

## USDA FNS SNAP E&T STATE PLAN

STATE NAME	STATE CODE	FEDERAL FISCAL YEAR	VERSION
Alabama	AL	2026	Original Submission

**FORM STATUS:** Approved on 09/22/2025 11:40 AM EDT

### KEY PROGRAM STAFF

Provide one contact person for the State E&T Program.

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### AMENDMENT LOG

**NOTE:** THE AMENDMENT LOG IS ONLY APPLICABLE WHEN SUBMITTING AN AMENDMENT TO A STATE PLAN

## ACRONYMS

State agencies may consider including acronyms for the SNAP State agency, SNAP E&T program name, State's management information system, and SNAP E&T providers or contractors.

The below list includes common acronyms utilized within this plan.

<b>Acronym</b>	<b>Definition</b>
ABAWD	Able-Bodied Adult without Dependents
ACARTF	A Cut Above the Rest Training Facility
ACCS	Alabama Community College System
ADoL	Alabama Department of Labor
AIDT	Alabama Industrial Development Training
AIM	Aid to Inmate Mothers
A-RESET	Alabama Resources for Enrichment, Self-Sufficiency, and Employability Training (Alabama's name for SNAP E&T)
BGC	Alabama Alliance of Boys & Girls Club
CBO	Community Based Organization
DHR	(Alabama) Department of Human Resources
DPCV	Daniel Payne College Village Foundation
E&T	Employment and Training
EW	Eligibility Worker
FBO	Faith Based Organization
FNS	Food and Nutrition Service
FY	Fiscal Year
GA	General Assistance
HABD	Housing Authority of the Birmingham Division
HIM	Hope Inspired Ministries
HORR	Hands on River Region
IEP	Individualized Employment Plan
IEVS	Income and Eligibility Verification System
ITO	Indian Tribal Organization
M&E	M&E Consulting Services
ME	Management Evaluations
MRWTC	Montgomery Regional Workforce Training Center

MSSC	Manufacturing Skills Standards Council
NCCER	National Center for Construction Education and Research
OSHA	Occupational Safety and Health Administration
QWR	Quarterly Wage Record
RTW/ACE	Ready to Work now called Alabama Career Essentials
SAFE	Sylacauga Alliance for Family Enhancement/ Alabama Network of Family Resource Centers
SNAP	Supplemental Nutrition Assistance Program
TANF	Temporary Assistance for Needy Families
USDA	United States Department of Agriculture
UWAL	United Ways of Alabama
WIOA	Workforce Innovation and Opportunity Act
WIOA	Workforce Innovation and Opportunity Act

## SUMMARY OF PROGRAM

Provide the vision and mission of the State E&T program. In addition, describe how your State agency's E&T program meets the purpose of E&T which is to:

- Increase the ability of SNAP participants to obtain regular employment
- Meet State or local workforce needs

Alabama's E&T program is called Alabama Resources for Enrichment, Self-Sufficiency, and Employability Training or "A-RESET".

The mission of A-RESET is to provide education and training to voluntary SNAP participants to improve their employability and to assist them in their endeavor to become self-sufficient. The vision of A-RESET is Commitment + Collaboration + Empowerment = Achievement & Stability. As in previous years, the State continues to focus services on ABAWDs while also serving work eligible, non-ABAWDs who volunteer to participate.

Is the State's E&T program administered at the State or county level?

☒

State

☐

County

Provide the web addresses (URLs) of State E&T policy resources used such as handbooks and State administrative code, if available. Enter a single URL per row.

URL	Resource Type

## PROGRAM CHANGES

Summarize changes for the upcoming Federal fiscal year (FY) from the prior FY. Significant changes may include new initiatives, changes in funding or funding sources, policy changes, or significant changes to the number of partners or participants. Significant changes could include those made as a result of management evaluation findings or participation in program improvement initiatives, such as SNAP to Skills. It is not necessary to include changes made as a result of new Federal rulemaking.

In FY 26, DHR will contract with a total of 6 (six) E&T partners, three of which will serve as intermediaries and three of which are direct E&T partners. For the intermediaries, DHR contracts with these organizations directly and they in turn contract with other organizations to deliver services and operate eligible A-RESET programs. The intermediary is the fiscal and programmatic agent for the program.

Our intermediaries are the Alabama Community College System (ACCS), United Ways of Alabama (UWAL) and the Sylacauga Alliance for Family Enrichment (SAFE). Our directly contracted partners are: AIDT, Troy University, and Laine Federal Education.

27 (twenty-seven) subcontractors under SAFE,  
 18 (eighteen) subcontractors under UWAL,  
 23 (twenty-three) community colleges under ACCS, and  
 2 (two) partners directly contracted by DHR.

Highlight any changes from above that the State agency is making to the E&T program based on the prior year's performance, for instance changes made as a result of E&T outcome and participation data.

There will be two additional centers added under the intermediary SAFE and one additional county, Cleburne County. The State will also provide a one time participant reimbursement of \$300 for individuals that complete an onsite career technical/vocational training and gain a certification. This reimbursement would be issued to assist them with obtaining clothing and other items necessary for their employment.

## CONSULTATION AND COORDINATION WITH THE WORKFORCE DEVELOPMENT SYSTEM

State agencies must design the E&T program in consultation with the State workforce development board and operate the E&T program through the statewide workforce development system (7 CFR 273.7(c)(5)). The goal of this section is to explain the relationship between the State agency and other organizations it plans to consult and coordinate with for the provision of services, including organizations in the statewide workforce development system. The statewide workforce development system refers to a network of providers, which may include government and the public sector; community-based organizations and non-profits; employers and industry; occupational training providers; and post-secondary institutions, such as community colleges. Please note the State workforce development board is an entity that establishes Regional strategic plans and sets funding priorities for their area. They are distinct from State workforce agencies.

### Consultation

Consultation with the workforce development system generally includes discussions to learn about services provided in the community and how each organization functions and coordinates with others in the community. State agencies can demonstrate they consulted with their State workforce development board by noting the dates of conversations, who they spoke with, what they spoke about, and how they incorporated this information into the design of their E&T program.

Did the State agency consult the State workforce development board?

☒ Yes

☐ No

Describe how the State agency consulted with the State workforce development board in designing its SNAP E&T program. Include the names, dates and outcomes of the consultation.

Date	State Workforce Development Board Name	Title(s) of Person Consulted	Outcome of Consultation
10/31/2024	Alabama Workforce Boards	Chair of Alabama Workforce Boards	Participated in quarterly meeting and the following was discussed: WIOA deadlines and priorities, increasing the labor force participation rate, and the various Alabama Department of labor programs.
12/11/2024	Alabama Workforce Boards	Chair of Alabama Workforce Boards	Participated in quarterly meeting and the following was discussed: goals to grow the economy and improve the lives of citizens and outcomes measurements to provide to the Governor.
02/12/2025	Alabama Workforce Boards	Chair of Alabama Workforce Boards	Participated in quarterly meeting and the following was discussed: committees that will work on the

			coordination of the Department of Workforce on the federal, state and local plans; identify barriers to successful job placement at the state career centers and identify ways to help people better access to opportunities, skills development and career support.
05/07/2025	Alabama Workforce Board	Chair of Alabama Workforce Boards	Participated in quarterly meeting and the following was discussed: People-focused Career Centers and Services, State and Local governance, Strategic Workforce Plan, and Workforce Development Metrics.

## Coordination

Coordination with the workforce development system consists of efforts to partner with workforce providers to directly serve SNAP E&T participants or to align the flow or types of services offered across programs.

Describe any special State initiatives (i.e. Governor-initiated or through State legislation) that include SNAP E&T. Describe any efforts taken by the State agency to coordinate these programs, services, partners, and/or activities with the State's E&T program.

State A-RESET staff continue to participate with the P-20W Council. The P-20W Council is a body composed of each agency head that is charged with establishing and managing a longitudinal data system, which contains Pre-K through postsecondary student information and connects it to Alabama's workforce. "P" represents the preschool, "20" represents grade one through graduate school and "W" represents workforce. Through this, DHR provides input on the state's efforts to integrate Alabama's early childhood, elementary, secondary, post-secondary, and public workforce systems. The goal of this participation is to help ensure that all Alabamians can access training which leads to self-sufficiency. This furthers the Governor's plan to ensure that there is "no wrong door" to providing services throughout the State.

The State also participated in the DAVID Task Force. The task force focused on increasing usage of the DAVID Tool as means of providing informed consumer choice to participants in Workforce Innovation and Opportunity Act (WIOA) core and partner programs. This tool allows staff to project income and income gaps for participants.

Describe the extent to which the State agency is carrying out SNAP E&T programs in coordination with title I programs under the Workforce Innovation and Opportunity Act (WIOA).

The State continues to work to refer individuals to their local Career Centers to participate in Title I of WIOA programs. To have better access to information regarding these programs, the State is currently contracting with the Department of Commerce, which operates the system that the Department of Labor and the Career Centers use for data entry and data management. This system will allow A-RESET staff to have access to information for individuals receiving services from the Career Centers.

Is SNAP E&T included as a partner in the State's WIOA Combined Plan?

☒ Yes

☐ No

Describe how the State agency is coordinating with TANF/GA programs, services, partners, and/or activities. Describe any TANF/GA special initiatives targeting specific populations and any actions taken to coordinate with these efforts.

Alabama is continuing its work on the Continuum project. The purpose of the project is to provide a seamless transition for TANF clients into the A-RESET program. This transition will allow TANF client, that are not receiving cash benefits, to continue in a workforce program and continue to receive other supportive services. A-RESET provides opportunities for continued training and services to address barriers received while in the program and for up to 90 days once they do find employment. We encourage these individuals to participate in trainings that will lead to high paying, in demand jobs.

Servies for TANF eligible recipients include transportation and Coaching for Excellence Program. A member of the Coaching for Excellence program as a speaker for the A-RESET June 2025, county meeting.

Describe how the State agency is coordinating its SNAP E&T program with any other Federal or State employment program (e.g. HUD, child support, re-entry, refugee services).

The State also partners with the Housing Authority of the Birmingham Division (HABD) to assist housing residents throughout Jefferson County in becoming self-sufficient. This effort began in September 2021 and continues today.

The partnership is between DHR and the Housing Authority of the Birmingham District (HABD). The goal is to develop coordinated services for A-RESET participants requesting services at the HABD Envision Center. These coordinated services include work readiness training, volunteering, supervised job search, and GED/Adult Education.



## CONSULTATION WITH INDIAN TRIBAL ORGANIZATIONS (ITOs)

State agencies are required to consult with Tribes about the SNAP State Plan of Operations, which includes the E&T State Plan, per 7 CFR 272.2(b) and 272.2(e)(7). The consultations must pertain to the unique needs of Tribal members. State agencies are required to document the availability of E&T programs for Tribal members living on reservations in accordance with 7 CFR 273.7(c)(6)(xiii). The goal of this section is to describe how the State agency consulted with Indian Tribal Organizations (ITOs), describe the results of the consultation, and document the availability of E&T programs for Tribal members living on reservations.

Did the State agency consult with ITOs in the State?

- ☒ Yes
- ☐ Yes, but not all ITOs
- ☐ No
- ☐ There are no ITOs in my State

List the ITOs consulted and describe the outcomes of the consultation(s). Provide specific examples of how the State agency incorporated feedback from ITOs into the design of the E&T program (e.g. unique supportive service, new component, in-demand occupation). Include the title of the person you consulted and the date.

Date	Name of ITO	Title(s) of Person Consulted	Outcome of Consultation
01/08/2025	The Poarch Band of Creek Indians	Executive Assistant	Emailed a letter to Angela McMorris, Executive Assistant. The ITO did not respond to our email request to meet.
04/02/2025	The Poarch Band of Creek Indians	Executive Assistant	Emailed a letter to Angela McMorris, Executive Assistant. The ITO did not respond to our email request to meet.
06/06/2025	The Poarch Band of Creek Indians	Executive Assistant	Emailed a letter to the Executive Assistant, Angela McMorris, of the Tribal Chair to request a meeting the week of June 23rd. The ITO did not respond to our email request to meet.

Will the State agency be seeking enhanced reimbursement for E&T services (75%) for ITO members who are residents of reservations, either on or off the reservation?

- ☐ Yes
- ☒ No

## UTILIZATION OF STATE OPTIONS

State agencies have the flexibility to implement policy options to adapt and meet the unique needs of State populations. Check which options the State agency will implement.

Does the State agency offer an E&T program statewide?

☐ Yes

☒ No

Indicate the type of E&T program the State agency operates.

☐ Mandatory per 7 CFR 273.7(e)

☒ Voluntary per 7 CFR 273.7(e)(5)(i)

☐ Combination of mandatory and voluntary

Indicate which counties offer an E&T program.

<input checked="" type="checkbox"/> Autauga County	<input checked="" type="checkbox"/> Dallas County	<input checked="" type="checkbox"/> Marion County
<input checked="" type="checkbox"/> Baldwin County	<input checked="" type="checkbox"/> DeKalb County	<input checked="" type="checkbox"/> Marshall County
<input checked="" type="checkbox"/> Barbour County	<input checked="" type="checkbox"/> Elmore County	<input checked="" type="checkbox"/> Mobile County
<input type="checkbox"/> Bibb County	<input checked="" type="checkbox"/> Escambia County	<input checked="" type="checkbox"/> Monroe County
<input type="checkbox"/> Blount County	<input checked="" type="checkbox"/> Etowah County	<input checked="" type="checkbox"/> Montgomery County
<input type="checkbox"/> Bullock County	<input checked="" type="checkbox"/> Fayette County	<input checked="" type="checkbox"/> Morgan County
<input checked="" type="checkbox"/> Butler County	<input type="checkbox"/> Franklin County	<input checked="" type="checkbox"/> Perry County
<input checked="" type="checkbox"/> Calhoun County	<input type="checkbox"/> Geneva County	<input type="checkbox"/> Pickens County
<input checked="" type="checkbox"/> Chambers County	<input type="checkbox"/> Greene County	<input checked="" type="checkbox"/> Pike County
<input type="checkbox"/> Cherokee County	<input type="checkbox"/> Hale County	<input checked="" type="checkbox"/> Randolph County
<input type="checkbox"/> Chilton County	<input type="checkbox"/> Henry County	<input checked="" type="checkbox"/> Russell County
<input type="checkbox"/> Choctaw County	<input checked="" type="checkbox"/> Houston County	<input checked="" type="checkbox"/> Shelby County
<input checked="" type="checkbox"/> Clarke County	<input checked="" type="checkbox"/> Jackson County	<input checked="" type="checkbox"/> St Clair County
<input type="checkbox"/> Clay County	<input checked="" type="checkbox"/> Jefferson County	<input type="checkbox"/> Sumter County
<input checked="" type="checkbox"/> Cleburne County	<input type="checkbox"/> Lamar County	<input checked="" type="checkbox"/> Talladega County
<input checked="" type="checkbox"/> Coffee County	<input type="checkbox"/> Lauderdale County	<input checked="" type="checkbox"/> Tallapoosa County
<input checked="" type="checkbox"/> Colbert County	<input type="checkbox"/> Lawrence County	<input checked="" type="checkbox"/> Tuscaloosa County
<input checked="" type="checkbox"/> Conecuh County	<input checked="" type="checkbox"/> Lee County	<input checked="" type="checkbox"/> Walker County
<input type="checkbox"/> Coosa County	<input checked="" type="checkbox"/> Limestone County	<input checked="" type="checkbox"/> Washington County
<input type="checkbox"/> Covington County	<input checked="" type="checkbox"/> Lowndes County	<input checked="" type="checkbox"/> Wilcox County
<input type="checkbox"/> Crenshaw County	<input type="checkbox"/> Macon County	<input type="checkbox"/> Winston County
<input checked="" type="checkbox"/> Cullman County	<input checked="" type="checkbox"/> Madison County	
<input checked="" type="checkbox"/> Dale County	<input checked="" type="checkbox"/> Marengo County	

Does the State agency serve the following populations? Select all that apply.

