



SNAP Employment and Training Plan

Federal Fiscal Year 2021

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Section A: Cover Page and Authorized Signatures

State: Connecticut

State Agency: Department of Social Services

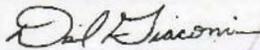
Federal FY: 2021

Date: August 6, 2020

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Certified By:



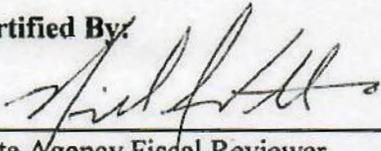
Digitally signed by Daniel Giacomi
DN: cn=Daniel Giacomi, o=CT Dept of Social Services,
ou=SNAP Director, email=Daniel.Giacomi@ct.gov,
c=US
Date: 2020.08.11 16:11:44 -0400

State Agency Director (or Commissioner)

8/11/2020

Date

Certified By:



State Agency Fiscal Reviewer

8/11/2020

Date

Section B: Assurance Statements <i>Check box at right to indicate you have read and understand each statement.</i>	
I. The State agency is accountable for the content of the State E&T plan and will provide oversight of any sub-grantees.	<input checked="" type="checkbox"/>
II. The State agency is fiscally responsible for E&T activities funded under the plan and is liable for repayment of unallowable costs.	<input checked="" type="checkbox"/>
III. State education costs will not be supplanted with Federal E&T funds.	<input checked="" type="checkbox"/>
IV. Cash or in-kind donations from other non-Federal sources have not been claimed or used as a match or reimbursement under any other Federal program.	<input checked="" type="checkbox"/>
V. If in-kind goods and services are part of the budget, only public in-kind services are included. No private in-kind goods or services are claimed.	<input checked="" type="checkbox"/>
VI. Documentation of State agency costs, payments, and donations for approved E&T activities are maintained by the State agency and available for USDA review and audit.	<input checked="" type="checkbox"/>
VII. Contracts are procured through appropriate procedures governed by State procurement regulations.	<input checked="" type="checkbox"/>
VIII. Program activities are conducted in compliance with all applicable Federal laws, rules, and regulations including Civil Rights and OMB regulations governing cost issues.	<input checked="" type="checkbox"/>
IX. E&T education activities directly enhance the employability of the participants; there is a direct link between the education activities and job-readiness.	<input checked="" type="checkbox"/>
X. Program activities and expenses are reasonable and necessary to accomplish the goals and objectives of SNAP E&T.	<input checked="" type="checkbox"/>
XI. The E&T Program is implemented in a manner that is responsive to the special needs of American Indians on Reservations. State shall: consult on an ongoing basis about portions of State Plan which affect them; submit for comment all portions of the State Plan that affect the ITO; if appropriate and the extent practicable, include ITO suggestions in State plan. (For States with Indian Reservations only)	<input checked="" type="checkbox"/>

By signing on the cover page of this document, the State agency Director (or Commissioner) and financial representative certify that the above assurances are met.

Acronyms

Below is a list of common acronyms utilized within this plan:

DSS	Department of Social Services
ABAWD	Able-Bodied Adult without Dependents
E&T	Employment and Training
FFY	Federal Fiscal Year
FNS	Food and Nutrition Service
SNAP	Supplemental Nutrition Assistance Program
USDA	United States Department of Agriculture
TANF	Temporary Assistance for Needy Families
TFA	Temporary Family Assistance
CSCU	Connecticut State Colleges and Universities
OEC	Office of Early Childhood

Section C: State E&T Program, Operations and Policy Overview

I. Summary of the SNAP E&T Program

- Mission
- Scope of services
- Administrative structure of program

The Connecticut Department of Social Services (DSS) is guided by a shared belief in human potential. The agency's mission is to increase the security and well-being of Connecticut individuals, families, and communities. DSS envisions a Connecticut where all have the opportunity to be healthy, secure and thriving. In Connecticut, the Department of Social Services is the agency responsible for administering the SNAP Employment and Training (SNAP E&T) program. The *CT Pathways* E&T program is job driven, skills based, and *voluntary*. It is a program built around partnerships designed to help participants transition to self-sufficiency. SNAP E&T partners provide case management to help participants succeed. When SNAP E&T participants successfully complete vocational training programs, they receive a post-secondary credential that makes them more attractive to employers. Although the program is voluntary and available to all SNAP recipients who are able to work upon completion, the goal is to serve work registrants. The program serves both unemployed and under employed individuals.

