderplex Workforce Development Area

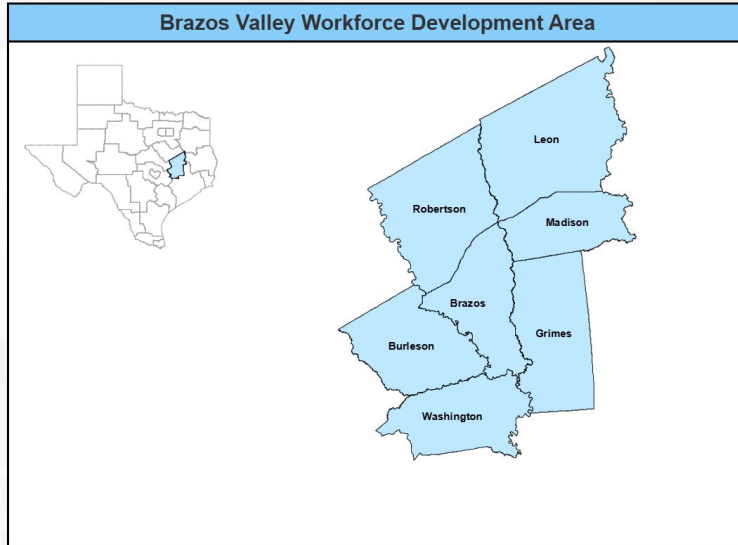


Borderplex

El Paso Community College

SNAP E&T Regions - 10/1/2026

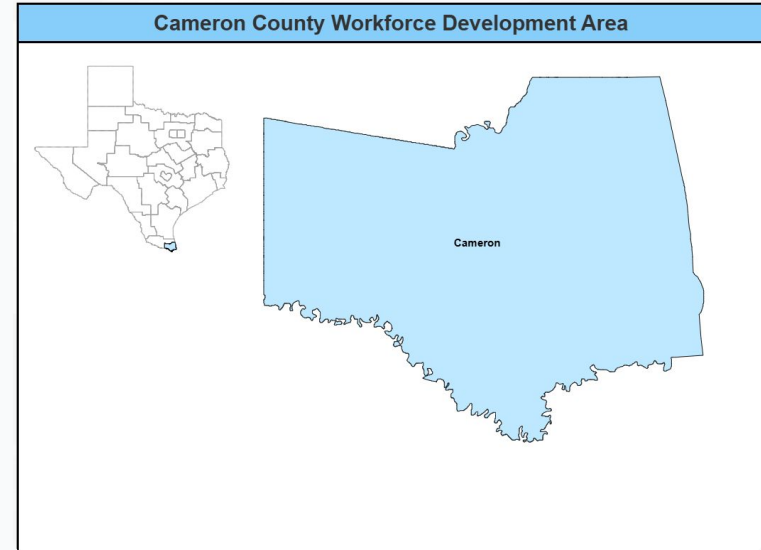
Brazos Valley Workforce Development Area