- ☐ Applicants per 7 CFR 273.7(e)(2)
- ☒ Exempt members of zero benefit households that volunteer for SNAP E&T per 7 CFR 273.10(e)(2)(iii)(B)(7)
- ☒ Categorically eligible households per 7 CFR 273.2(j)

Does the State agency enable ABAWDs to regain SNAP eligibility through E&T and verify that the ABAWD will meet the work requirement within 30 days?

- ☒ Yes
- ☐ No

## CHARACTERISTICS OF INDIVIDUALS SERVED BY E&T

State agencies are required to include information about the categories and types of individuals they plan to exempt from mandatory E&T participation (7 CFR 273.7 (c)(6)(iv)), as well as the characteristics of the population they plan to place in E&T (7 CFR 273.7 (c)(6)(v)).

What are the characteristics of the population the State agency intends to serve in E&T (e.g. target population)? This question applies to both mandatory and voluntary participants.

- ☒ ABAWDs
- ☒ Homeless
- ☐ Veterans
- ☐ Students
- ☒ Single parents
- ☒ Returning citizens (aka: ex-offenders)
- ☒ Underemployed
- ☒ Those that reside in rural areas
- ☒ Housing Authority residents

### Estimated Participant Levels

Project participation in E&T for the upcoming Federal fiscal year. In determining the estimated participation, it is important to be as accurate as possible. As appropriate, projections should be based upon actual figures from the current Federal fiscal year.

Anticipated number of work registrants	299,998
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### State Exemptions

List State exemptions from E&T and the participation, such as individuals to be exempted under each category.

EXEMPTION	TOTAL INDIVIDUALS
Total estimated number of work registrants exempt from mandatory E&T.	299,998

Total estimated number of work registrants exempt from mandatory E&T	299,998
Percent of all work registrants exempt from E&T	100.00%

**ABAWDs**

Anticipated number of ABAWDs in the State	88,887
Anticipated number of ABAWDs in waived areas of the State	0
Anticipated number of ABAWDs to be exempted under the State's ABAWD discretionary exemption allowance	0
Anticipated number of ABAWDs in the State who meet the criteria under 7 CFR 273.7(d)(3)(i)	88,887

**E&T Participants**

Anticipated number of mandatory E&T participants	0
Anticipated number of voluntary E&T participants	5,989
Total anticipated number of E&T participants	5,989
Anticipated number of ABAWDs to be served in E&T	969

How frequently will the State plan to re-evaluate these exemptions from mandatory E&T?

- ☒ Annually  
☐ Bi-annually  
☐ Other

## ORGANIZATIONAL RELATIONSHIPS

State agencies are required to include information on the organizational relationship between the units responsible for certification and the units operating the E&T components, including units of the statewide workforce development system, if available. For the purposes of the questions below, E&T providers are considered to include units of the statewide workforce development system. FNS is specifically interested in ensuring that the lines of communication are efficient and that, if applicable, noncompliance with mandatory E&T is reported to the certification unit within 10 working days after the noncompliance occurs, per 7 CFR 273.7(c)(4). State agencies must also include information on the relationship between the State agency and other organizations it plans to coordinate with for the provision of services.

The following questions are about how the E&T program is structured in your State agency.

Indicate which division within the SNAP State agency is responsible for the E&T program. (i.e. establishes E&T policy, contracts for E&T services, monitors providers). For example, explain if the E&T program unit is separate from the SNAP certification unit, and if there are separate E&T units at the county level.

The state DHR A-RESET team is comprised of five staff, including a manager. This team reports to an Assistant Director within the Food Assistance Division. These staff are responsible for a variety of tasks, including, but not limited to:

- Submitting the state plan
- Contracting for A-RESET services
- Monitoring providers
- Training county DHR case managers
- Providing technical assistance to both case managers and A-RESET partners
- Establishing state, A-RESET policy
- Quarterly 583 reports
- Annual report
- ABAWD Reviews

County A-RESET case managers, work in separate units from the SNAP eligibility workers. A-RESET case managers communicate with eligibility workers to collect referrals, troubleshoot incorrect or unclear work registration information, and share changes in A-RESET policies.

How does the E&T unit coordinate and communicate on an ongoing basis with the units responsible for certification policy?

The state A-RESET unit is a part of the state Food Assistance Division. Within the Food Assistance Division, there is the Policy Unit, which oversees all Food Assistance Policy for the State. One Director oversees the division, which allows communications to be shared within and between the units. The two units continuously communicate about the two programs, work together on policy documents, and discuss work registrations requirements.

The two units share information via email or conference calls about policy documents and other related A-RESET question. The Eligibility Worker determines a client's appropriateness for and interest in the A-RESET program. Once these assessments have been made the client is then referred to the A-RESET Case Manager for program enrollment.

Describe the State's relationships and communication with intermediaries or E&T providers.

The state A-RESET partners with two direct providers and three intermediaries. Monthly partner calls are held with all providers. Technical Assistance (TA) is provided to any provider as needed or determined through partner ME Reviews and monthly partner calls/meetings.

Describe how the State agency shares new policies, procedures, or other information with the intermediary or other E&T provider.

DHR hosts monthly calls with all A-RESET partners, as well as monthly calls with all E&T counties that have A-RESET case managers. We also host other partner and county A-RESET calls/meetings and trainings as needed. These calls serve as the primary method for communication and training. DHR will communicate outside of this cadence if urgent communication is required.

DHR also conducts ME Reviews and Partner reviews. In FY25, TA was provided to cohort partners.

Describe how the State agency, intermediaries, and E&T providers share participant data and information. Include the names of any MIS systems (or other modes of communication) used.

Participant data and information is primarily shared via secure email. Some A-RESET partners have a shared Google or Microsoft OneDrive account where participant data is collected. The State is currently in the process to develop a new eligibility system, Alabama Combined Eligibility System (ACES). ACES will contain a new A-RESET portal system that will be beneficial to the partners, by allowing them to check for A-RESET participant eligibility and enter data received from participants into the portal.

Information is shared by the partners and the case managers through secured means. This information is sent to all designated partners and includes the participants name, social security number, date of birth and case I.D. number. E&T case managers are required to train yearly on Internet safety and security, which includes the sharing of email information.

If the State uses a MIS system, describe the E&T related data that is tracked and stored in those systems (e.g. referrals, noncompliance with program requirements, provider determination, etc.), and whether the system(s) interact with each other.

The A-RESET portal is used by state and county A-RESET case managers to perform their daily work. It captures a variety of data, including:

- Participant Enrollment data
- Participant address and communication preferences
- Components
- Participant educational level
- Participants that gained employment status
- Forms and
- Participant reimbursements.

A-RESET case managers are required to update the portal after every interaction with the participant or when information is received from the partner. They are also required to verify that the hours submitted follow the A-RESET rules on minimum participation reimbursement hours before approving issuance. Case managers are required to scan all documents into ADDI, our Document Imaging System. The A-RESET portal interfaces with OACIS to pull over basic participants demographics including case numbers.

Describe the State agency's process for monitoring E&T providers' program and fiscal operations. Include plans for direct monitoring such as visits, as well as indirect monitoring such as reviewing program data, financial invoices, etc.

#### Programmatic

State DHR visits A-RESET counties, as well as partner sites, following the tri-year ME calendar to complete a programmatic review of client participation progress. During these county and partner visits, we collaborate to ensure staff's understanding of the program's operation and if any technical assistance or training is needed. During partner visits, we review participant eligibility, ensuring their eligibility status was verified; participant files, ensuring that verification and pertinent documents are copied and stored; reimbursement process, ensuring that expenses claimed were reasonable and necessary; service agreement provisions, program eligibility, which includes, clients consent forms, referral tracking forms, attendance and participation, updates, and any case notes to ensure compliance with the E&T program.

DHR uses a monitoring review tool to monitor partners progress and ensure federal regulations and may monitor intermediaries and providers at any time. The onsite review will consist of an interview of program leadership and staff to discuss program policy and its implementation, review of case files to confirm participant eligibility and progress toward completing program goals, as well as review financial documents to assure reimbursements were correct and accurate

#### Fiscal

State DHR reviews all financial invoices to verify that expenditures are reasonable and necessary, that costs are allocated, that verification of expenditures are included, and that the funding sources are eligible funding sources. We also verify that the participants served were active SNAP recipients and enrolled in the A-RESET program. As part of our review, we verify that only those expenditures associated with eligible participants are included for reimbursement.

This process is done each month with intermediaries, their subcontractors, and other direct contracted partners. Although intermediaries are responsible for reviewing invoices received from the subcontracted partners each month, fiscal, as well as programmatic, subcontractor reviews are still conducted by State staff to ensure they are in compliance. As a requirement, it is mandatory that staff conduct a partner site visit quarterly, to ensure compliance with A-RESET protocol.

DHR uses a monitoring review tool to monitor partners progress and ensure federal regulations and may monitor intermediaries and providers at any time. The onsite review will consist of an interview of program leadership and staff to discuss program policy and its implementation, review of case files to confirm participant eligibility and progress toward completing program goals, as well as review financial documents to assure reimbursements were correct and accurate

How frequently does the State agency monitor E&T providers' program and fiscal operations?

- ☐ Daily
- ☐ Weekly
- ☐ Monthly
- ☐ Quarterly
- ☐ Bi-Annually
- ☒ Annually
- ☐ Other



Describe how the State agency evaluates the performance of providers in achieving the purpose of E&T (assisting members of SNAP households in gaining skills, training, work, or experience that will increase their ability to obtain regular employment and meets State or local workforce needs).

As part of our work in FY26, DHR will continue to work individually with each partner to establish their own performance measures, which will include measuring their performance against the A-RESET established mission, “to provide education and training skills for voluntary SNAP participants to improve their employability and to assist them in their endeavors of becoming self-sufficient.” Presently, DHR uses the partner data form.

DHR is working on strengthening partner performance by using the annual report and partner data form to evaluate and identify participants skills gained and how the program has helped in their ability to gain employment.

How frequently does the State agency evaluate the performance of providers in achieving the purpose of E&T?

- ☐ Daily
- ☐ Weekly
- ☐ Monthly
- ☐ Quarterly
- ☐ Bi-Annually
- ☒ Annually
- ☐ Other

## SCREENING FOR WORK REGISTRATION

State agency eligibility staff must screen for federal exemptions from work registration, per 7 CFR 273.7(a).

Describe how the State agency screens applicants to determine if they are work registrants.

The State of Alabama's SNAP application includes questions about the following to help screen for exemptions to the general work requirements: age of individuals, student status, dependents in the home/household composition, and work status. In addition, Eligibility Workers (EWs) use general interview techniques and other line of questioning found in our eligibility system to aid in the determination of whether SNAP applicants are subject to the general work requirements. EWs are responsible for mailing out the Consolidated Work Notice at interview. EWs use the Oral script when interviews are conducted.

How does the State agency work register non-exempt individuals?

The Online Application Case Information System (OACIS) uses work registration alpha codes to denote and record the status of everyone in the SNAP food unit. In addition, Eligibility Workers (EWs) refer individuals for work registration by using the Alabama SNAP Employment & Training Participant Consent Form. E&T workers use a generated report, which identifies individuals who should be referred for E&T based on the alpha code assigned. These individuals are contacted via phone call or invitational letter for further assessment.

At what point in the certification process does the State agency provide the written explanation of the applicable work requirements? Select all that apply.

- ☐ Point of Intake
- ☒ Point of Certification
- ☒ Reported change in the work registrant status of household members
- ☒ Point of Recertification
- ☐ State does not provide written explanation

At what point in the certification process does the State agency provide the oral explanation of the applicable work requirements? Select all that apply.

- ☐ Point of Intake
- ☒ Point of Certification
- ☒ Reported change in the work registrant status of household members
- ☒ Point of Recertification
- ☐ State does not provide oral explanation

## SCREENING FOR REFERRAL TO E&T

The State agency must screen each work registrant to determine if it is appropriate, based on State-specific criteria, to refer them to the E&T program per 7 CFR 273.7 (c)(2). State agencies may operate program components in which individuals elect to participate, per 7 CFR 273.7(e)(4).

List the State-specific criteria eligibility workers use to screen individuals to determine if it is appropriate to refer them to the State's SNAP E&T program.

Eligibility Workers ask all SNAP applicants three questions to screen for appropriateness of referral at certification, recertification: Eligibility workers are the first point of contact for E&T screening. Eligibility workers will screen every work registrant at certification, recertification and when household members are added ages 16-65, that may be interested in participating in A-RESET by addressing the questions below. Based on the client's response and /or the signed consent form, referrals can be made to case managers from DHR eligibility workers without a consent form. The second and third questions are designed to assess if the participant is ready to work immediately.

1. Is a household member available to start work or a training program?
2. Is the household member ready to work or attend a training program?
3. Has the household member ever held a job for more than 6 months?

What information does the State provide to a SNAP recipient to explain SNAP E&T participation criteria?

The State mails an informational flyer that explains the A-RESET program. Eligibility staff also share general information about the program during the interview.

How does the State document that the information has been provided?

A case note is created in the eligibility system to document communication of this information. An invitational letter is mailed to those that are appropriate and interested in the program.

What is the State's model for screening and referral to SNAP E&T? Select all that apply.

- ☒ Reverse Referral
- ☒ Direct Referral

When does screening for referral to E&T occur? Select all that apply.

- ☒ Initial Certification
- ☒ Recertification
- ☒ Reported change in the work registrant status of households
- ☐ Other

Describe the process for screening for direct referral to E&T, including the staff involved.

Eligibility Workers screen all Food Assistance applicants to determine if they are subject to the work requirements or if they are exempt. This is done by reviewing the applicant's work registration codes, which are assigned at application approval. They will also screen applicants to see if they are ABAWDs and subject to the time limits.

Those individuals who are ABAWDs and/or subject to the work requirements are additionally asked three screening questions (see IX.a) to gauge their appropriateness for A-RESET. The answers to these questions are recorded in the eligibility system.

If applicants who are exempt from the work requirement express interest in participating in A-RESET, the eligibility worker will screen them given A-RESET's voluntary nature. This does not include those who are wholly ineligible to participate in SNAP E&T (e.g., receiving TANF).

When does the screening for a reverse referral request occur?

An initial screening is completed during each initial interview, at recertification and when new household members are added, ages 16-65. A-RESET case managers refer back to this screening when a reverse referral is received.

Describe the process for screening during the reverse referral request process, including the staff involved.

Screenings occur at each initial and recertification interview and when new household members are added, ages 16-65, and are determined by eligibility staff. Once a case manager receives a reverse referral from a Partner, the case manager refers to the screening that has already occurred.

Are participants informed about participant reimbursements before the individual is referred to E&T by eligibility staff?

☒ Yes

☐ No

How are participants informed about participant reimbursements?

Participants are informed in various ways, which include a handout during their certification interview, an invitation letter sent by DHR case managers to participate in the program, and during Orientations conducted by A-RESET case managers, DHR or Providers.

## REFERRAL TO E&T

In accordance with 7 CFR 273.7(c)(2), in order to participate in SNAP E&T, the State agency must make the referral. The referral method may vary from participant to participant.

What information does the State provide to E&T participants when they are referred? Select all that apply.

- ☒ Information about accessing E&T services
- ☐ Case Management
- ☐ Dates
- ☒ Contact information
- ☐ Other

How is the referral communicated? Select all that apply.

- ☒ Orally
- ☒ Electronic Forms
- ☒ Physical Forms
- ☒ Emails
- ☐ Text Messages
- ☐ Other

If the State receives a reverse referral request from an E&T provider, what steps does the State take?

Once a case manager receives a reverse referral from a Partner, the case manager screens the client for A-RESET eligibility. The case manager first reviews the assessment received. The assessment is reviewed to verify that the client has answered all areas of the assessment.

The case manager checks to see if the client has an active SNAP case, checking to see if the client's Work Registration Code and Cert eligibility is active, ensuring they are included in the budget, and if the client is receiving TANF benefits. Along with checking eligibility status, the case managers are responsible for checking to see if the client is appropriate for the A-RESET program. The case manager will check the voluntary quit section to see if the eligibility worker has checked off that the client is appropriate after asking the three designated questions. If the client has been determined not appropriate, the case manager will ask the eligibility worker to reevaluate for appropriateness. Once these determinations have been approved, the Partner will be notified of the client's eligibility.