Partners currently providing E&T services are:

Capital Community College
Asnuntuck Community College
Gateway Community College
Northwestern CT Community College
Three Rivers Community College
Housatonic Community College
Quinebaug Valley Community College
Naugatuck Valley Community College
Middlesex Community College
Goodwin University
Opportunities Industrialization Center
Connecticut Center for Arts and Technology
Community Culinary School of Northwestern CT
Norwalk Community College
Manchester Community College
Tunxis Community College
Capital Workforce Partners
CT State Colleges & Universities (CSCU)
Homeless Hospitality Center of New London

In order to respond to the CT economy, short-term vocational programs are approved based on Labor Market Index (LMI) data provided by the Department of Labor. Programs must show positive job growth based on the Department of Labor

	<p>information.</p> <p>In FY21, we will continue to support the 50% reimbursement program with two Public Assistance Consultants within the SNAP Team, dedicating 90% of their work effort towards advancing the SNAP Employment and Training program.</p> <p>Salaries \$179,272 Fringes \$163,729 Indirect \$46,800 Total \$389,801</p> <p>In FY21, we will continue to support community college partners with 50% federal reimbursement funds and a portion of the 100% E&T grant.</p>
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<p>II. Program Changes</p> <ul style="list-style-type: none"> • New initiatives • Significant changes in State policy or funding 	<p>Efforts to improve SNAP E&T will continue in FY21. Connecticut currently has 18 service providers, including 13 colleges and 5 community based organizations, providing the following components; Vocational Training, Supervised Job Search, Work Experience, and Job Retention. In response to the COVID-19 pandemic, we are implementing a Laptop Loaner Program to support participation in an online and/or hybrid environment. Telephonic case management may be necessary during the public health crisis to ensure social distancing guidelines are followed. We are prepared to work with our partners to ensure robust E&T services are available statewide.</p> <p>In FY21, DSS will continue our efforts to enhance our technology to ensure that E&T participants, including ABAWD's, are accurately tracked and correctly reported.</p>
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<p>III. Workforce Development System</p> <ul style="list-style-type: none">• General description• In-demand and emerging industries and occupations• Connection to SNAP E&T, components offered through such system, career pathways, and credentials available	<p>DSS consults with our CT Department of Labor and the workforce development boards throughout the year. DSS also contributes to the creation of the WIOA State plan. Connecticut's unified WIOA Plan includes information about SNAP E&T. WIOA core partners are advised and informed about SNAP E&T through participation in service delivery workgroups.</p> <p>SNAP E&T continues to grow and is an important part of Connecticut's comprehensive workforce development system. Our skills based E&T program relies on Labor Market information (LMI) from CT DOL to determine which occupations are supported by SNAP E&T. DSS is committed to notifying WIOA partners when new E&T service providers and/or components are added.</p> <p>All E&T partners are asked to refer their E&T participants to American Job Centers for assistance with finding employment as needed. Some college partners currently have American Job Centers co-located on their campuses.</p> <p>DSS is currently working with the Governors Workforce Counsel, created by Governor Lamont to help ensure coordination between all workforce development stakeholders, including SNAP E&T. Working with the Supportive Services Subcommittee, DSS is sharing information, and making connections to further support E&T participants.</p>
<p>IV. Other Employment Programs</p> <ul style="list-style-type: none">• TANF, General Assistance, etc.• Coordination efforts, if applicable	<p>SNAP E&T is only available to SNAP recipients who are not receiving TANF. SNAP recipients who are receiving TANF must participate in Connecticut's TANF work program known as Jobs First Employment Services (JFES)</p> <p>In Connecticut, employment and training services are not limited to SNAP E&T. There are many employment related services available through community-based and volunteer programs offered by both private and public agencies including American Job Centers. SNAP E&T partners will make appropriate referrals.</p> <p>SNAP recipients who are assessed and found not yet academically prepared for vocational programs are referred to Adult Basic Education which is an entitlement in CT. Adult basic education will provide ESL and GED as needed.</p>