Brazos Valley

Blinn College
Brazosport College

Cameron County Workforce Development Area

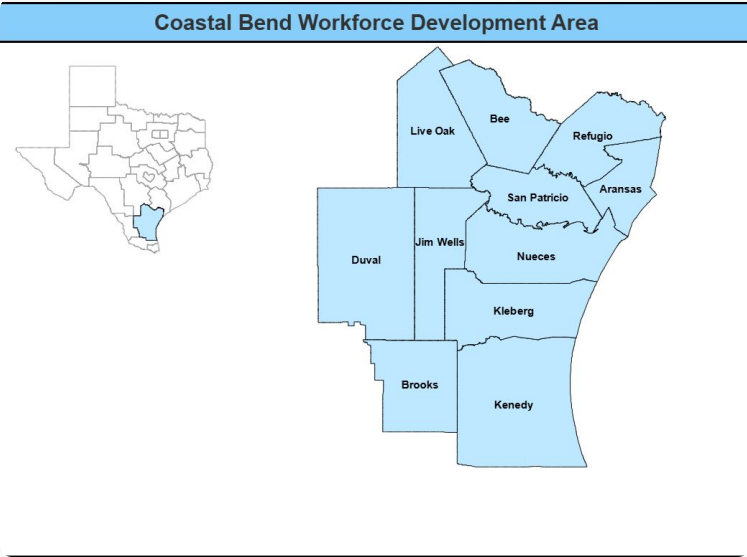


Cameron County

Texas Southmost College

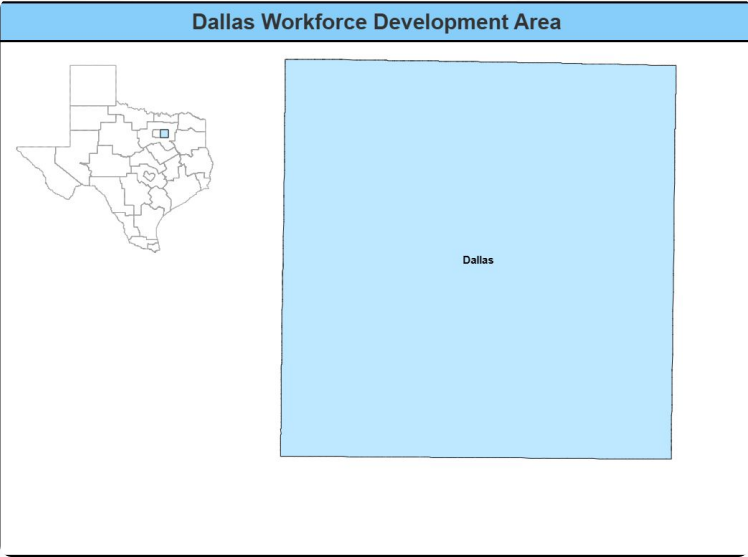
SNAP E&T Regions - 10/1/2026

Coastal Bend Workforce Development Area



Coastal Bend
Coastal Bend College
Del Mar College

Dallas Workforce Development Area

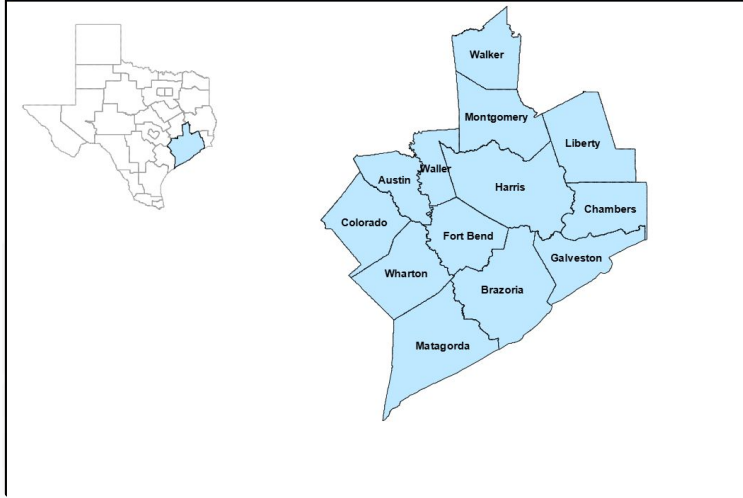


Dallas
Dallas College

SNAP E&T Regions - 10/1/2026

Gulf Coast Workforce Development Area

Gulf Coast Workforce Development Area



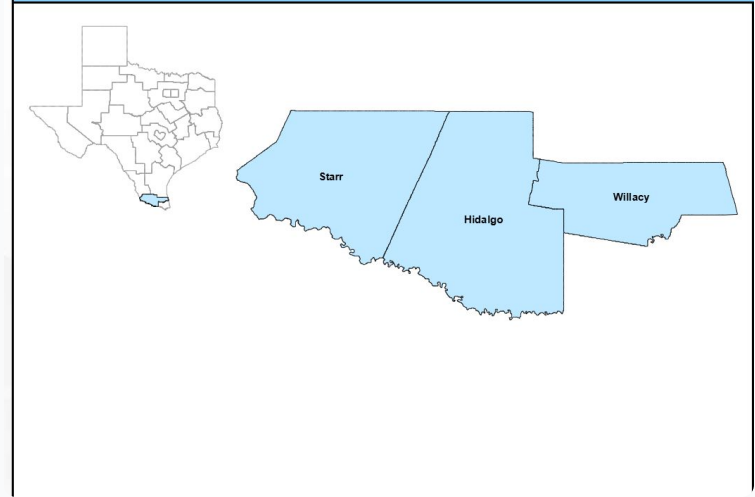
Gulf Coast

Brazosport College
Galveston College
San Jacinto College
District
Wharton County Jr College
Lone Star College System

College of Mainland
Lee College
Alvin Community
College
Houston College System
TSTC - Fort Bend

Lower Rio Grande Workforce Development Area

Lower Rio Grande Workforce Development Area

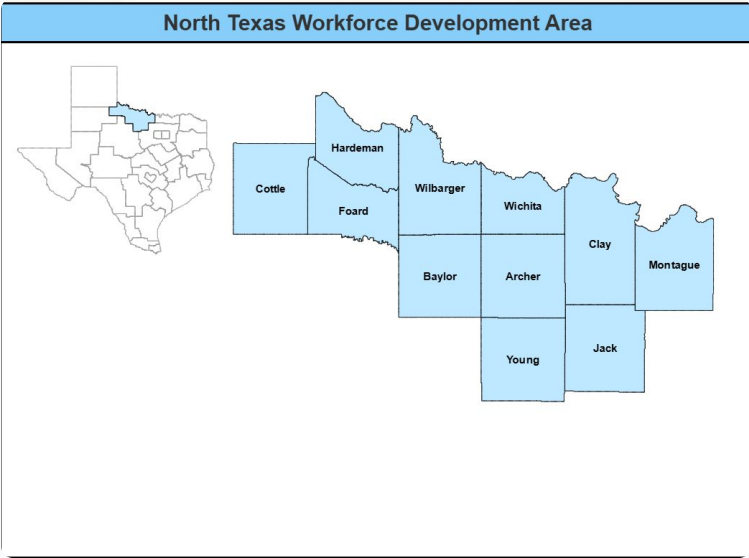


Lower Rio Grande

South Texas College

SNAP E&T Regions - 10/1/2026

North Texas Workforce Development Area



North Texas
Vernon College

CAEL SNAP E&T Support

CAEL provides technical assistance and capacity-building support to community colleges, helping them become third-party SNAP E&T providers and deliver enhanced services to low-income students.

Conferences & Convenings

- State-wide convenings
- Regional convenings

Peer-to-Peer Learning

- Networking opportunities & platforms
- Cohort training opportunities

Toolkits & Materials

- Developing toolkits & guides
- Customizable implementation materials

Sharing Best Practices

- Interactive webinars
- On-site visits & evaluations

Partner Collaboration

- Cross-agency alignment
- Collaboration between required partners

Professional Development

- Skill-building opportunities
- Institutional capacity growth

Contacts

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