How does the State communicate to the SNAP participant that they are in SNAP E&T? Select all that apply.

- ☒ Orally
- ☐ Electronic Forms
- ☒ Physical Forms
- ☒ Emails
- ☐ Text Messages
- ☐ Other

How does the State communicate to the SNAP participant about their rights to receive participant reimbursements? Select all that apply.

- ☒ Orally
- ☐ Electronic Forms
- ☒ Physical Forms
- ☒ Emails
- ☐ Text Messages
- ☐ Other

How is information about the referral communicated to E&T providers, as applicable?

Case managers will communicate by using partner data forms, emails or phone, and electronic or physical forms to an A-RESET provider about referrals.

How is information about the referral communicated within the State agency?

The Eligibility Worker emails the A-RESET consent form and information about the participant to the case manager directly. The work registration code is generated in OACIS (SNAP MIS). All A-RESET specific information is entered into the A-RESET portal. Information on participation hours are entered into the eligibility system, OACIS, for eligibility review.

After referral, what additional steps does the E&T participant take to access the program? Select all that apply.

- ☒ Assessment
- ☒ Orientation
- ☒ Meet with case manager
- ☐ Other

Is orientation mandatory?

- ☒ Yes
- ☐ No

Who runs the orientation? Select all that apply.

- ☒ State Agency
- ☒ Intermediary
- ☒ E&T Provider
- ☒ County or Local Office

How is the orientation conducted? Select all that apply.

- ☒ In Person
- ☒ Virtually
- ☐ Online
- ☐ Self-Paced
- ☒ Other

Explain the other methods used for orientation.

On the phone

What happens during the orientation?

During the orientation, an assessment is conducted with the participant, which also included developing an IEP and addressing barriers. The case manager also shares information on the Providers available in the area, services offered, and various participant supports.

## ASSESSMENT

Does the State require or provide an assessment?

- ☒ Yes  
☐ No

Who conducts the assessment? Select all that apply.

- ☒ State Agency  
☒ E&T Provider  
☐ Self-Assessment  
☒ Intermediary  
☒ Local Office  
☐ Other

When are participants assessed?

Participants are assessed during Orientation.

Describe the assessment. List the tools used in the assessment.

A comprehensive initial assessment is conducted by DHR case managers, which includes addressing skills, certifications, goals, and barriers. With all of this information at hand, an IEP is developed.

Does the assessment result in the completion of an individual employment plan?

- ☒ Yes  
☐ No

How are assessment results shared with State agency staff? Select all that apply.

- ☐ Orally  
☒ Electronic Forms  
☒ Physical Forms  
☒ MIS System  
☐ Email  
☐ Other  
☐ Assessment is not shared with State agency staff



How are assessment results shared with E&T providers? Select all that apply.

- ☐ Orally
- ☒ Electronic Forms
- ☒ Physical Forms
- ☐ MIS System
- ☒ Email
- ☐ Other
- ☐ Assessment is not shared with E&T providers

How are assessment results shared with E&T participants? Select all that apply.

- ☒ Orally
- ☐ Electronic Forms
- ☒ Physical Forms
- ☐ Email
- ☐ Other
- ☐ Assessment is not shared with E&T participants

Are participants reassessed?

- ☒ Yes
- ☐ No

When are participants reassessed?

Participants are reassessed if they become inactive in the program (no participation for 90 days) if a Provider Determination is made, and if the participant has a change in goals.

How are participants reassessed?

Participants are reassessed using a shorter version of the Comprehensive assessment document.

## CONCILIATION PROCESS

In accordance with 7 CFR 273.7(c)(3), State agencies have the option to offer a conciliation period to noncompliant E&T participants. The conciliation period provides mandatory E&T participants with an opportunity to comply before the State agency sends a notice of adverse action. The conciliation process is not a substitute for the determination of good cause when a client fails to comply.

Does the State agency offer a conciliation process?

☐ Yes

☒ No

## CASE MANAGEMENT SERVICES

The State E&T program must provide case management services to all E&T participants. In accordance with 7 CFR 273.7(c)(6)(ii), State agencies are required to include specific information about the provision of case management services in the E&T State plan.

What types of E&T case management services will be offered to the participant? Select all that apply.

- ☒ Comprehensive Intake Assessments
- ☒ Individualized Service Plans
- ☒ Progress Monitoring
- ☒ Coordination with Service Providers
- ☒ Reassessment
- ☐ Other

Who delivers the case management services in your State? Select all that apply.

- ☒ SNAP State agency
- ☒ Local Office(s)
- ☒ Intermediary
- ☒ E&T Providers

How are case management services delivered in your State? Select all that apply.

- ☐ Group Meeting (virtual)
- ☒ Group Meeting (in person)
- ☐ Individual (virtual)
- ☐ Individual (in person)
- ☒ Phone
- ☐ Text
- ☐ Email
- ☐ Other

Describe how E&T case managers coordinate with other staff and services. Coordination can involve tracking E&T participation, sharing information that may be relevant to participation in E&T (e.g. information related to good cause or a work exemption), and referral to additional services.

QUESTION	RESPONSE FIELD
How do E&T case managers coordinate with: SNAP eligibility staff	<ul style="list-style-type: none"> <li>• Receive referrals.</li> <li>• Provide requests for referrals for screening.</li> <li>• Verify and clarify work registration.</li> </ul> <p>Each county protocol is for SNAP eligibility staff to inform the A-RESET unit of a referral. Referrals are sent to case managers via email, designated location in office, or by phone.</p>

How do E&T case managers coordinate with: State E&T staff	<ul style="list-style-type: none"> <li>• Participant referrals</li> <li>• Assessments</li> <li>• IEPs</li> <li>• Tracking of participant progress and identifying if participants may need to be placed with a different provider.</li> <li>• Entry of data for the participant reimbursements.</li> </ul> <p>Case managers may communicate with other partners as necessary. Typically, these communications may be when the participant needs additional services or supports that a different provider can provide or to report participation hours. E&amp;T providers will communicate with E&amp;T case managers, to provide reverse referrals, assessments, IEPs, tracking of participant progress and identifying if participants may need to be placed with a different provider and entry of data for the participant reimbursements.</p>
How do E&T case managers coordinate with: Other E&T providers	<ul style="list-style-type: none"> <li>• Participant referrals</li> <li>• Assessments</li> <li>• IEPs</li> <li>• Tracking of participant progress and identifying if participants may need to be placed with a different provider.</li> <li>• Entry of data for the participant reimbursements.</li> </ul> <p>Case managers may communicate with other partners as necessary. Typically, these communications may be when the participant needs additional services or supports that a different provider can provide or to report participation hours. E&amp;T providers will communicate with E&amp;T case managers, to provide reverse referrals, assessments, IEPs, tracking of participant progress and identifying if participants may need to be placed with a different provider and entry of data for the participant reimbursements.</p>
How do E&T case managers coordinate with: Community resources	<p>Referral to resources and services provided by the community. Community resources will provide referral of resources and services provided by the community. This information of listed resources and events will aid in assisting clients.</p>

How does the State agency ensure E&T participants receive targeted case management services through an efficient administrative process, per 7 CFR 273.7(c)(6)(ii)?

DHR has developed processes to efficiently provide case management services to all A-RESET participants. When a SNAP participant expresses interest in A-RESET, they are referred to county A-RESET case manager. If the participant is receiving services through a DHR program, such as supervised job search, that case manager will continue to provide services through the entirety of the time in the component. Many A-RESET partners also provide case management for participants. In instances where providers do not offer case management, DHR Case Managers provide this service. And in all instances, each A-RESET participants has a designated Case Manager throughout the duration of their participation.

DHR has developed an efficient administrative process which minimizes handoffs, reduces the number of agencies a participant must work with, and centralizes services with one agency as much as possible.

How do your offered case management services support the participant in the E&T program and provide activities and resources that help the participant achieve program goals?

Each A-RESET participants has a designated Case Manager throughout the duration of their participation to ensure participant success by monitoring progress with regular check-in, to address any barriers and supportive services.

How does the SNAP State agency ensure the case management services offered do not act as an impediment to successful participation in E&T?

DHR has developed an efficient administrative process which minimizes hand offs and reduce the number of agencies.

## GOOD CAUSE

In accordance with 7 CFR 273.7(i), the State agency is responsible for determining good cause when a SNAP recipient fails or refuses to comply with SNAP work requirements. Since it is not possible for FNS to enumerate each individual situation that should or should not be considered good cause, the State agency must take into account the facts and circumstances, including information submitted by the employer and by the household member involved, in determining whether or not good cause exists.

How does the State agency reach out to the SNAP participant to determine good cause? Select all that apply.

- ☒ Phone Call
- ☒ Email
- ☐ Text Message
- ☒ Physical Form

How does the State agency reach out to the employers to determine good cause? Select all that apply.

- ☒ Phone Call
- ☒ Email
- ☐ Text Message
- ☒ Physical Form

How does the State agency reach out to E&T providers to determine good cause? Select all that apply.

- ☒ Phone Call
- ☒ Email
- ☐ Text Message
- ☒ Physical Form
- ☐ MIS System

How many attempts are made to reach out to the SNAP participant for additional information?

- ☐ One
- ☒ Two
- ☐ Three
- ☐ More than three

What is the State agency's criteria for good cause?

In determining whether good cause exists, the State agency shall consider the facts and circumstances, including information submitted by the household member involved and, if appropriate, the employer. Good cause shall include circumstances beyond the individual's control, such as, but not limited to illness, illness of another household member requiring the presence of the individual, a household emergency, and the unavailability of transportation.

Describe the State agency's process to determine good cause if there is not an appropriate and available opening for an E&T participant.

Since the State operates a voluntary SNAP E&T program, there is no need for a good cause process for lack of an appropriate and available SNAP E&T component.

## PROVIDER DETERMINATIONS

In accordance with 7 CFR 273.7(c)(18) a State agency must ensure that E&T providers are informed of their authority and responsibility to determine if an individual is ill-suited for a particular E&T component.

Describe the process used by E&T providers to communicate provider determinations to the State agency.

The E&T provider conducts an assessment and determines if the individual is not a good fit for the E&T component in which the individual is participating. If determined unfit, the provider informs the State of their determination. Providers know their program best and have flexibility to use their own judgement to determine if an individual is not a good fit for their program. E&T providers must not discriminate against protected classes when making providers determinations. Determinations are reviewed by A-RESET staff to ensure reasonable decisions are made and to ensure that Civil Rights laws are followed.

The E&T provider will contact the County A-RESET staff and inform them of the provider determination within 10 days of determination via email or phone. A-RESET staff will review and process the determination and make a referral to another partner, if only unfit for a specific component or to the eligibility worker if determined to be unfit for A-RESET. Provider determinations are based on criteria, specific to an E&T provider, that establish who is likely to be successful in a particular E&T component.

Describe how the State agency notifies clients of a provider determination.

The State Agency will notify the client via mail or phone call to inform the client of provider determination and request a reassessment with the client within 10 days.

The State office has created a provider determination form and a letter will be mailed to the participants within 10 days of being notified of provider determination.

The case manager will add a case note in OACIS and notify Eligibility Staff within a timely manner that a provider determination has been made and the ABAWD is no longer participating in the A-RESET program. The eligibility worker will then treat this as a reported change for the household and process it according to regular SNAP policy. It is at this time the eligibility worker will inform the ABAWD that a provider determination was made, and that the month will not be counted as one of their 3 countable months.

What is the timeframe for contacting clients after receiving a provider determination?

- ☐ 1-3 Days
- ☐ 4-7 Days
- ☒ 8-10 Days



## DISQUALIFICATION POLICY FOR GENERAL WORK REQUIREMENTS

This section applies to the General Work Requirements, not just to E&T, and should be completed by all States, regardless of whether they operate a mandatory or voluntary E&T program.

All work registrants are subject to SNAP work requirements at 7 CFR 273.7(a). A nonexempt individual who refuses or fails to comply without good cause, as defined at 7 CFR 273.7(2), (3), and (4), with SNAP work requirements will be disqualified and subject to State disqualification periods. Noncompliance with SNAP work requirements includes voluntarily quitting a job or reducing work hours below 30 hours a month, and failing to comply with SNAP E&T (if assigned by the State agency).

What period before application does the State agency use to determine voluntary quit and/or reduction in work effort without good cause per 7 CFR 273.7(j)(1)?

- ☒ 30 Days  
☐ 60 Days

For all occurrences of non-compliance discussed below, must the individual also comply to receive benefits again?

- ☐ Yes  
☒ No

For the first occurrence of non-compliance per 7 CFR 273.7(f)(2), the individual will be disqualified until the later of:

- ☒ One month or until the individual complies, as determined by the State agency  
☐ Up to 3 months

For the second occurrence of non-compliance per 7 CFR 273.7(f)(2)(ii), the individual will be disqualified until the later of:

- ☒ Three months or until the individual complies, as determined by the State agency  
☐ Up to 6 months

For the third or subsequent occurrence per 7 CFR 273.7(f)(2)(iii), the individual will be disqualified until the later of:

- ☒ 6 months or until the individual complies, as determined by the State agency  
☐ A date determined by the State agency  
☐ Permanently

The State agency will disqualify the:

- ☒ Individual  
☐ The entire household if the head of household is an ineligible individual

## PARTICIPANT REIMBURSEMENTS

In accordance with 7 CFR 273.7(d)(4), State agencies are required to pay for or reimburse participants for expenses that are reasonable, necessary, and directly related to participation in E&T. State agencies may impose a maximum limit for reimbursement payments. If a State agency serves mandatory E&T participants, it must meet all costs associated with mandatory participation. If an individual's expenses exceed those reimbursements available by the State agency, the individual must be placed into a suitable component or must be exempted from mandatory E&T.

Estimated number of E&T participants to receive participant reimbursements	5,989
Estimated number of E&T participants to receive reimbursements for dependent care participation costs	0
Estimated number of E&T participants to receive reimbursements for transportation and other participation costs	5,989
Percentage of participants expected to receive reimbursements	100.00%
Estimated budget for E&T participant reimbursements in upcoming FY	\$2,000,000.00
Estimated budget per participant in fiscal year	\$333.95
Estimated number of E&T participants to receive participant reimbursements per month	499
Estimated budget of participant reimbursements per E&T participant per month	\$334.00

## PARTICIPANT REIMBURSEMENT DETAILS

Complete the table below with information on each participant reimbursement offered/permitted by the State agency (do not indicate information for each provider). A description of each category is included below. If the participant reimbursement is provided by multiple entities (such as State agencies and E&T providers) or has multiple methods of payment, a separate entry in the table must be completed.

- **Allowable Participant Reimbursements.** Every State agency must include child care and transportation in this table, as well as other major categories of reimbursements (examples of categories include, but are not limited to: tools, test fees, books, uniforms, license fees, electronic devices, etc.). Mandatory States must meet all costs associated with participating in an E&T program, or else they must exempt individuals from E&T.
- **Participant Reimbursement Caps (optional).** States have the option to establish maximum levels (caps) for reimbursements available to individuals. Indicate any caps on the amount the State agency will provide for the participant reimbursement.
- **Who provides the participant reimbursements?** Indicate if the participant reimbursement is provided by the State agency, a provider, or an intermediary. The State agency remains ultimately responsible for ensuring individuals receive participant reimbursements, even if it has contracted with another entity to provide them.
- **What is the payment method for Participant Reimbursements?** Indicate the mechanism used to disburse payment to E&T participants.
- **Method of disbursement.** Indicate if the participant receives the participant reimbursement in advance or as a reimbursement. Also indicate if the amount of the participant reimbursement is an estimated amount or the actual amount.