<p>V. Consultation with Tribal Organizations</p> <ul style="list-style-type: none"> • Description of consultation efforts • Services available through E&T 	<p>DSS plans to consult with tribal organizations in FY21. Consultation will include information about educational opportunities at Three Rivers Community College, which is in close proximity to both of Connecticut's tribal organizations.</p>
<p>VI. State Options</p> <ul style="list-style-type: none"> • Select options the State is applying 	<ul style="list-style-type: none"> <input type="checkbox"/> Serving applicants <input type="checkbox"/> Serving zero-benefit households <input type="checkbox"/> Serving mandatory participants only <input type="checkbox"/> Serving mandatory and voluntary participants <input checked="" type="checkbox"/> Voluntary participants only
<p>VII. Screening Process</p> <ul style="list-style-type: none"> • Process for identifying whether work registrant should be referred to E&T 	<p>The first determination made by DSS eligibility staff is whether an applicant is subject to the SNAP general work requirements. Individuals who are determined not to be exempt are work registered and advised about the availability of SNAP E&T. SNAP recipients and applicants learn about SNAP E&T at application, renewal and when they visit a DSS field office or the DSS webpage. SNAP recipients receive a list of E&T partners with contact information. The program is voluntary, so all SNAP recipients; not receiving TANF (TFA) may participate. SNAP recipients are assessed academically by partners and offered programs or referrals.</p> <p>Eligibility verification has been streamlined. DSS provides a secure daily file of all non TANF (TFA) SNAP recipients between the ages of 16 and 60. E&T partners are then able to place a recipient in SNAP E&T. In addition, eligible SNAP recipients may self-initiate with any approved E&T provider.</p>
<p>VIII. Conciliation Process (if applicable)</p> <ul style="list-style-type: none"> • Procedures for conciliation • Length 	<p>N/A</p>

<p>IX. Disqualification Policy</p> <ul style="list-style-type: none"> • Length of disqualification period • Sanction applies to individual or entire household 	<p>SNAP E&T is voluntary so SNAP clients are not disqualified for not participating. However, nonexempt individuals who do not comply with the SNAP work requirements without good cause are penalized as follows:</p> <p>First Occurrence: 90 days Second Occurrence: 180 Third or Subsequent Occurrence: 180</p> <p>Sanctions apply to the individual and follows the individual if they move to a different SNAP household. Good cause may be established by one or more of the following: circumstances beyond the individual’s control such as but not limited to, illness, illness of another household member, emergency, availability of transportation and/or conditions of employment such as but not limited to discrimination on the basis of age, sex or color, working without being paid on schedule or unsuitable employment.</p>
<p>X. Participant Reimbursements</p> <ul style="list-style-type: none"> • List all participant reimbursements (or link to State policy/handbook) • Reimbursement cap • Payment method (in advance or as reimbursement) 	<p>Books, clothing, course registration fees, dependent care, gasoline, licensing and bonding fees, personal safety items, training materials, transportation and uniforms. We will also reimburse the following expenses if needed for a job or to complete an E&T program; Automobile repairs, background checks, drug tests, equipment, finger printing , medical services, test fees, tools, non-driver’s license ID cards, and vision needs.</p> <p>The state of Connecticut has limited funds set aside for participant reimbursements and each partner receives an allocation or provides their own funds. Any partner receiving an allocation is notified at the beginning of each FFY and the amount allocated is included in partner contracts. In addition, CSCU provides funding for participant reimbursements to the community college partners. Expenditures for allowable participant expenses above the allocation amount are allowable as long as the partner’s 50% funds have not been depleted for FFY 21.</p> <p>All E&T partners have been reminded to make certain that E&T participants are being informed and reimbursed for allowable participant expenses.</p> <p>All E&T partners must identify nonfederal funds that may be used for participant reimbursements.</p>