Allowable Participant Reimbursements	Participant Reimbursement Caps (Optional)	Who Provides the Participant Reimbursement?	What is the payment method for Participant Reimbursements?	Method of Disbursement
Clothing, if need	No Cap	SNAP E&T Provider	Direct payment to vendor(s)	Provider either reimburses participants or pays in advance by check, bus pass, gas card, or other choice methods the actual amount. If not, the State will reimburse participants by check or Way2Go card
Dependent care	No Cap	SNAP E&T Provider	Direct payment to vendor(s)	Provider either reimburses or

				pays in advance the actual amount.
Tools	No Cap	SNAP E&T Provider	Direct payment to vendor(s)	Provider either reimburses participants or pays in advance by check, bus pass, gas card, or other choice methods the actual amount. If not, the State will reimburse participants by check
Transportation & clothing	\$100 monthly	SNAP State Agency	Direct payment to participant	In advance & estimated amount by check to participants
Transportation, if needs exceed	No Cap	SNAP E&T Provider	Direct payment to vendor(s)	Provider either reimburses participants or pays in advance by check, bus pass, gas card, or other choice methods the actual amount. If not, the State will reimburse participants by check
Tuition, certifications, test fees, license fees	No Cap	SNAP E&T Provider	Direct payment to vendor(s)	Contracted Provider either reimburses participants or pays in advance the actual amount. If not, the

				State will reimburse participants
--	--	--	--	---

Is dependent care provided? Select yes even if E&T funds are not being used.

☐ Yes

☒ No

How does the State agency ensure that the participant has the necessary participant reimbursements to begin participation in the E&T program?

Participants are paired with Partners that provide necessary supports in order to begin participation in the program. Case managers also have community resources that assist participants as needed.

## WORK REGISTRANT DATA

The SNAP general work requirements are described at 7 CFR 273.7(a). Individuals who do not meet a federal exemption from the general work requirements, as listed in 7 CFR 273.7(b)(1), are subject to the general work requirement and must register for work. In accordance with 7 CFR 273.7(c)(10), the State agency must submit to FNS the number of work registrants in the State as of October 1st. This information is submitted on the first quarter E&T Program Activity Report (FNS-583).

Describe the process the State agency uses to count all work registrants in the State as of the first day of the new fiscal year (October 1).

As of October 1st, of a Fiscal Year (FY) there is a “begin month” count of work registrants based on work registration coding. As new work registrants are added throughout the month the system is set to capture an “added month” count. These two, the “begin and add month” counts are added to give total end month count. This count is processed each month throughout the fiscal year.

Provide information about how work registrant data is pulled from the eligibility system, including the date the data is pulled.

Work registrant data is pulled according to the work registration code determined by eligibility staff. Work registration codes are assigned and are calculated on the first and last date of each month.

How are work registrants identified in the eligibility system?

Work registrants are identified by the work registration codes assigned at interview by eligibility staff.

Describe measures taken to prevent duplicate counting of work registrants within the federal fiscal year.

The count of work registrants in Alabama was taken based on a computer system (ERD) that includes work registration coding of all Food Assistance participants based on their social security number. The ERD Work Registration Report gives a new and cumulative count of all Food Assistance participants who are tracked based on their social security numbers, which ensures an unduplicated count.

## OUTCOME REPORTING MEASURES

Indicate the data source used for the national reporting measures. Select all that apply.

Outcome Reporting Measures	Employment & Earnings Measures	Attainment of Credential / Certificate	Measurable Skill Gains
Quarterly Wage Records (QWR)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Directory of New Hires (NDNH)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
State Management Information System (MIS)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Manual Follow-up with SNAP E&T Participants	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Random Sample	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Indicate what other data sources were used for the national reporting measures.

Providers are a data source for attainment of credential/certificate and also for measurable skills gained. Providers are required to report this information and to document any measurable skills gained throughout their participation.

Indicate the data source used for the State-specific component measures. Select all that apply.

- ☒ Quarterly Wage Records (QWR)
- ☐ National Directory of New Hires (NDNH)
- ☒ State Management Information System (MIS)
- ☒ Manual Follow-up with SNAP E&T Participants
- ☐ Random Sample

Indicate the MIS used (e.g. SNAP eligibility system, State's Department of Labor MIS.)

The State has an E&T system that case managers use to enter participant data which includes employment gained, certifications obtained, and to document participant progress.

Indicate the methods used to manually follow up. Select all that apply.

- ☒ Verbal Contact
- ☒ Physical Forms
- ☐ Text
- ☒ Email

Describe the process for manual follow up.

Manual follow up would be completed by using the forms completed by Partners. Verbal contact is made with Partners as needed to further clarify information on those forms. Forms are typically shared through email as well as some communication.



## COMPONENTS OVERVIEW

Which non-education, non-work components does the State agency plan to offer? Select all that apply.

- ☒ Job Retention
- ☐ Job Search Training
- ☒ Self-Employment Training
- ☒ Supervised Job Search
- ☐ Workfare

Which educational components does the State agency plan to offer? Select all that apply.

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ English Language Acquisition
- ☐ Integrated Education and Training / Bridge Programs
- ☐ Other Educational Program
- ☒ Work Readiness Training

Which work experience components does the State agency plan to offer? Select all that apply.

- ☐ Work Activity
- ☒ Work-Based Learning

Which type of Work-Based Learning components are offered?

- ☐ Apprenticeship
- ☐ Customized Training
- ☐ Incumbent Worker Training
- ☒ Internship
- ☒ On-the-job Training
- ☐ Pre-Apprenticeship
- ☒ Transitional Jobs

## NON-EDUCATION, NON-WORK COMPONENT: JOB RETENTION

Description of the component. Provide a summary of the activities and services.

Job retention services help A-RESET participants who have secured employment through participation in an A-RESET component. The goals of job retention are to help the participant:

- Do well in their job (achieve satisfactory performance),
- Retain their job, and/or
- Increase their earnings over time.

JR must last for at least 30 days and no longer than 90 days. The 30-day minimum is dependent on client willingness to participate.

The partner must demonstrate a good faith effort to provide thirty days of job retention services in instances when the participant refuses to participate. Examples of good faith efforts include:

- Discussing and documenting the 30-day minimum requirement when the component starts
- Outlining the steps to be taken for the first 30 days to maintain the job.
- Making a reasonable number of attempts to contact the participant.

Job retention is offered for a minimum of 30 days and up to 90 days. Participation in each component is tracked on monthly basis and is based on the start date of the component. The case manager or DHR tracks the start date of Job Retention component to verify that services are only provided for the minimum 30 days, no more than 90 days.

Indicate the Target Population this component will serve. Select all that apply.

- ☒ ABAWDs
- ☐ Homeless
- ☒ Housing Authority residents
- ☒ Returning citizens (aka: ex-offenders)
- ☒ Single parents
- ☒ Those that reside in rural areas
- ☒ Underemployed

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

To participate, the individual must meet the following criteria:

- \* Individuals must have started a job through their participation in another A-RESET component.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> Autauga County	<input type="checkbox"/> Elmore County	<input type="checkbox"/> Monroe County
<input type="checkbox"/> Baldwin County	<input type="checkbox"/> Escambia County	<input type="checkbox"/> Montgomery County
<input type="checkbox"/> Barbour County	<input type="checkbox"/> Etowah County	<input type="checkbox"/> Morgan County
<input type="checkbox"/> Butler County	<input type="checkbox"/> Fayette County	<input type="checkbox"/> Perry County
<input type="checkbox"/> Calhoun County	<input type="checkbox"/> Houston County	<input type="checkbox"/> Pike County
<input type="checkbox"/> Chambers County	<input type="checkbox"/> Jackson County	<input type="checkbox"/> Randolph County
<input type="checkbox"/> Clarke County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Russell County
<input type="checkbox"/> Cleburne County	<input type="checkbox"/> Lee County	<input type="checkbox"/> Shelby County
<input type="checkbox"/> Coffee County	<input type="checkbox"/> Limestone County	<input type="checkbox"/> St Clair County
<input type="checkbox"/> Colbert County	<input type="checkbox"/> Lowndes County	<input type="checkbox"/> Talladega County
<input type="checkbox"/> Conecuh County	<input type="checkbox"/> Madison County	<input type="checkbox"/> Tallapoosa County
<input type="checkbox"/> Cullman County	<input type="checkbox"/> Marengo County	<input type="checkbox"/> Tuscaloosa County
<input type="checkbox"/> Dale County	<input type="checkbox"/> Marion County	<input type="checkbox"/> Walker County
<input type="checkbox"/> Dallas County	<input type="checkbox"/> Marshall County	<input type="checkbox"/> Washington County
<input type="checkbox"/> DeKalb County	<input type="checkbox"/> Mobile County	<input type="checkbox"/> Wilcox County

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

911

Estimated Annual Component Administrative Cost

\$779,893.55

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of Job Retention participants that remain employed up to 90 days post completion of a component.	<p>Numerator will include the number of participants that remain employed up to 90 days post completion of an A-RESET component during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the total number pf participants that participated in job retention during the period of 10/1/2025 to 9/30/2026.</p>

## NON-EDUCATION, NON-WORK COMPONENT: SELF-EMPLOYMENT TRAINING

Description of the component. Provide a summary of the activities and services.

Self-Employment training is a component that improves the employability of participants by training them to design and operate a small business or another self-employment venture. This component is intended to help individuals with sound business ideas but who lack the skills and knowledge to successfully create and implement a plan for self-employment.

Indicate the Target Population this component will serve. Select all that apply.

- ☒ ABAWDs
- ☐ Homeless
- ☒ Housing Authority residents
- ☒ Returning citizens (aka: ex-offenders)
- ☒ Single parents
- ☒ Those that reside in rural areas
- ☒ Underemployed

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Criteria for Participation includes:

- Work readiness
- Working with Troy University Self Employment Program (SEP)
- Interested in getting a job right away
- Interested in establishing their own business

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> Autauga County	<input type="checkbox"/> Elmore County	<input type="checkbox"/> Monroe County
<input type="checkbox"/> Baldwin County	<input type="checkbox"/> Escambia County	<input type="checkbox"/> Montgomery County
<input type="checkbox"/> Barbour County	<input type="checkbox"/> Etowah County	<input type="checkbox"/> Morgan County
<input type="checkbox"/> Butler County	<input type="checkbox"/> Fayette County	<input type="checkbox"/> Perry County
<input type="checkbox"/> Calhoun County	<input type="checkbox"/> Houston County	<input type="checkbox"/> Pike County
<input type="checkbox"/> Chambers County	<input type="checkbox"/> Jackson County	<input type="checkbox"/> Randolph County
<input type="checkbox"/> Clarke County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Russell County
<input type="checkbox"/> Cleburne County	<input type="checkbox"/> Lee County	<input type="checkbox"/> Shelby County
<input type="checkbox"/> Coffee County	<input type="checkbox"/> Limestone County	<input type="checkbox"/> St Clair County
<input type="checkbox"/> Colbert County	<input type="checkbox"/> Lowndes County	<input type="checkbox"/> Talladega County
<input type="checkbox"/> Conecuh County	<input type="checkbox"/> Madison County	<input type="checkbox"/> Tallapoosa County
<input type="checkbox"/> Cullman County	<input type="checkbox"/> Marengo County	<input type="checkbox"/> Tuscaloosa County
<input type="checkbox"/> Dale County	<input type="checkbox"/> Marion County	<input type="checkbox"/> Walker County
<input type="checkbox"/> Dallas County	<input type="checkbox"/> Marshall County	<input type="checkbox"/> Washington County
<input type="checkbox"/> DeKalb County	<input type="checkbox"/> Mobile County	<input type="checkbox"/> Wilcox County

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

36

Estimated Annual Component Administrative Cost

\$74,971.26

## NON-EDUCATION, NON-WORK COMPONENT: SUPERVISED JOB SEARCH

Provide a summary of the State guidelines implementing supervised job search.

Supervised Job Search is a participant driven activity that gives participants support and time to look for a job. It is not the default component for every A-RESET participant. You must not automatically enroll every participant into this component. It is a time limited component and there is no ability to extend participation. Supervised job search (SJS) may take place with a case manager or at an A-RESET provider. DHR guidance is that only those participants who are ready to work be placed into this component.

The types of activities provided within this component include:

- Help completing applications.
- Creating/updating resumes
- Providing job referrals
- Any other activities that support a participant in becoming employed

SJS may only occur at a county DHR office, a contracted partner office, or a subcontracted partner office.

A participant may only be in SJS for 90 days.

Supervised Job Search can only be done at a state-approved location, which are limited to:

- County DHR A-RESET offices
- Contracted partner offices
- Sub-contracted partner offices
- Community partner sites

Only those participants who are assessed as being work ready are placed in this component. If a participant has not found a job after 90 days, a reassessment must be completed to evaluate the work readiness of the participant and if there are barriers preventing success.

Participants must be directly supervised in this component. This means that the partner or case manager must track and document the activities provided to participants as well as who the participant contacts in the effort to find employment.

Both A-RESET staff and partner staff must track and document any of the following activities at least monthly. This is done on the A-RESET Supervised Job Search Form (Appendix E).

- Time spent assisting participant to complete employment applications.
- Time spent assisting participant in creating/updating resumes.
- Time spent assisting participant by providing referrals to potential employers.
- The number of employer contacts made by the participant based on referrals.
- How any barriers while completing job search were addressed.

Describe the direct path to employment.

To ensure a direct path to employment, we have established guidance on the types of participants who are a good fit for this component. This includes a person who is:

1. Self-motivated
2. Has skills that can lead to immediate employment?
3. Was employed recently.
4. Wants to start work immediately and has the skills to get a job right away.
5. Independent and can work without direction and support.

Case managers are instructed to use labor market information and guide any supervised job search efforts towards the jobs that are in demand in the community.

Indicate the Target Population this component will serve. Select all that apply.

- ☒ ABAWDs  
☐ Homeless  
☒ Housing Authority residents  
☒ Returning citizens (aka: ex-offenders)  
☒ Single parents  
☒ Those that reside in rural areas  
☒ Underemployed

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Criteria for participation includes:

- Participants who are work ready
- Demonstrates ability to work independently
- Basic computer literacy skills
- Self-motivated
- Has skills that can lead to immediate employment
- Was employed within the last 2 months
- Wants to start work immediately and has the skills to get a job right away
- Independent and can work without direct support

Indicate the geographic areas where this component is offered.

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Autauga County  | <input checked="" type="checkbox"/> Elmore County    | <input checked="" type="checkbox"/> Monroe County     |
| <input checked="" type="checkbox"/> Baldwin County  | <input checked="" type="checkbox"/> Escambia County  | <input checked="" type="checkbox"/> Montgomery County |
| <input checked="" type="checkbox"/> Barbour County  | <input checked="" type="checkbox"/> Etowah County    | <input checked="" type="checkbox"/> Morgan County     |
| <input checked="" type="checkbox"/> Butler County   | <input checked="" type="checkbox"/> Fayette County   | <input checked="" type="checkbox"/> Perry County      |
| <input checked="" type="checkbox"/> Calhoun County  | <input checked="" type="checkbox"/> Houston County   | <input checked="" type="checkbox"/> Pike County       |
| <input checked="" type="checkbox"/> Chambers County | <input checked="" type="checkbox"/> Jackson County   | <input checked="" type="checkbox"/> Randolph County   |
| <input checked="" type="checkbox"/> Clarke County   | <input checked="" type="checkbox"/> Jefferson County | <input checked="" type="checkbox"/> Russell County    |
| <input checked="" type="checkbox"/> Cleburne County | <input checked="" type="checkbox"/> Lee County       | <input checked="" type="checkbox"/> Shelby County     |
| <input checked="" type="checkbox"/> Coffee County   | <input checked="" type="checkbox"/> Limestone County | <input checked="" type="checkbox"/> St Clair County   |
| <input checked="" type="checkbox"/> Colbert County  | <input checked="" type="checkbox"/> Lowndes County   | <input checked="" type="checkbox"/> Talladega County  |
| <input checked="" type="checkbox"/> Conecuh County  | <input checked="" type="checkbox"/> Madison County   | <input checked="" type="checkbox"/> Tallapoosa County |
| <input checked="" type="checkbox"/> Cullman County  | <input checked="" type="checkbox"/> Marengo County   | <input checked="" type="checkbox"/> Tuscaloosa County |
| <input checked="" type="checkbox"/> Dale County     | <input checked="" type="checkbox"/> Marion County    | <input checked="" type="checkbox"/> Walker County     |
| <input checked="" type="checkbox"/> Dallas County   | <input checked="" type="checkbox"/> Marshall County  | <input checked="" type="checkbox"/> Washington County |
| <input checked="" type="checkbox"/> DeKalb County   | <input checked="" type="checkbox"/> Mobile County    | <input checked="" type="checkbox"/> Wilcox County     |

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

957

Estimated Annual Component Administrative Cost

\$688,493.15

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of Supervised Job Search participants that become employed during the report year.	<p>Numerator will include the number of participants that become employed after participating in supervised job search during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the total number of participants that participated in supervised job search during the period of 10/1/2025 to 9/30/2026.</p>



## EDUCATIONAL COMPONENT: BASIC / FOUNDATIONAL SKILLS INSTRUCTION

Description of the component. Provide a summary of the activities and services.

Programs under the Education Component are designed to improve basic skills or otherwise help improve employability. These programs must have a direct link to job-readiness or be a program that involves articulated career pathways or stackable credentials that can ultimately lead to employment.

Basic/foundational skills instruction (adult education) programs provide academic instruction and educational activities that are below the post-secondary level. The goal of these programs is to increase a participant's basic and foundational reading, writing, mathematical skills. Many participants are enrolled in this program to participate in training so that they can successfully take the GED exam.

Examples of programs include:

- Adult Basic literacy
- Adult Basic Education/GED
- Adult Basic Education/RTW
- Adult Basic Education/Career Pathways
- High school equivalency (GED, TASC, HiSET).

Indicate the Target Population this component will serve. Select all that apply.

- ☒ ABAWDs
- ☐ Homeless
- ☒ Housing Authority residents
- ☒ Returning citizens (aka: ex-offenders)
- ☒ Single parents
- ☒ Those that reside in rural areas
- ☒ Underemployed

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

To participate, the individual must meet the following criteria:

- Not currently enrolled in high school
- Does not currently have a high school diploma or GED
- Within the age limits for the programs available in the county
- Education levels vary based on program (as determined by TABE). In general, participants must have anywhere from a sixth to twelfth grade education.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> Autauga County	<input type="checkbox"/> Elmore County	<input type="checkbox"/> Monroe County
<input type="checkbox"/> Baldwin County	<input type="checkbox"/> Escambia County	<input type="checkbox"/> Montgomery County
<input type="checkbox"/> Barbour County	<input type="checkbox"/> Etowah County	<input type="checkbox"/> Morgan County
<input type="checkbox"/> Butler County	<input type="checkbox"/> Fayette County	<input type="checkbox"/> Perry County
<input type="checkbox"/> Calhoun County	<input type="checkbox"/> Houston County	<input type="checkbox"/> Pike County
<input type="checkbox"/> Chambers County	<input type="checkbox"/> Jackson County	<input type="checkbox"/> Randolph County
<input type="checkbox"/> Clarke County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Russell County
<input type="checkbox"/> Cleburne County	<input type="checkbox"/> Lee County	<input type="checkbox"/> Shelby County
<input type="checkbox"/> Coffee County	<input type="checkbox"/> Limestone County	<input type="checkbox"/> St Clair County
<input type="checkbox"/> Colbert County	<input type="checkbox"/> Lowndes County	<input type="checkbox"/> Talladega County
<input type="checkbox"/> Conecuh County	<input type="checkbox"/> Madison County	<input type="checkbox"/> Tallapoosa County
<input type="checkbox"/> Cullman County	<input type="checkbox"/> Marengo County	<input type="checkbox"/> Tuscaloosa County
<input type="checkbox"/> Dale County	<input type="checkbox"/> Marion County	<input type="checkbox"/> Walker County
<input type="checkbox"/> Dallas County	<input type="checkbox"/> Marshall County	<input type="checkbox"/> Washington County
<input type="checkbox"/> DeKalb County	<input type="checkbox"/> Mobile County	<input type="checkbox"/> Wilcox County

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

2,106

Estimated Annual Component Administrative Cost

\$1,410,625.80

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

Several Adult Basic Education providers are non-profit organizations which do not receive federal funds to support this work. ACCS, which does receive federal funding, submits expenditures for reimbursement that are funded with non-federal funds. These are in addition to any federal funds they receive. Adult Ed is not part of K-12 in AL and there is no entitlement to services. Per our Agreement, ACCS is required to reinvest A-RESET funds into the program.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

A-RESET is charged at a per-participant rate, which is based on the actual costs of participation in the previous year and for all students.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of participants in adult/basic Education who receive a GED or high school equivalency (HSE).	<p>Numerator will include the number of participants in adult/basic education that obtained a HSE or GED during the period of 10/1/2025 – 9/30/2026.</p> <p>Denominator will include the total number of adult/basic education participants during the period of 10/1/2025 – 9/30/2026.</p>

## EDUCATIONAL COMPONENT: CAREER / TECHNICAL EDUCATION PROGRAMS OR OTHER VOCATIONAL TRAINING

Description of the component. Provide a summary of the activities and services.

Career/Technical Education Programs and Vocational Training programs combine education with job training. They provide a direct link from education to a job. Details include:

- Programs are specifically designed around what local businesses and industries need.
- Program must provide a direct link to job-readiness.
- There must be a clearly defined career pathway, or stackable credentials that can ultimately lead to employment.

Indicate the Target Population this component will serve. Select all that apply.

- ☒ ABAWDs
- ☐ Homeless
- ☒ Housing Authority residents
- ☒ Returning citizens (aka: ex-offenders)
- ☒ Single parents
- ☒ Those that reside in rural areas
- ☒ Underemployed

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

To participate, the individual must meet the following criteria:

- Work readiness as determined by the assessment, verbal declaration, or case manager assessment.
- Education that is sufficient for the program

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> Autauga County	<input type="checkbox"/> Elmore County	<input type="checkbox"/> Monroe County
<input type="checkbox"/> Baldwin County	<input type="checkbox"/> Escambia County	<input type="checkbox"/> Montgomery County
<input type="checkbox"/> Barbour County	<input type="checkbox"/> Etowah County	<input type="checkbox"/> Morgan County
<input type="checkbox"/> Butler County	<input type="checkbox"/> Fayette County	<input type="checkbox"/> Perry County
<input type="checkbox"/> Calhoun County	<input type="checkbox"/> Houston County	<input type="checkbox"/> Pike County
<input type="checkbox"/> Chambers County	<input type="checkbox"/> Jackson County	<input type="checkbox"/> Randolph County
<input type="checkbox"/> Clarke County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Russell County
<input type="checkbox"/> Cleburne County	<input type="checkbox"/> Lee County	<input type="checkbox"/> Shelby County
<input type="checkbox"/> Coffee County	<input type="checkbox"/> Limestone County	<input type="checkbox"/> St Clair County
<input type="checkbox"/> Colbert County	<input type="checkbox"/> Lowndes County	<input type="checkbox"/> Talladega County
<input type="checkbox"/> Conecuh County	<input type="checkbox"/> Madison County	<input type="checkbox"/> Tallapoosa County
<input type="checkbox"/> Cullman County	<input type="checkbox"/> Marengo County	<input type="checkbox"/> Tuscaloosa County
<input type="checkbox"/> Dale County	<input type="checkbox"/> Marion County	<input type="checkbox"/> Walker County
<input type="checkbox"/> Dallas County	<input type="checkbox"/> Marshall County	<input type="checkbox"/> Washington County
<input type="checkbox"/> DeKalb County	<input type="checkbox"/> Mobile County	<input type="checkbox"/> Wilcox County

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

878

Estimated Annual Component Administrative Cost

\$945,688.25

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

ACCS, which does receive federal funding, submits expenditures for reimbursement that are funded with non-federal funds. These are in addition to any federal funds they receive. Adult Ed is not part of K-12 in AL and there is no entitlement to services. Per our Agreement, ACCS is required to reinvest A-RESET funds into the program.

All partners except ACCS who provide EPC are non-profit organizations which do not receive federal funds to support this work.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

A-RESET is charged the same rate for participants as non-A-RESET participants by all participating partners. Some partners charge for their actual costs, which incorporate all costs for administering the program (both A-RESET and non-A-RESET participants). The partner is only reimbursed for the percentage of the costs that are associated with eligible A-RESET participants.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
<p>The number and percentage of participants that participate and obtain a recognized credential as well as those who become employed. The state will measure the outcome separately for those that receives a credential and gain employment while in E&amp;T.</p>	<p><b>Credential</b>            Numerator will include the number of vocational training participants that obtain a recognized credential and during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the total number of vocational training participants during the period of 10/1/2025 to 9/30/2026.</p> <p><b>Employment</b>            Numerator will include the number of vocational training participants that obtained employment during the period of 10/1/20245 to 9/30/2026.</p> <p>Denominator will include the total number of vocational training participants during the period of 10/1/2025 to 9/30/2026.</p>

## EDUCATIONAL COMPONENT: ENGLISH LANGUAGE ACQUISITION

Description of the component. Provide a summary of the activities and services.

Participants whose first language is not English learn English speaking skills.

Indicate the Target Population this component will serve. Select all that apply.

- ☒ ABAWDs
- ☐ Homeless
- ☒ Housing Authority residents
- ☒ Returning citizens (aka: ex-offenders)
- ☒ Single parents
- ☒ Those that reside in rural areas
- ☒ Underemployed

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

N/A

Indicate the geographic areas where this component is offered.

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Autauga County  | <input checked="" type="checkbox"/> Elmore County    | <input checked="" type="checkbox"/> Monroe County     |
| <input checked="" type="checkbox"/> Baldwin County  | <input checked="" type="checkbox"/> Escambia County  | <input checked="" type="checkbox"/> Montgomery County |
| <input checked="" type="checkbox"/> Barbour County  | <input checked="" type="checkbox"/> Etowah County    | <input checked="" type="checkbox"/> Morgan County     |
| <input checked="" type="checkbox"/> Butler County   | <input checked="" type="checkbox"/> Fayette County   | <input checked="" type="checkbox"/> Perry County      |
| <input checked="" type="checkbox"/> Calhoun County  | <input checked="" type="checkbox"/> Houston County   | <input checked="" type="checkbox"/> Pike County       |
| <input checked="" type="checkbox"/> Chambers County | <input checked="" type="checkbox"/> Jackson County   | <input checked="" type="checkbox"/> Randolph County   |
| <input checked="" type="checkbox"/> Clarke County   | <input checked="" type="checkbox"/> Jefferson County | <input checked="" type="checkbox"/> Russell County    |
| <input checked="" type="checkbox"/> Cleburne County | <input checked="" type="checkbox"/> Lee County       | <input checked="" type="checkbox"/> Shelby County     |
| <input checked="" type="checkbox"/> Coffee County   | <input checked="" type="checkbox"/> Limestone County | <input checked="" type="checkbox"/> St Clair County   |
| <input checked="" type="checkbox"/> Colbert County  | <input checked="" type="checkbox"/> Lowndes County   | <input checked="" type="checkbox"/> Talladega County  |
| <input checked="" type="checkbox"/> Conecuh County  | <input checked="" type="checkbox"/> Madison County   | <input checked="" type="checkbox"/> Tallapoosa County |
| <input checked="" type="checkbox"/> Cullman County  | <input checked="" type="checkbox"/> Marengo County   | <input checked="" type="checkbox"/> Tuscaloosa County |
| <input checked="" type="checkbox"/> Dale County     | <input checked="" type="checkbox"/> Marion County    | <input checked="" type="checkbox"/> Walker County     |
| <input checked="" type="checkbox"/> Dallas County   | <input checked="" type="checkbox"/> Marshall County  | <input checked="" type="checkbox"/> Washington County |
| <input checked="" type="checkbox"/> DeKalb County   | <input checked="" type="checkbox"/> Mobile County    | <input checked="" type="checkbox"/> Wilcox County     |

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

40

Estimated Annual Component Administrative Cost

\$30,000.00

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

ACCS, which does receive federal funding, submits expenditures for reimbursement that are funded with non-federal funds. These are in addition to any federal funds they receive. Adult Ed is not part of K-12 in AL and there is no entitlement to services. Per our Agreement, ACCS is required to reinvest A-RESET funds into the program.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

A-RESET is charged the same rate for participants as non-A-RESET participants by all participating partners. Some partners charge for their actual costs, which incorporate all costs for administering the program (both A-RESET and non-A-RESET participants). The partner is only reimbursed for the percentage of the costs that are associated with eligible A-RESET participants.



## EDUCATIONAL COMPONENT: WORK READINESS TRAINING

Description of the component. Provide a summary of the activities and services.

Work readiness training programs may include:

1. Employability and soft skills –focused on personal characteristics.
  2. Behavioral skills - designed to enhance an individual's interactions, job performance, and career prospects. This may include adaptability, integrity, cooperation, and workplace discipline.
  3. The length of participation may vary based on the participants experience and skills.
- These programs are designed to improve basic skills or otherwise help improve employability. Additionally, they have a direct link to job-readiness or be a program that involves articulated career pathways or stackable credentials that can ultimately lead to employment.

Indicate the Target Population this component will serve. Select all that apply.

- ☒ ABAWDs
- ☐ Homeless
- ☒ Housing Authority residents
- ☒ Returning citizens (aka: ex-offenders)
- ☒ Single parents
- ☒ Those that reside in rural areas
- ☒ Underemployed

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

To participate, the individual must meet the following criteria:

- Work readiness as determined by the assessment, verbal declaration, or case manager assessment.
- Education that is sufficient for the program
- Barriers that allow case managers to determine the client needs
- Interest in pursuing immediate employment
- Has the academic skills required to participate
- Interest and/or background in the available programs
- Have at least a high school diploma or GED prior to starting the program

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> Autauga County	<input type="checkbox"/> Elmore County	<input type="checkbox"/> Monroe County
<input type="checkbox"/> Baldwin County	<input type="checkbox"/> Escambia County	<input type="checkbox"/> Montgomery County
<input type="checkbox"/> Barbour County	<input type="checkbox"/> Etowah County	<input type="checkbox"/> Morgan County
<input type="checkbox"/> Butler County	<input type="checkbox"/> Fayette County	<input type="checkbox"/> Perry County
<input type="checkbox"/> Calhoun County	<input type="checkbox"/> Houston County	<input type="checkbox"/> Pike County
<input type="checkbox"/> Chambers County	<input type="checkbox"/> Jackson County	<input type="checkbox"/> Randolph County
<input type="checkbox"/> Clarke County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Russell County
<input type="checkbox"/> Cleburne County	<input type="checkbox"/> Lee County	<input type="checkbox"/> Shelby County
<input type="checkbox"/> Coffee County	<input type="checkbox"/> Limestone County	<input type="checkbox"/> St Clair County
<input type="checkbox"/> Colbert County	<input type="checkbox"/> Lowndes County	<input type="checkbox"/> Talladega County
<input type="checkbox"/> Conecuh County	<input type="checkbox"/> Madison County	<input type="checkbox"/> Tallapoosa County
<input type="checkbox"/> Cullman County	<input type="checkbox"/> Marengo County	<input type="checkbox"/> Tuscaloosa County
<input type="checkbox"/> Dale County	<input type="checkbox"/> Marion County	<input type="checkbox"/> Walker County
<input type="checkbox"/> Dallas County	<input type="checkbox"/> Marshall County	<input type="checkbox"/> Washington County
<input type="checkbox"/> DeKalb County	<input type="checkbox"/> Mobile County	<input type="checkbox"/> Wilcox County

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

1,988

Estimated Annual Component Administrative Cost

\$1,534,935.04

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

ACCS, which does receive federal funding, submits expenditures for reimbursement that are funded with non-federal funds. These are in addition to any federal funds they receive. The Adult Ed “Ready to Work” program, now called Alabama Career Essentials (ACE, is not part of K-12 in AL and there is no entitlement to services. All partners except ACCS who provide Work Readiness Training are non-profit organizations which do not receive Federal Funds to support this work.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

A-RESET is charged by some partners at a per-participant rate, and we are able to verify that the rates are the same across all participants based on proof provided by the partner. Other partners charge for their actual costs, which incorporate all costs for administering the program (both A-RESET and non-A-RESET participants). The partner is only reimbursed for the percentage of the costs that are associated with eligible A-RESET participants.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of work readiness training participants that become employed	<p>Numerator will include the number of work readiness training participants that obtain employment during the period of 10/1/2025 – 9/30/2026.</p> <p>Denominator will include the number total of participants in work readiness training during the period of 10/1/2025 – 9/30/2026.</p>

## WORK EXPERIENCE COMPONENT: INTERNSHIP

Description of the component. Provide a summary of the activities and services.