<p>XI. Work Registrant Data</p> <ul style="list-style-type: none"> • Methodology used to count work registrants 	<p>SNAP household members who are not exempt, are work registered at the time of application and renewal. The work requirements are explained to individuals by eligibility staff during the interview.</p> <p>DSS' new integrated eligibility management system, ImpaCT has a reporting feature that identifies the number of unduplicated work registrants.</p> <p>The report is based on data entered into our eligibility system by DSS eligibility staff at application, renewal, and interim change based on the circumstances.</p> <p>These counts are not duplicated. Work registrants are counted once per year.</p>
<p>XII. Outcome Reporting Data Source and Methodology</p> <ul style="list-style-type: none"> • Data sources • Methodology 	<p>All participants are voluntary. The Department gets program participation data from the E&T providers via a web based data collection system. This system collects participant demographic information required in the Agriculture Act of 2014 including; high school diploma or the equivalent, ABAWD status, speaks English as a second language, gender, age (age ranges will be queried), and program status (complete vs. incomplete). In addition to demographic information, the system identifies which component a participant has engaged in. It also captures the number and percentage of participants who start an employment and training program and gain a recognized credential.</p> <p>DSS has entered into a data share agreement with the CT Department of Labor to gain access to Quarterly Wage Records. The data share agreement allows DSS to meet the national reporting measures including the number of E&T participants and former participants who are in unsubsidized employment during the second quarter after completion of participation in E&T, the number of E&T participants and former participants who are in unsubsidized employment during the fourth quarter after completion of participation in E&T, and the median quarterly earnings of all E&T participants and former participants who are in unsubsidized employment during the second quarter after completion of participation in E&T.</p>

Section D: Pledge to Serve All At-Risk ABAWDs (if applicable)
State agencies wishing to receive pledge funds should identify a desire to pledge and provide the following information:

I. Is the State agency pledging to offer qualifying activities to all at-risk ABAWDs?	NO
II. Information about the size & needs of ABAWD population	N/A
III. The counties/areas where pledge services will be offered	N/A
IV. Estimated cost to fulfill pledge	N/A
V. Description of State agency capacity to serve at-risk ABAWDs	N/A
VI. Management controls in place to meet pledge requirements	N/A
VII. Description of education, training and workfare components State agency will offer to meet ABAWD work requirements	N/A

Section E: E&T Component Detail

Non-Education Components

Supervised Job Search Training					
Description	Enhances the job readiness of participants by teaching job seeking techniques, increasing job search motivation and boosting self-confidence.				
Geographic area	Target audience (e.g., homeless, re-entry population, ABAWDS)	Anticipated monthly participants (unduplicated count)	Anticipated monthly cost*	Provider(s)	Reporting measure(s) if > 100 participants per year
Norwich and New London	Unemployed and under employed SNAP Recipients	1	\$300.00	OIC of New London	N/A
	SNAP recipients experiencing homelessness	9	\$125.00	Homeless Hospitality	Number of participants who gain employment

* Limit anticipated monthly cost to administrative costs only. Do not include participant reimbursements.

Work Experience					
Description	Work experience improves the employability of participants through actual work experience				
Geographic area	Target Audience	Anticipated monthly participants (unduplicated count)	Anticipated monthly cost	Provider	Reporting measure(s) if >100 participants per year
New London Area	SNAP recipients experiencing homelessness	3	\$333.33	Homeless Hospitality Center	N/A

* Limit anticipated monthly cost to administrative costs only. Do not include participant reimbursements.