HIM subcontracts under United Ways of Alabama. The goal of this service is to provide participants with the necessary skills to secure permanent unsubsidized employment and to maintain such employment. HIM offers more than 300 hours of training curriculum. Participants are partnered with a local business for a three-week, 120-hour, paid or unpaid internship. The internship allows students to take what is learned in the classroom and apply it to actual work environments. Students are evaluated during this time for timeliness, behavior, teamwork, and conflict resolution. Students are provided guidance from the employer and expected to perform as any other employee. In many cases, the local business may permanently hire the students upon internship completion based on job performance. If permanent placement is not made with that employer, HIM continues to work with the participant to secure employment. HIM also provides ongoing aftercare and case management services for participants to help maintain employment or find better opportunities. One of our greatest goals is to help our students not only secure employment but also find long-term career pathways where they can thrive. We work to match each student with opportunities that align closely with their skills, interests, and goals.

As part of our core curriculum, we also partner with the Alabama Community College System through a program called MAPS (Mobilizing Alabama Pathways). MAPS provides structured exposure to six major career clusters that many of our students pursue:

- Architecture & Construction
- Health Care
- Hospitality & Tourism
- Information Technology
- Manufacturing
- Transportation & Logistics

While not every student completes one of these pathway programs, the majority are able to gain valuable experience in at least one. In addition, many of our graduates pursue other career fields outside of these six categories, depending on their background, interests, and the needs of our local employer partners.

Since Covid our internships have all been paid. This is evidence of the need for qualified and motivated employees.

Is this component subsidized by SNAP E&T?

- ☐ Subsidized
- ☒ Unsubsidized
- ☐ Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ☒ ABAWDs
- ☐ Homeless
- ☒ Housing Authority residents
- ☒ Returning citizens (aka: ex-offenders)
- ☒ Single parents
- ☒ Those that reside in rural areas
- ☒ Underemployed

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Criteria of participation includes:

\* To complete the first 6-weeks of the HIM program, which covers Work Readiness training skills.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> Autauga County	<input type="checkbox"/> Elmore County	<input type="checkbox"/> Monroe County
<input type="checkbox"/> Baldwin County	<input type="checkbox"/> Escambia County	<input checked="" type="checkbox"/> Montgomery County
<input type="checkbox"/> Barbour County	<input type="checkbox"/> Etowah County	<input type="checkbox"/> Morgan County
<input checked="" type="checkbox"/> Butler County	<input type="checkbox"/> Fayette County	<input type="checkbox"/> Perry County
<input type="checkbox"/> Calhoun County	<input type="checkbox"/> Houston County	<input checked="" type="checkbox"/> Pike County
<input type="checkbox"/> Chambers County	<input type="checkbox"/> Jackson County	<input type="checkbox"/> Randolph County
<input type="checkbox"/> Clarke County	<input checked="" type="checkbox"/> Jefferson County	<input type="checkbox"/> Russell County
<input type="checkbox"/> Cleburne County	<input type="checkbox"/> Lee County	<input checked="" type="checkbox"/> Shelby County
<input checked="" type="checkbox"/> Coffee County	<input type="checkbox"/> Limestone County	<input checked="" type="checkbox"/> St Clair County
<input type="checkbox"/> Colbert County	<input checked="" type="checkbox"/> Lowndes County	<input type="checkbox"/> Talladega County
<input checked="" type="checkbox"/> Conecuh County	<input type="checkbox"/> Madison County	<input type="checkbox"/> Tallapoosa County
<input checked="" type="checkbox"/> Cullman County	<input type="checkbox"/> Marengo County	<input type="checkbox"/> Tuscaloosa County
<input type="checkbox"/> Dale County	<input type="checkbox"/> Marion County	<input checked="" type="checkbox"/> Walker County
<input checked="" type="checkbox"/> Dallas County	<input type="checkbox"/> Marshall County	<input type="checkbox"/> Washington County
<input type="checkbox"/> DeKalb County	<input type="checkbox"/> Mobile County	<input checked="" type="checkbox"/> Wilcox County

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

93

Estimated Annual Component Administrative Cost

\$100,000.00

## WORK EXPERIENCE COMPONENT: ON-THE-JOB TRAINING

Description of the component. Provide a summary of the activities and services.

On-the-job training programs give participants actual job training in a specific job position. Details include:

- Program operates at a location that has been approved by the Alabama Department of Commerce.
- Program may be with an employer or a registered apprenticeship program. It may also be arranged within the private for-profit sector, the non-profit sector, or the public sector.
- Participant may receive a wage while participating in the hands-on training.
- Labor standards apply.
- Assignments may not replace the employment of a regularly employed individual.
- Assignments must provide the same benefits and working conditions provided to regularly employed individuals performing similar work for equal hours.

Participation in On-the-job training programs are those which provide job training from employers. These may be with an employer or registered apprenticeship program. Typically, a participant will receive a wage while participating in the hands-on training. These programs are limited to the time required for a participant to become proficient in the occupation being trained, which should not exceed 6 months. The program may include job search, internships, pre-apprenticeships, customized training, transitional jobs, incumbent worker training, and other on-the-job training program. After the completion of work readiness/soft skills training and/or confirmation of previous work experiences a participant will be match/placed with a company in their preferred career path. E&T providers that offer OJT will ensure participants are getting real world work experience which is directed by companies. This ensures job retention by honing skills according to the needs on the job and these are best conveyed directly by the employers. E&T providers offer programs that utilize numerous employer partners throughout multiple communities to train participants in jobs that lead to sustained, middle wage work.

- Occupation field: Retail Logistics
- Hours per week: 28
- Hourly wage: \$12 or \$15 per hour (varies by location)
- End-of-program credential: Role Model Worker Certificate issued by our organization upon successful completion of the six-month program

Indicate the Target Population this component will serve. Select all that apply.

- ☒ ABAWDs
- ☐ Homeless
- ☒ Housing Authority residents
- ☒ Returning citizens (aka: ex-offenders)
- ☒ Single parents
- ☒ Those that reside in rural areas
- ☒ Underemployed

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

To participate, the individual must meet the following criteria:

- Work readiness as determined by the assessment, verbal declaration, or case management assessment.

- Education that is sufficient for the program
- Interest and background in the available programs

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> Autauga County	<input type="checkbox"/> Elmore County	<input type="checkbox"/> Monroe County
<input type="checkbox"/> Baldwin County	<input type="checkbox"/> Escambia County	<input type="checkbox"/> Montgomery County
<input type="checkbox"/> Barbour County	<input type="checkbox"/> Etowah County	<input type="checkbox"/> Morgan County
<input type="checkbox"/> Butler County	<input type="checkbox"/> Fayette County	<input type="checkbox"/> Perry County
<input type="checkbox"/> Calhoun County	<input type="checkbox"/> Houston County	<input type="checkbox"/> Pike County
<input type="checkbox"/> Chambers County	<input type="checkbox"/> Jackson County	<input type="checkbox"/> Randolph County
<input type="checkbox"/> Clarke County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Russell County
<input type="checkbox"/> Cleburne County	<input type="checkbox"/> Lee County	<input type="checkbox"/> Shelby County
<input type="checkbox"/> Coffee County	<input type="checkbox"/> Limestone County	<input type="checkbox"/> St Clair County
<input type="checkbox"/> Colbert County	<input type="checkbox"/> Lowndes County	<input type="checkbox"/> Talladega County
<input type="checkbox"/> Conecuh County	<input type="checkbox"/> Madison County	<input type="checkbox"/> Tallapoosa County
<input type="checkbox"/> Cullman County	<input type="checkbox"/> Marengo County	<input type="checkbox"/> Tuscaloosa County
<input type="checkbox"/> Dale County	<input type="checkbox"/> Marion County	<input type="checkbox"/> Walker County
<input type="checkbox"/> Dallas County	<input type="checkbox"/> Marshall County	<input type="checkbox"/> Washington County
<input type="checkbox"/> DeKalb County	<input type="checkbox"/> Mobile County	<input type="checkbox"/> Wilcox County

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

22

Estimated Annual Component Administrative Cost

\$60,978.26

## WORK EXPERIENCE COMPONENT: TRANSITIONAL JOBS

Description of the component. Provide a summary of the activities and services.

A-RESET's Transitional Jobs Component through The Foundry facilitates a holistic, trauma-informed workforce development initiative serving individuals with complex barriers to employment, including those in addiction recovery. This component is designed to support participants as they transition from training to sustainable employment, aligning closely with the objectives of the Employment & Training (E&T) program. Following six months of foundational work focused on employment readiness, financial literacy, personal development, and stabilization, participants enter a structured three-month transitional employment phase. During this time, the focus shifts toward active job placement, hands-on work experience, and consistent accountability - supporting long-term recovery, economic independence, and housing/food security.

Key Elements Include:

### - Supportive Job Placement

Participants are matched with job opportunities that align with their training, abilities, and recovery needs. The Foundry prioritizes partnerships with employers who understand the unique challenges faced by individuals in recovery and are committed to second-chance hiring. We've built strong relationships with a network of second-chance employers who recognize the value our participants bring to the workforce. Thanks to the positive track record of our graduates, many of these employers actively seek out Foundry participants for job opportunities. This network plays a crucial role in helping individuals re-enter the workforce and establish stability.

Some of our valued second-chance employment partners include Ashley Mac's, Avient, ABC Coke, Associated Grocery, American Lumber, Brown Service Manufacturing Co., Buffalo Rock, Coca-Cola, City of Cullman, Cullman County, Dollar General Distribution, Foundry Dental, Landscape Associates, The Bright Star, UAB, Vapor Thrift Store, and Wal-Mart. These partnerships not only open doors for employment but also reinforce the community support that is essential to long-term success and reintegration.

### - Work-Based Learning and Transitional Employment

When appropriate, participants are placed in short-term, subsidized transitional jobs or internships that allow them to re-enter the workforce gradually and build a positive work history. These placements serve as low-risk environments for practicing new skills and reinforce structure and accountability - key components of sustained addiction recovery.

### - Aftercare Model of Care for Employment Retention

Each participant receives individualized support through an Aftercare model that emphasizes ongoing contact, relationship-based support, and early intervention. Staff trained in trauma-informed and recovery-sensitive practices maintain regular check-ins, help address workplace challenges, reinforce life and employment skills, and ensure continued progress toward recovery and employment stability. Topics such as managing workplace stress, maintaining a balanced schedule, and relapse prevention are built into aftercare touchpoints.

### - Coordinated Supportive Services

A-RESET participants continue to receive access to wraparound supports during this phase, including nutrition assistance, transportation, housing referrals, mental health services, and recovery support groups. These services address common relapse triggers such as financial strain, isolation, and unmet basic needs, while promoting SNAP E&T's goals of long-term employment and reduced public assistance dependency. The Foundry's participation in A-RESET through the Transitional Jobs Component is designed not only to help participants gain employment, but to do so in a way that honors and supports their recovery journey. By providing trauma- and recovery-informed services within an E&T-aligned framework, The Foundry fosters long-term stability, self-reliance, and dignity for individuals overcoming addiction and rebuilding their lives.



**Skills Training Key Components:**

- Duration: 6 months
- Hours: 20–25 hours per week
- Evaluation: Bi-monthly phase evaluations covering 10 core soft skills
- Outcomes Tracked: Employment status, skill development, recidivism, sobriety maintenance, and financial literacy

**Training Structure:**

Participants are individually assigned to an “Employment Readiness Assignment,” matched based on experience, physical capacity, and personal goals. These roles allow participants to build real-world skills in a controlled, supportive, and recovery-focused environment.

**Assignments include:**

- Food Services: Cooking, prep, inventory, dishwashing, sanitation
- Thrift Store Operations: Pricing, sorting, customer service, warehousing, recycling, and donation intake
- Transportation: Driving, route management, logistics
- Building Maintenance: Lawn care, janitorial, light construction, basic plumbing/electrical
- Administration: Reception, communication, scheduling, guest services
- Retail Services: Inventory processing, merchandising, and customer service

Two optional certifications are offered to increase employability:

- ServSafe Food Handler Certification
- Forklift Operation Certification

Is this component subsidized by SNAP E&T?

- ☐ Subsidized
- ☒ Unsubsidized
- ☐ Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ☒ ABAWDs
- ☒ Homeless
- ☐ Housing Authority residents
- ☐ Returning citizens (aka: ex-offenders)
- ☐ Single parents
- ☐ Those that reside in rural areas
- ☒ Underemployed

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Must be enrolled with The Foundry.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> Autauga County	<input type="checkbox"/> Elmore County	<input type="checkbox"/> Monroe County
<input type="checkbox"/> Baldwin County	<input type="checkbox"/> Escambia County	<input type="checkbox"/> Montgomery County
<input type="checkbox"/> Barbour County	<input type="checkbox"/> Etowah County	<input type="checkbox"/> Morgan County
<input type="checkbox"/> Butler County	<input type="checkbox"/> Fayette County	<input type="checkbox"/> Perry County
<input type="checkbox"/> Calhoun County	<input type="checkbox"/> Houston County	<input type="checkbox"/> Pike County
<input type="checkbox"/> Chambers County	<input type="checkbox"/> Jackson County	<input type="checkbox"/> Randolph County
<input type="checkbox"/> Clarke County	<input checked="" type="checkbox"/> Jefferson County	<input type="checkbox"/> Russell County
<input type="checkbox"/> Cleburne County	<input type="checkbox"/> Lee County	<input type="checkbox"/> Shelby County
<input type="checkbox"/> Coffee County	<input type="checkbox"/> Limestone County	<input type="checkbox"/> St Clair County
<input type="checkbox"/> Colbert County	<input type="checkbox"/> Lowndes County	<input type="checkbox"/> Talladega County
<input type="checkbox"/> Conecuh County	<input type="checkbox"/> Madison County	<input type="checkbox"/> Tallapoosa County
<input checked="" type="checkbox"/> Cullman County	<input type="checkbox"/> Marengo County	<input type="checkbox"/> Tuscaloosa County
<input type="checkbox"/> Dale County	<input type="checkbox"/> Marion County	<input type="checkbox"/> Walker County
<input type="checkbox"/> Dallas County	<input type="checkbox"/> Marshall County	<input type="checkbox"/> Washington County
<input type="checkbox"/> DeKalb County	<input type="checkbox"/> Mobile County	<input type="checkbox"/> Wilcox County

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

491

Estimated Annual Component Administrative Cost

\$1,377,945.64

<b>Outcome Measure</b>	<b>Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)</b>	<b>Subsidized by E&amp;T?</b>
The number and percentage of participants in transitional jobs with a combination of paid work and job skills training .	Numerator will include the number of transitional jobs participants that obtain employment during the period of 10/1/2025 – 9/30/2026. Denominator will include the number total of participants in transitional jobs during the period of 10/1/2025 – 9/30/2026.	No

## CONTRACTS OVERVIEW

The State agency must enter every contract or third-party partner. Additionally, the State agency must report if an intermediary directly holds subcontracts with employment and training providers for the delivery of SNAP E&T services. The table below summarizes overall information across all contracts.

<b>Total Number of Contracts + Subcontracts</b>	<b>Total Participants to be Served by Contracts</b>	<b>Total Admin Costs</b>	<b>Total Participant Reimbursement Costs</b>	<b>Total Budget</b>
77	12,594	\$13,905,639.03	\$574,768.49	\$14,480,407.52

**CONTRACTOR: AIDT**

Is this Contractor an Intermediary with subcontractors?

☐ Yes☒ No

Indicate the service type

☐ Consulting☒ E&T Services☐ Automation/IT☐ Marketing☐ Other

Indicate the counties where the service is offered by this contractor.