Job Retention					
Description		Provide support services for a minimum of 30 days, up to a maximum of 90 days, to individuals that secured employment through participation in an E&T program.			
Geographic area	Target Audience	Anticipated monthly participants (unduplicated count)	Anticipated monthly cost	Provider	Reporting measure(s) if >100 participants per year
New London Area	SNAP recipients experiencing homelessness	3	\$125.00	Homeless Hospitality Center	N/A

* Limit anticipated monthly cost to administrative costs only. Do not include participant reimbursements.

Education Components

Vocational Training					
Description	<p>Short term, job driven programs in occupations supported by DOL Labor Market Information (LMI). Current LMI showing the fastest growing occupations in Connecticut include the following, which are all supported by SNAP E&T; Home Health Aides 34%, Personal care assistant 25.1%, Medical assistant 20.8%, Dental assistant 17%, Community health worker 15.3% EMT 14.2%, and Pharmacy technician 10.3%. E&T Participants are academically assessed by partners in areas of reading and math to ensure a positive outcome. E&T partners provide case management, including an assessment and monthly progress monitoring.</p> <p>SNAP coordinators at each partnership work with participants to help navigate their way through the program and make referrals or address barriers as needed. Programs include certificate programs, credit-bearing certificate programs and associate degrees.</p>				
Geographic area	Target audience (e.g., homeless, ABAWDS)	Anticipated monthly participants (unduplicated count)	Anticipated monthly cost*	Provider(s)	Reporting measure(s) if > 100 participants per year
Statewide	Unemployed and under employed SNAP recipients	138	\$350.95	Capital Community College, Asnuntuck Community College,	The number of SNAP E&T participants who start an employment and training program and gain a recognized

					credential.
				Gateway Community College, Northwestern CT Community College, Three Rivers Community College, Housatonic Community College, Quinebaug Valley Community College, Naugatuck Valley Community College, Manchester Community College, Middlesex Community College, Norwalk Community College, Tunxis Community College, Goodwin University, Opportunities Industrialization Center, Connecticut Center for Arts and Technology, Community Culinary School of Northwestern CT, Capital Workforce Partners	

* Limit anticipated monthly cost to administrative costs only. Do not include participant reimbursements.

Section F: Estimated Participant Levels	
I. Anticipated number of work registrants in the State during the Federal FY (unduplicated count):	93,742
II. Estimated Number of Work Registrants Exempt from E&T	93,742
List below planned State option exemption categories and the number of work registrants expected to be included in each during the Federal FY	
1.	_____
2.	_____
3.	_____
4.	_____
5.	_____
6.	_____
7.	_____
8.	_____
9.	_____
10.	_____
(Add more rows as needed)	
III. Percent of all work registrants exempt from E&T (line II/line I)	100%
IV. Anticipated number of mandatory E&T participants (line I – line II)	0
V. Anticipated number of voluntary E&T participants	1662
VI. Anticipated number of ABAWDs in the State during the Federal FY	31,629
VII. Anticipated number of ABAWDs in waived areas of the State during the Federal FY	31,629
VIII. Anticipated number of ABAWDs to be exempted under the State's 15 percent ABAWD exemption allowance during the Federal FY	0
IX. Number of potential at-risk ABAWDs expected in the State during the Federal FY (line VI–(lines VII+VIII))	0

Section G: Summary of Partnerships and/or Contracts

Partner/ Contractor	Nature of Contract (Consulting, Data Analysis, E&T Services, Other)	Total Admin Costs	Total Participant Reimbursements Costs	Total Cost	% of Total Budget
Quinebaug Valley Community College	E&T Services	374,328.00	1,964.00	376,292.00	5%
Naugatuck Valley Community College	E&T Services	739,356.00	1,964.00	741,320.00	10%
Capital Community College	E&T Services	1,432,337.00	1,964.00	1,434,301.00	19%
Housatonic Community College	E&T Services	407,134.00	1,964.00	409,098.00	5%
Northwestern CT Community college	E&T Services	162,368.00	1,964.00	164,332.00	2%
Gateway Community College	E&T Services	482,946.00	1,964.00	484,910.00	6%
Asnuntuck Community college	E&T Services	635,520.00	1,964.00	637,484.00	8%
Three Rivers Community College	E&T Services	403,850.00	1,964.00	405,814.00	5%
Middlesex Community College	E&T Services	182,438.00	1,964.00	184,402.00	2%
Norwalk Community College	E&T Services	285,864.00	1,964.00	287,828.00	4%
Manchester Community College	E&T Services	160,000.00	1,964.00	161,964.00	2%
Tunxis Community College	E&T Services	1,156,160.00	1,964.00	1,158,124.00	15%
Goodwin University	E&T Services	736,076.00	1,000.00	737,076.00	9%
OIC of New London	E&T Services	155,000.00	1,964.00	156,964.00	2%
Community Culinary	E&T Services	56,146.00	1,964.00	58,110.00	1%
ConnCAT	E&T Services	180,000.00	1,964.00	181,964.00	2%
Connecticut State Colleges & Universities (CSCU)	E&T Services		75,000.00	75,000.00	1%
Capital Workforce	E&T Services	85,200.00	2,000.00	87,200.00	1%

Partners					
Homeless Hospitality	E&T Services	80,000.00	Inc. in cost per person	80,000.00	1%

Section H: Contractor Detail Addendum

Partner/Contract Name	Capital Community College			
Monitoring and communication with contractor (s)	Semiannual partner meetings are held to discuss best practices and policy changes as needed. All contractors must enter participant data into a web-based application, which includes monthly case notes. Quarterly invoices are reviewed for accuracy and management. Evaluations are conducted annually.			
Role of Contractor	Contractors conduct assessments to ensure that participants are academically prepared for their chosen program and to identify barriers to participation. Provides vocational training programs. Student participation is tracked within the web-based application.			
Timeline	Start	Annual/Ongoing	End	Annual/Ongoing
Description of Activities/Services	Capital Community College offers short term vocational programs including training in allied health and administrative fields. A SNAP coordinator works with interested SNAP recipients to confirm eligibility, assess academic readiness, enroll participants in appropriate programs, monitor progress, and provide case management. SNAP coordinators make referrals to other community resources as needed.			
Funding	Third party reimbursement partnership, with additional 100% grant funds provided to support the program. Contactor must identify Nonfederal funds eligible for a 50% reimbursement.			
Evaluation	Each E&T contractor is monitored annually. Reviews include fiscal and programmatic components.			

Partner/Contract Name	Tunxis Community College		
Monitoring and communication with contractor (s)	Semiannual partner meetings are held to discuss best practices and policy changes as needed. All contractors must enter participant data into a web-based application, which includes monthly case notes. Quarterly invoices are reviewed for accuracy and management evaluations are conducted annually.		
Role of Contractor	Contractors conduct assessments to ensure that participants are academically prepared for their chosen program and to identify barriers to participation. Provides vocational training programs. Student participation is tracked within the web-based application.		
Timeline		Annual/Ongoing	Annual/Ongoing
Description of Activities/Services	Tunxis Community College offers 13 short term vocational programs. A SNAP coordinator works with interested SNAP recipients to confirm eligibility, assess academic readiness, enroll participants in appropriate programs, monitor progress, and provide case management. SNAP coordinators make referrals to other community resources as needed.		
Funding	Third party reimbursement partnership, with additional 100% grant funds provided to support the program. Contactor must identify nonfederal funds eligible for a 50% reimbursement.		
Evaluation	Each E&T contractor is monitored annually. Reviews include fiscal and programmatic components		