☐ Autauga County☒ Baldwin County☐ Barbour County☐ Butler County☐ Calhoun County☐ Chambers County☐ Clarke County☐ Cleburne County☐ Coffee County☐ Colbert County☐ Conecuh County☐ Cullman County☐ Dale County☐ Dallas County☐ DeKalb County☐ Elmore County☒ Escambia County☐ Etowah County☐ Fayette County☐ Houston County☐ Jackson County☐ Jefferson County☐ Lee County☐ Limestone County☐ Lowndes County☐ Madison County☐ Marengo County☐ Marion County☐ Marshall County☒ Mobile County☐ Monroe County☐ Montgomery County☐ Morgan County☐ Perry County☐ Pike County☐ Randolph County☐ Russell County☐ Shelby County☐ St Clair County☐ Talladega County☐ Tallapoosa County☐ Tuscaloosa County☐ Walker County☒ Washington County☐ Wilcox County

Which E&T Services are offered by this contractor?

- ☐ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

65

Are participant reimbursements provided by the Contractor?

- ☐ Yes
- ☒ No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$0.00

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$0.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$141,649.80

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

☐ Yes

☒ No

**CONTRACTOR: ALABAMA COMMUNITY COLLEGE SYSTEM**

Is this Contractor an Intermediary with subcontractors?

☒ Yes☐ No

Indicate the service type

☐ Consulting☒ E&T Services☐ Automation/IT☐ Marketing☐ Other

Indicate the counties where the service is offered by this contractor.

☒ Autauga County☒ Baldwin County☒ Barbour County☒ Butler County☒ Calhoun County☒ Chambers County☒ Clarke County☒ Cleburne County☒ Coffee County☒ Colbert County☒ Conecuh County☒ Cullman County☒ Dale County☒ Dallas County☒ DeKalb County☒ Elmore County☒ Escambia County☒ Etowah County☒ Fayette County☒ Houston County☒ Jackson County☒ Jefferson County☒ Lee County☒ Limestone County☒ Lowndes County☒ Madison County☒ Marengo County☒ Marion County☒ Marshall County☒ Mobile County☒ Monroe County☒ Montgomery County☒ Morgan County☒ Perry County☒ Pike County☒ Randolph County☒ Russell County☒ Shelby County☒ St Clair County☒ Talladega County☒ Tallapoosa County☒ Tuscaloosa County☒ Walker County☒ Washington County☒ Wilcox County

Which E&T Services are offered by this contractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☒ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

2,392

Are participant reimbursements provided by the Contractor?

- ☐ Yes
- ☒ No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$0.00

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$50,000.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$2,294,208.00



Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

☐ Yes

☒ No

**SUBCONTRACTOR: BEVILL STATE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

120

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: BISHOP STATE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

203

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: CALHOUN COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

110

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: CENTRAL ALABAMA COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

70

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: CHATTAHOOCHEE VALLEY COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: COASTAL ALABAMA COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

140

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: DRAKE STATE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No



**SUBCONTRACTOR: ENTERPRISE STATE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: FAMILY SUPPORT CENTER - AUTAUGA COUNTY ACCS**

**INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

55

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: GADSDEN STATE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

245

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: GOODWILL GULF COAST - ACCS****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

90

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: JEFFERSON STATE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

120

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: LAWSON STATE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: LURLEEN B. WALLACE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

50

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: NORTHEAST ALABAMA COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☒ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

267

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No



**SUBCONTRACTOR: NORTHWEST SHOALS COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

90

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: REID STATE COMMUNITY COLLEGE**

**INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

90

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: SHELTON STATE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

100

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: SOUTHERN UNION STATE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

56

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: TRENHOLM STATE COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

110

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: WALLACE DOTHAN COMMUNITY COLLEGE****INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

99

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: WALLACE HANCEVILLE COMMUNITY COLLEGE**

**INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

70

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: WALLACE SELMA COMMUNITY COLLEGE**

**INTERMEDIARY: ALABAMA COMMUNITY COLLEGE SYSTEM**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

67

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No



**CONTRACTOR: BETTER SECTOR**

Is this Contractor an Intermediary with subcontractors?

☐ Yes

☒ No

Indicate the service type

☒ Consulting

☐ E&T Services

☐ Automation/IT

☐ Marketing

☐ Other

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$238,021.75

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

☐ Yes

☒ No

**CONTRACTOR: HOUSING AUTHORITY BIRMINGHAM DISTRICT**

Is this Contractor an Intermediary with subcontractors?

☐ Yes☒ No

Indicate the service type

☐ Consulting☒ E&T Services☐ Automation/IT☐ Marketing☐ Other

Indicate the counties where the service is offered by this contractor.

☐ Autauga County☐ Baldwin County☐ Barbour County☐ Butler County☐ Calhoun County☐ Chambers County☐ Clarke County☐ Cleburne County☐ Coffee County☐ Colbert County☐ Conecuh County☐ Cullman County☐ Dale County☐ Dallas County☐ DeKalb County☐ Elmore County☐ Escambia County☐ Etowah County☐ Fayette County☐ Houston County☐ Jackson County☒ Jefferson County☐ Lee County☐ Limestone County☐ Lowndes County☐ Madison County☐ Marengo County☐ Marion County☐ Marshall County☐ Mobile County☐ Monroe County☐ Montgomery County☐ Morgan County☐ Perry County☐ Pike County☐ Randolph County☐ Russell County☐ Shelby County☐ St Clair County☐ Talladega County☐ Tallapoosa County☐ Tuscaloosa County☐ Walker County☐ Washington County☐ Wilcox County

Which E&T Services are offered by this contractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

150

Are participant reimbursements provided by the Contractor?

- ☐ Yes
- ☒ No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$0.00

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$0.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

☐ Yes

☒ No

**CONTRACTOR: LAINE FEDERAL EDUCATION**

Is this Contractor an Intermediary with subcontractors?

☐ Yes☒ No

Indicate the service type

☐ Consulting☒ E&T Services☐ Automation/IT☐ Marketing☐ Other

Indicate the counties where the service is offered by this contractor.

☐ Autauga County☐ Baldwin County☐ Barbour County☐ Butler County☐ Calhoun County☐ Chambers County☐ Clarke County☐ Cleburne County☐ Coffee County☐ Colbert County☐ Conecuh County☐ Cullman County☐ Dale County☐ Dallas County☐ DeKalb County☐ Elmore County☐ Escambia County☐ Etowah County☐ Fayette County☐ Houston County☒ Jackson County☐ Jefferson County☐ Lee County☒ Limestone County☐ Lowndes County☒ Madison County☐ Marengo County☐ Marion County☒ Marshall County☐ Mobile County☐ Monroe County☐ Montgomery County☒ Morgan County☐ Perry County☐ Pike County☐ Randolph County☐ Russell County☐ Shelby County☐ St Clair County☐ Talladega County☐ Tallapoosa County☐ Tuscaloosa County☐ Walker County☐ Washington County☐ Wilcox County

Which E&T Services are offered by this contractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

400

Are participant reimbursements provided by the Contractor?

- ☒ Yes
- ☐ No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$48,677.50

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$0.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$1,947,101.93

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

☐ Yes

☒ No

## CONTRACTOR: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)

Is this Contractor an Intermediary with subcontractors?

☒ Yes

☐ No

Indicate the service type

☐ Consulting

☒ E&T Services

☐ Automation/IT

☐ Marketing

☐ Other

Indicate the counties where the service is offered by this contractor.

☒ Autauga County

☒ Baldwin County

☒ Barbour County

☐ Butler County

☒ Calhoun County

☒ Chambers County

☐ Clarke County

☒ Cleburne County

☒ Coffee County

☐ Colbert County

☐ Conecuh County

☒ Cullman County

☒ Dale County

☒ Dallas County

☒ DeKalb County

☒ Elmore County

☒ Escambia County

☐ Etowah County

☒ Fayette County

☒ Houston County

☒ Jackson County

☒ Jefferson County

☒ Lee County

☒ Limestone County

☒ Lowndes County

☒ Madison County

☒ Marengo County

☐ Marion County

☒ Marshall County

☒ Mobile County

☐ Monroe County

☒ Montgomery County

☒ Morgan County

☒ Perry County

☒ Pike County

☒ Randolph County

☒ Russell County

☒ Shelby County

☐ St Clair County

☒ Talladega County

☒ Tallapoosa County

☒ Tuscaloosa County

☒ Walker County

☐ Washington County

☒ Wilcox County



Which E&T Services are offered by this contractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☒ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

1,620

Are participant reimbursements provided by the Contractor?

- ☒ Yes
- ☐ No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$135,000.00

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$50,000.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$3,891,262.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

☐ Yes

☐ No

**SUBCONTRACTOR: ALFRED SALIBA CENTER FOR FAMILIES****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: ATHENS LIMESTONE COUNTY FAMILY RESOURCE CENTER****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&amp;T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&amp;T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: AUTAUGA COUNTY FAMILY SUPPORT CENTER****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: CHILDREN AND FAMILY CONNECTION****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: CHILDREN RESOURCE CENTER****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: CIRCLE OF CARE CENTER FOR FAMILIES****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No



**SUBCONTRACTOR: COFFEE COUNTY FAMILY SERVICES CENTER****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: DALLAS COUNTY FAMILY RESOURCE CENTER**

**INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: ELI THRIVE - EMPOWERED FOR LASTING IMPACT**

**INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: ELMORE COUNTY FAMILY RESOURCE CENTER****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: FAMILY CENTER OF MOBILE COUNTY****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: FAMILY SERVICES CENTER - HUNTSVILLE****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: FAMILY SERVICES OF NORTH ALABAMA****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: FIRST FAMILY SERVICE CENTER****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No



**SUBCONTRACTOR: HEARTS OF CLEBURNE****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: HOPE PLACE FAMILY SERVICE CENTER****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: IMPACT FAMILY COUNSELING****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: JASPER AREA FAMILY SERVICES CENTER****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: JEFFERSON COUNTY FAMILY RESOURCE CENTER**

**INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60
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Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: MARY HILL FAMILY SERVICE CENTER - DALE COUNTY****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: PARENTS AND CHILDREN TOGETHER (PACT)****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: SOWING SEEDS OF HOPE****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No



**SUBCONTRACTOR: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: THE CLEARING HOUSE FAMILY SERVICES CENTER**

**INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60
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Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: TROY RESILIENCE PROJECT****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: TUSCALOOSA'S ONE PLACE****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: VINEYARD FAMILY SERVICES CENTER****INTERMEDIARY: SYLACAUGA ALLIANCE FOR FAMILY ENHANCEMENT (SAFE)**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**CONTRACTOR: TROY UNIVERSITY RESOURCE MAPPING**

Is this Contractor an Intermediary with subcontractors?

☐ Yes

☒ No

Indicate the service type

☐ Consulting

☐ E&T Services

☒ Automation/IT

☐ Marketing

☐ Other

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$60,000.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

☐ Yes

☒ No

**CONTRACTOR: TROY UNIVERSITY SELF EMPLOYMENT PROGRAM**

Is this Contractor an Intermediary with subcontractors?

☐ Yes☒ No

Indicate the service type

☐ Consulting☒ E&T Services☐ Automation/IT☐ Marketing☐ Other

Indicate the counties where the service is offered by this contractor.

☒ Autauga County☒ Baldwin County☒ Barbour County☒ Butler County☒ Calhoun County☒ Chambers County☒ Clarke County☒ Cleburne County☒ Coffee County☒ Colbert County☒ Conecuh County☒ Cullman County☒ Dale County☒ Dallas County☒ DeKalb County☒ Elmore County☒ Escambia County☒ Etowah County☒ Fayette County☒ Houston County☒ Jackson County☒ Jefferson County☒ Lee County☒ Limestone County☒ Lowndes County☒ Madison County☒ Marengo County☒ Marion County☒ Marshall County☒ Mobile County☒ Monroe County☒ Montgomery County☒ Morgan County☒ Perry County☒ Pike County☒ Randolph County☒ Russell County☒ Shelby County☒ St Clair County☒ Talladega County☒ Tallapoosa County☒ Tuscaloosa County☒ Walker County☒ Washington County☒ Wilcox County

Which E&T Services are offered by this contractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☒ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

36

Are participant reimbursements provided by the Contractor?

- ☐ Yes
- ☒ No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$0.00

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$0.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$74,971.26



Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

☐ Yes

☒ No

**CONTRACTOR: UNITED WAYS OF ALABAMA**

Is this Contractor an Intermediary with subcontractors?

☒ Yes☐ No

Indicate the service type

☐ Consulting☒ E&T Services☐ Automation/IT☐ Marketing☐ Other

Indicate the counties where the service is offered by this contractor.

☒ Autauga County☒ Baldwin County☒ Barbour County☒ Butler County☒ Calhoun County☒ Chambers County☒ Clarke County☒ Cleburne County☒ Coffee County☒ Colbert County☒ Conecuh County☒ Cullman County☒ Dale County☒ Dallas County☒ DeKalb County☒ Elmore County☒ Escambia County☒ Etowah County☒ Fayette County☒ Houston County☒ Jackson County☒ Jefferson County☒ Lee County☒ Limestone County☒ Lowndes County☒ Madison County☒ Marengo County☒ Marion County☒ Marshall County☒ Mobile County☒ Monroe County☒ Montgomery County☒ Morgan County☒ Perry County☒ Pike County☒ Randolph County☒ Russell County☒ Shelby County☒ St Clair County☒ Talladega County☒ Tallapoosa County☒ Tuscaloosa County☒ Walker County☒ Washington County☒ Wilcox County

Which E&T Services are offered by this contractor?

- ☐ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☒ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

7,931

Are participant reimbursements provided by the Contractor?

- ☒ Yes
- ☐ No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$391,090.99

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$44,421.20

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$5,114,003.08

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

☐ Yes

☒ No

**SUBCONTRACTOR: AID TO INMATE MOTHERS****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

150

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: AL GOODWILL INDUSTRIES BIRMINGHAM****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☒ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

115

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: CRISIS SERVICES OF NORTH ALABAMA****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

780

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: FAMILY COUNSELING CENTER OF MOBILE, INC.****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

550

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No



**SUBCONTRACTOR: GOODWILL GULF COAST****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

40

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: HANDS ON RIVER REGION****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

450

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: HOPE INSPIRED MINISTRIES (HIM)****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☒ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

606

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: LOVELADY CENTER****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

2,400

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: SALVATION ARMY BIRMINGHAM****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☒ Basic / Foundational Skills Instruction
- ☒ Career / Technical Education Programs or other Vocational Training
- ☐ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

260

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: THE FOUNDRY****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☒ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☒ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

491

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**SUBCONTRACTOR: UNITED WAY OF CENTRAL ALABAMA****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

785

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: UNITED WAY OF ETOWAH COUNTY****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

200

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No



**SUBCONTRACTOR: UNITED WAY OF LEE COUNTY****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

100

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: UNITED WAY OF NORTHWEST ALABAMA****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

74

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: UNITED WAY OF WEST ALABAMA****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

130

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: UNITED WAYS OF EAST CENTRAL ALABAMA****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

100

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: WIREGRASS 211****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☐ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☐ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

525

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☐ Yes, by the subcontractor
- ☒ No

**SUBCONTRACTOR: WORKFAITH BIRMINGHAM****INTERMEDIARY: UNITED WAYS OF ALABAMA**

Which E&T Services are offered by this subcontractor?

- ☐ Basic / Foundational Skills Instruction
- ☐ Career / Technical Education Programs or other Vocational Training
- ☒ Case Management Services
- ☐ English Language Acquisition
- ☐ Job Retention
- ☐ Self-Employment Training
- ☒ Supervised Job Search
- ☐ WBL - Internship
- ☐ WBL - On-the-job Training
- ☐ WBL - Transitional Jobs
- ☒ Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

225

Are participant reimbursements provided? If so, how are they provided?

- ☐ Yes, by the intermediary
- ☒ Yes, by the subcontractor
- ☐ No

**WBL PROGRAMS OVERVIEW**

State agencies must report on each provider that plans to offer a Work-Based Learning (WBL) component, whether it is unsubsidized or subsidized by SNAP E&T funds.

**WBL ACTIVITY: HOPE INSPIRED MINISTRIES (HIM)****PROVIDER: HOPE INSPIRED MINISTRIES (HIM)****COMPONENT: WBL - INTERNSHIP**

What is the length of the activity?

- ☒ 1 month  
☐ 2 months  
☐ 3 months  
☐ 4 months  
☐ 5 months  
☐ 6 months  
☐ Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- ☒ Construction  
☐ Education  
☒ Foodservice  
☐ Healthcare service  
☐ Landscape and Horticultural  
☒ Leisure and Hospitality  
☒ Manufacturing  
☐ Retail services  
☒ Transportation and Warehousing  
☐ Other

What is the projected annual number of participants to participate?

93

What are the training objectives for the activity?

- ☐ Attainment of a Credential or Certificate  
☒ Basic skill gains  
☒ Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- ☒ Yes  
☐ No

Will participants receive wages subsidized by another program?

- ☐ Yes  
☒ No

Were employers or industry sector representatives consulted in the design and training curriculum?

- ☒ Yes  
☐ No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- ☒ Yes  
☐ No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- ☒ Yes  
☐ No

Are the training objectives provided to the participant?

- ☐ Yes, by the Provider  
☐ Yes, by Employer of Record  
☒ No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

The provider focuses on moving participants into regular, unsubsidized employment by offering individualized support, job readiness training, and direct connections to employers. Emphasis is placed on developing participants skills, building confidence, and removing barriers to employment so they can successfully transition into the workforce without the need for ongoing subsidies.



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Does the work site employer or other industry employer partners hire the majority of the activity graduates?

☒ Yes

☐ No

☐ N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

☒ Yes

☐ No

**WBL ACTIVITY: UNITED WAYS OF ALABAMA****PROVIDER: UNITED WAYS OF ALABAMA****COMPONENT: WBL - INTERNSHIP**

What is the length of the activity?

- ☒ 1 month  
☐ 2 months  
☐ 3 months  
☐ 4 months  
☐ 5 months  
☐ 6 months  
☐ Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- ☒ Construction  
☒ Education  
☒ Foodservice  
☒ Healthcare service  
☒ Landscape and Horticultural  
☒ Leisure and Hospitality  
☒ Manufacturing  
☒ Retail services  
☐ Transportation and Warehousing  
☐ Other

What is the projected annual number of participants to participate?

584

What are the training objectives for the activity?

- ☒ Attainment of a Credential or Certificate  
☒ Basic skill gains  
☒ Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

☒ Yes

☐ No

Will participants receive wages subsidized by another program?

☐ Yes

☒ No

Were employers or industry sector representatives consulted in the design and training curriculum?

☒ Yes

☐ No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

☒ Yes

☐ No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

☒ Yes

☐ No

Are the training objectives provided to the participant?

☐ Yes, by the Provider

☒ Yes, by Employer of Record

☐ No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

☒ Yes

☐ No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Participants are engaged in a 3-week internship with employers and provided skills necessary to maintain employment. Participants receive regular feedback from the employer during the internship period.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- ☒ Yes  
☐ No  
☐ N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- ☒ Yes  
☐ No

**WBL ACTIVITY: AL GOODWILL INDUSTRIES BIRMINGHAM****PROVIDER: AL GOODWILL INDUSTRIES BIRMINGHAM****COMPONENT: WBL - ON-THE-JOB TRAINING**

What is the length of the activity?

- ☐ 1 month  
☒ 2 months  
☐ 3 months  
☐ 4 months  
☐ 5 months  
☐ 6 months  
☐ Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- ☐ Construction  
☐ Education  
☐ Foodservice  
☐ Healthcare service  
☐ Landscape and Horticultural  
☐ Leisure and Hospitality  
☐ Manufacturing  
☒ Retail services  
☒ Transportation and Warehousing  
☐ Other

What is the projected annual number of participants to participate?

36
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What are the training objectives for the activity?

- ☒ Attainment of a Credential or Certificate  
☒ Basic skill gains  
☒ Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

☒ Yes

☐ No

Will participants receive wages subsidized by another program?

☒ Yes

☐ No

What is the model for this activity?

☐ E&T Provider is employer of record and receives wage subsidy as employer

☐ E&T Provider is intermediary between State agency and 1 or more employers

☒ State agency contracts with both E&T Provider and employers

Who is the employer of record?

☐ State agency

☒ E&T Provider

☐ Worksite employer

Were employers or industry sector representatives consulted in the design and training curriculum?

☒ Yes

☐ No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

☒ Yes

☐ No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

☒ Yes

☐ No

Are the training objectives provided to the participant?

☒ Yes, by the Provider

☐ Yes, by Employer of Record

☐ No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

☒ Yes

☐ No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

The agency's Work Based Learning program will refer and offer job placement assistance through Career Centers located in Birmingham, Center Point, Tuscaloosa and two locations in Huntsville.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

☒ Yes

☐ No

☐ N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

☒ Yes

☐ No

**WBL ACTIVITY: THE FOUNDRY****PROVIDER: THE FOUNDRY****COMPONENT: WBL - TRANSITIONAL JOBS**

What is the length of the activity?

- ☐ 1 month  
☐ 2 months  
☐ 3 months  
☐ 4 months  
☐ 5 months  
☐ 6 months  
☒ Greater than 6 months (limited exceptions)

Provide a justification for why the length of the activity is greater than 6 months.

This is a comprehensive program that includes employment readiness training, financial literacy, and eventually employment. The purpose of the first 6 months of training is to set them up to be successful, while the last 3 months is to assist the participants in obtaining a job and provide ongoing accountability and support.

What is the industry field of the activity?

- ☒ Construction  
☒ Education  
☒ Foodservice  
☐ Healthcare service  
☒ Landscape and Horticultural  
☐ Leisure and Hospitality  
☐ Manufacturing  
☐ Retail services  
☒ Transportation and Warehousing  
☒ Other

Describe the "Other" industry field of the activity.

Building Maintenance.



What is the projected annual number of participants to participate?

400

What are the training objectives for the activity?

- ☒ Attainment of a Credential or Certificate
- ☒ Basic skill gains
- ☒ Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- ☒ Yes
- ☐ No

Will participants receive wages subsidized by another program?

- ☐ Yes
- ☒ No

Were employers or industry sector representatives consulted in the design and training curriculum?

- ☒ Yes
- ☐ No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- ☒ Yes
- ☐ No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- ☒ Yes
- ☐ No

Are the training objectives provided to the participant?

- ☒ Yes, by the Provider
- ☐ Yes, by Employer of Record
- ☐ No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

☐ Yes

☒ No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

During their employment readiness assignments, The Foundry's program participants will be evaluated for timeliness, dress, behavior, teamwork, conflict resolution, and all the other skills learned during the classroom portion of their training. During the last three months, participants are encouraged to find a job and apply what they've learned in the first six months of Work Based Learning to find a job.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

☐ Yes

☒ No

☐ N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

☒ Yes

☐ No

## OPERATING BUDGET

The regulations at 7 CFR 273.7(c)(6) outline State agencies must include an operating budget for the year. Complete all cost categories, as applicable. Note that the cost categories, outside of the contractual or county administered program line items, apply only to the State agency costs. The calculated values will automatically display upon selecting the Quick Save button.

### Direct Program and Admin Costs

	Non-Federal Share	Federal Share	Total
Salary/Wages (State agency only)	\$1,105,342.00	\$2,839,171.00	\$3,944,513.00

List Full Time Equivalent (FTE) staff positions, percentage of time spent on the project, and average annual salary of each position. Example: E&T Manager - \$60,000 \* .50 FTE = \$30,000; 5 E&T Counselors = \$25,000 \* 1.00 FTEs \* 5 = \$125,000.

33 county staff at 50/50 have salaries of \$2,210,684. 29 county and state staff at 100% have salaries of \$1,677,103. One accountant at 100% for \$56,726.00. Total is \$3,944,513.00.

	Non-Federal Share	Federal Share	Total
Fringe Benefits	\$483,631.00	\$1,210,045.00	\$1,693,676.00

Explain how fringe benefits are calculated and clearly explain how the amount listed was determined. If charging fringe benefits to the E&T program, provide the approved fringe rates.

Salary of \$3,944,513, Retirement 17.34% = \$683,978.55, FICA 7.65% = 301,755.24, Insurance \$1,025 a month, \$12,300 per year per employee = \$707,942.20 for a total of \$1,693,675.99.

	Non-Federal Share	Federal Share	Total
Non-Capital Equipment	\$0.00	\$0.00	\$0.00

Describe non-capital equipment and supplies to be purchased with E&T funds.

N/A

	Non-Federal Share	Federal Share	Total
Materials	\$3,449.00	\$15,910.00	\$19,359.00

Describe materials to be purchased with E&T funds.

Supplies for County offices for ink and paper to assist client resumes. Marketing boards and other supplies. Total for materials is \$19,359.00.

	<b>Non-Federal Share</b>	<b>Federal Share</b>	<b>Total</b>
Travel	\$6,217.00	\$29,176.00	\$35,393.00

Describe the purpose and frequency of staff travel charged to the E&T program. This should not include E&T participant reimbursements for transportation. Include planned staff training and registration costs for training that will be charged to E&T funds.

Staff travels to meet with contractors and county staff and state staff required to attend local, regional and national meetings. Total for travel is \$35,393.00.

	<b>Non-Federal Share</b>	<b>Federal Share</b>	<b>Total</b>
Building Space	\$0.00	\$0.00	\$0.00

Explain how building space is calculated and clearly explain how the amount listed above was determined. If charging building space to the E&T program, describe the method used to calculate space value.

N/A

	<b>Non-Federal Share</b>	<b>Federal Share</b>	<b>Total</b>
Equipment and other capital expenditures	\$0.00	\$0.00	\$0.00

Describe equipment and other capital expenditures over \$5,000 per item that will be charged to E&T funds. (In accordance with 2 CFR 200.407, prior written approval from FNS is required.)

N/A

	<b>Non-Federal Share</b>	<b>Federal Share</b>	<b>Total</b>
Subtotal / State Agency Costs Only	\$1,598,639.00	\$4,094,302.00	\$5,692,941.00
Contractual Costs	\$6,731,598.04	\$7,174,040.99	\$13,905,639.03
County Administered Direct Program Admin Cost	\$0.00	\$0.00	\$0.00
Total Direct Program and Admin Costs	\$8,330,237.04	\$11,268,342.99	\$19,598,580.03

**Indirect Costs - Using Indirect Cost Rate**

	<b>Non-Federal Share</b>	<b>Federal Share</b>	<b>Total</b>
Indirect Costs	\$0.00	\$0.00	\$0.00

Indirect costs (also called overhead costs) are allowable activities that support the E&T program, but are charged directly to the State agency. If using an indirect cost rate approved by the contingent agency, upload the approval letter.

No File Uploaded

**Indirect Costs - Using Federally Approved Cost Allocation Plan**

	<b>Non-Federal Share</b>	<b>Federal Share</b>	<b>Total</b>
Federally Approved Cost Allocated Costs - State agency only	\$335,781.00	\$629,196.00	\$964,977.00
County Administered Allocated Costs (only applicable to County Administered Programs)	\$0.00	\$0.00	\$0.00
Total Allocated Costs based on Cost Allocation Plan	\$335,781.00	\$629,196.00	\$964,977.00

**In-kind Contribution**

	<b>Non-Federal Share</b>	<b>Federal Share</b>	<b>Total</b>
State In-kind Contribution	\$0.00	\$0.00	\$0.00
Total Administrative Costs	\$8,666,018.04	\$11,897,538.99	\$20,563,557.03

**Participant Reimbursements**

	<b>Non-Federal Share</b>	<b>Federal Share</b>	<b>Total</b>
Dependent Care	\$0.00	\$0.00	\$0.00
Transportation & Other Costs	\$1,000,000.00	\$1,000,000.00	\$2,000,000.00
State Agency Cost for Dependent Care	\$0.00		\$0.00
Total Participant Reimbursements	\$1,000,000.00	\$1,000,000.00	\$2,000,000.00

**Total Costs**

	<b>Non-Federal Share</b>	<b>Federal Share</b>	<b>Total</b>
Total Cost	\$9,666,018.04	\$12,897,538.99	\$22,563,557.03

## FUNDING SOURCES

Fields for the Funding Sources section will populate from other sections, such as the Operating Budget section or annual allocations decided by FNS OET.

The system will provide the States 100 percent allocation as well as the target for the total 50/50 funds, as provided in the annual E&T final allocation memo.

State agencies may enter funds into the field "100 Percent Federal Grant - Additional Funds" for planning purposes. This field must be blank before initial submission. State agencies that wish to request additional 100% funds can do so via the Funding Requests tab. If the request is approved, State agencies will see the approved amount populated in this field, and a new State Plan Amendment must be submitted.

The system utilizes a formula that distributes administrative costs to the various funding sources (i.e. 100 percent Federal, 50 percent Federal Admin and 50 percent Non-Federal Admin.) The formula also establishes a funding hierarchy for the use of all available 100 percent Federal funds. This funding hierarchy will assign the planned administrative expenses against the regular 100 Federal grant first, then depending upon availability, against additional 100 percent funds, able-bodied adults without dependents (ABAWD) pledge funds, if applicable. Any planned costs over the available 100 percent funds will be evenly distributed against the 50 percent Admin funds.

The planned expenses shown for the field "100% Federal Grant" will be inclusive of the formula allocation, as well as any additional Federal funds approved. Fields in the column "Distribution of Planned Expenses" are populated from the planned expenses table. States can use this table to extrapolate figures, but cannot submit the form until 100% of Federal additional funds under the "Allocation or Target" column has been removed.

**SNAP Employment and Training Funding Sources**

<b>Source Type</b>	<b>Funding Sources</b>	<b>Allocation or Target</b>	<b>Distribution of Planned Expenses</b>	<b>Over/Under Allocation/Target or Over/Under Planned Expenses</b>	<b>Percent of Allocation Planned Use</b>
Federal	100 Percent Federal Grant	\$3,231,521.00	\$3,231,520.95	(\$0.05)	100.00%
Federal	100 Percent Federal Grant - Additional Funds	\$0.00	\$0.00	\$0.00	
Federal	ABAWD Pledge Grant		\$0.00	\$0.00	
Federal	Total - All 100 Percent Funds	\$3,231,521.00	\$3,231,520.95	(\$0.05)	
Federal	50 Percent Administrative		\$8,666,018.04		
Non-Federal	50 Percent Administrative		\$8,666,018.04		
Federal	50 Percent Participant Reimbursements		\$1,000,000.00		
Non-Federal	50 Percent Participant Reimbursements		\$1,000,000.00		
Federal	Total 50 Percent Federal Target	\$5,604,272.00	\$9,666,018.04	\$4,061,746.04	
	<b>Total</b>	\$8,835,793.00	\$22,563,557.03		



**Total Fiscal Year Plan Funding**

<b>Funding Sources</b>	<b>Non-Federal Share</b>	<b>Federal Share</b>	<b>Total</b>
100 Percent Federal Grant		\$3,231,520.95	\$3,231,520.95
ABAWD Pledge Grant		\$0.00	\$0.00
50 Percent Administrative	\$8,666,018.04	\$8,666,018.04	\$17,332,036.08
50 Percent Dependent Care	\$0.00	\$0.00	
50 Percent Transportation/Other	\$1,000,000.00	\$1,000,000.00	
50 Percent Total Participant Reimbursements	\$1,000,000.00	\$1,000,000.00	\$2,000,000.00
Total 50 Percent Funds	\$9,666,018.04	\$9,666,018.04	\$19,332,036.08
<b>Total</b>	\$9,666,018.04	\$12,897,538.99	\$22,563,557.03

**PLEDGE TO SERVE ALL ABAWDs**

The Act authorizes FNS to allocate \$20 million annually to State agencies that commit, or pledge, to ensuring the availability of education, training, or workfare opportunities that permit able-bodied adults without dependents (ABAWDs) to remain eligible beyond the 3-month time limit.

To be eligible for these additional funds (pledge funds), State agencies must pledge to offer and provide an opportunity in a work program that meets the participation requirements of 7 CFR 273.24 to every applicant and recipient who is in the last month of the 3-month time limit and not otherwise exempt. Individuals are exempt from the time limit if they meet an exception under 7 CFR 273.24(c), reside in an area covered by a waiver in accordance with 7 CFR 273.24(f), or who are exempted by the State under 7 CFR 273.24(g).

Is the State agency pledging to offer qualifying activities to all ABAWDs subject to the criteria under 7 CFR 273.7(d)(3)(i)?

☐ Yes

☒ No