Partner/Contract Name	Naugatuck Valley Community College		
Monitoring and communication with contractor (s)	Semiannual partner meetings are held to discuss best practices and policy changes as needed. All contractors must enter participant data into a web-based application, which includes monthly case notes. Quarterly invoices are reviewed for accuracy and management evaluations are conducted annually.		
Role of Contractor	Contractors conduct assessments to ensure that participants are academically prepared for their chosen program and to identify barriers to participation. Provides vocational training programs. Student participation is tracked within the web-based application.		
Timeline	Start	Annual/Ongoing	Annual/Ongoing
Description of Activities/Services	Naugatuck Valley Community College offers a variety of vocational programs. A SNAP coordinator works with interested SNAP recipients to confirm eligibility, assess academic readiness, enroll participants in		

	appropriate programs, monitor progress, and provide case management. SNAP coordinators make referrals to other community resources as needed.
Funding	Third party reimbursement partnership with additional 100% funds to support the partnership. Contactor must identify nonfederal funds eligible for a 50% reimbursement.
Evaluation	Each E&T contractor is monitored annually. Reviews include fiscal and programmatic components

Section I: Operating Budget and Budget Narrative

	State cost	Federal cost	Total
I. Direct Costs:			
a) Salary/Wages		\$179,272	\$179,272
b) Fringe Benefits* Approved Fringe Benefit Rate Used 92%		\$163,729	\$163,729
c) Contractual Costs (Admin Only)	\$3,565,725	\$4,148,998	\$7,714,723
d) Non-capital Equipment and Supplies			
e) Materials			
f) Travel		\$5000	\$5000
g) Building/Space			
h) Equipment & Other Capital Expenditures			
Total Direct Costs			
II. Indirect Costs:			
Indirect Costs* Approved Indirect Cost Rate Used: _____ %		\$46,800	\$46,800
III. In-kind Contribution			
State in-kind contribution			
Total Administrative Cost (Total of items I, II, and III)	\$3,565,725	\$4,543,799	\$8,109,524
<i>100 Percent Federal E&T Grant</i>		\$978,074.00	\$978,074.00
<i>50 percent Additional Administrative Expenditure</i>	\$3,565,725	\$3,565,725	\$7,131,450
IV. Participant Reimbursement (State plus Federal):			
a) Dependent Care (including contractual costs)	\$10,000	\$10,000	\$20,000
b) Transportation & Other Costs (including contractual costs)	\$43,730	\$43,730	\$87,460
c) State Agency Cost for Dependent Care Services			
<i>Total 50 percent Participant Reimbursement Expenses</i>	\$53,730	\$53,730	\$107,460
V. Total Costs	\$3,619,455	\$4,597,529	\$8,216,984

Section J: Budget Narrative and Justification

Item	Narrative
I. Direct Costs:	
a) Salary/Wages	Two Public Assistance Consultants @ .90 FTE Salaries \$179,272.00
b) Fringe Benefits* Approved Fringe Benefit Rate Used 92%	Two Public Assistance Consultants @ .90 FTE Fringe Benefits \$163,729.00
c) Contractual Costs	Total state and federal combined cost is \$7,714,723.00 Contractual costs are for E&T services, vocational training programs, and associated administrative expenses.
d) Non-capital Equipment and Supplies	
e) Materials	
f) Travel	\$5000.00 set aside for E&T training opportunities in other States, in state trainings for contractors, and USDA led training opportunities.
g) Building/Space	
h) Equipment & Other Capital Expenditures	
II. Indirect Costs:	\$46,800.00 for two public assistance consultants
III. State In-kind Contribution	

IV. Participant Reimbursements	
a) Dependent Care	\$30,000.00 has been earmarked for dependent care reimbursement
b) Transportation & Other Costs	\$77,460.00 has been earmarked for transportation and other participant reimbursements Capital Workforce Partners has set aside \$2,000.00 to be used for participant expenses. Goodwin College has set aside \$1,000.00 to be used for participant expenses.

	<p>The CSCU has pledged \$75,000.00 for participant expenses for the twelve community college SNAP E&T partners.</p> <p>In addition, DSS is investing \$29,460.00 for participant expenses.</p>
c) State Agency Cost for Dependent Care Services	