

USDA FNS SNAP E&T STATE PLAN

STATE NAME	STATE CODE	FEDERAL FISCAL YEAR	VERSION
Georgia	GA	2026	Original Submission

FORM STATUS: Unsubmitted

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

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

SNAP Works Program Mission: Connect citizens to employment by increasing their access to short-term, industry-driven job training. SNAP Works Program Vision: SNAP Works is your pathway to employment. Georgia utilizes a third-party reimbursement model to fund the SNAP Works Program. The SNAP Works Program helps unemployed and/or underemployed Georgians acquire marketable skills that can change the trajectory of their lives. The program enhances the ability of SNAP participants to secure regular employment by forming partnerships with community providers that have direct connections to employment and offer employment and training (E&T) services. Participants can gain skills, training, and industry-recognized credentials to improve their employability. The SNAP Works Program offers participant reimbursement services to help eliminate and/or reduce barriers to obtaining regular employment. The SNAP Works Program addresses State and local workforce needs by offering a range of education and training opportunities in diverse, employment-driven industries.

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
Link to resource	Division of Family and Children Services
Link to resource	Georgia SNAP E&T Policy
Link to resource	Georgia's Provider Portal known as the STEP Portal

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.

a. The State will expand program outreach by seeking additional third-party partners for contracts starting in FFY26. This approach aims to provide an improved experience for customers, providers, and the State team. b. The State will collaborate with providers at career fairs to help boost job placement and participation in the SNAP Works Program.

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.

Not applicable

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
05/19/2025	James Thomas	Compliance and Program Director of Office of Workforce Development	As an outcome of the meeting, the State will: Partner with the State Workforce Development Boards. Provide a list of current training offered through SNAP Employment and Training Providers to the Workforce Development Staff Review current Eligible Training] TCSG's website - https://www.tcsg.edu/worksource/resources-for-practitioners/eligible-providers-list/ State Workforce Development Staff (TCSG) will c current labor market statistical information for: High-demand car emerging industries Future projection growth Industries with the demand Current employer trends This collaborative effort aims to State understands the labor market landscape in Georgia and mai conversations with State Workforce Development Staff to help u current and future labor market trends while maintaining continuu partnerships. Also, the State will continue collaborating with pro offer and support resources, eliminating barriers for individuals to self-sustaining.

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.

The SNAP Works Program supports the Governor's Office's High Demand Career Initiative (HDCI). HDCI was created in 2011 by Governor Nathan Deal to address employers' inability to locate highly skilled and reliable candidates for Georgia's workforce. HDCI proactively identifies workforce issues in the State and develops practical solutions. Several stakeholders, including employers, workforce development programs, nonprofits, and community colleges, collaborate to address the challenges facing Georgia's workforce.

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 remains actively engaged in its partnership with WorkSource Fulton. No barriers to co-enrollment have been identified between our service provider and the Workforce Innovation and Opportunity Act (WIOA) programs. WorkSource Fulton offers Title I programs under the Workforce Innovation and Opportunity Act. WorkSource Fulton offers the following Employment and Training components to individuals receiving WIOA and SNAP: • Career Technical Education or Other Vocational Training • Supervised Job Search • Job Retention • Work Experience The State plans to expand this partnership with the WorkSource agencies throughout the State.

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.

Through the Interagency Workforce Opportunities Resource Committee (iWORC), the SNAP E&T Manager periodically coordinates with the TANF program to discuss creative strategies for maximizing services, building partnerships, and assisting families in easily navigating between services within the State. It is probable that some TANF recipients will reach their lifetime limit before completing training and will therefore be unable to continue participating in the TANF program. The SNAP Works Program has established a bridge between the two work programs to ensure that individuals can transition seamlessly from one program to another to complete their training and receive their credentials. The SNAP E&T Manager schedules and hosts meetings and events with the iWORC committee.

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 Interagency Workforce Opportunities Resource Committee (iWORC) was established to consolidate DHS employment programs. It is a SNAP Works Program initiative. The SNAP E&T Manager serves as the iWORC chairperson. The SNAP Works Program collaborates with other employment programs within DHS and sister agencies, such as foster care, child support, re-entry, and refugee services, to periodically discuss methodologies for serving the whole person and their associated family members, aiming to increase overall program success rates. The SNAP E&T Manager schedules and hosts meetings and events with the iWORC committee.

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

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

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
- non-ABAWD work registrants, families,
- unemployed
- Disabled individuals

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	190,000
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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
The State runs a voluntary E&T program and exempts all work registrants.	190,000

Total estimated number of work registrants exempt from mandatory E&T	190,000
Percent of all work registrants exempt from E&T	100.00%

ABAWDs

Anticipated number of ABAWDs in the State	27,500
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	200
Anticipated number of at-risk ABAWDs in the State	27,300

E&T Participants

Anticipated number of mandatory E&T participants	0
Anticipated number of voluntary E&T participants	1,600
Total anticipated number of E&T participants	1,600
Anticipated number of ABAWDs to be served in E&T	900

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 SNAP E&T program is separate from the SNAP certification unit at the State and county levels. The Office of Family Independence (OFI) Field Operations handles the certification process at the county level. OFI Field Operations staff are responsible for initial and recertification eligibility interviews, determining the work registration for each household member, screening individuals for exemptions, screening for appropriateness to the SNAP Works program, referring individuals to the SNAP Works program, and requesting eligibility verification. After referrals to the SNAP Works program, the SNAP E&T Employment Services Specialists contact the individuals to provide information about the SNAP Works program and confirm their voluntary participation. For reverse referrals, Employment Services Specialists review the referrals to ensure that the eligibility worker has screened the individual to determine their appropriateness for the SNAP Works program. If it has been determined that the individual has not been screened or the reverse referral request is returned to the provider in the STEP Portal as Eligible Pending Referral, the Employment Services Specialists notify the eligibility workers. Eligibility workers screen for program appropriateness and process reverse referral requests in Georgia Gateway. At the State level, the Food and Nutrition Unit (FANU)/SNAP Policy Unit is responsible for ensuring State policy compliance with federal regulations. It is a separate unit from the SNAP E&T Unit. At the State level, the SNAP E&T Unit, separate from the Food and Nutrition Unit, is responsible for administering the SNAP E&T Program. The SNAP E&T Program is administered by the SNAP E&T Director, who is responsible for the program's day-to-day operations and engages with the SNAP Works Management Team. There are specialized teams within the SNAP E&T Unit:

- SNAP E&T Community Engagement The Community Engagement team is responsible for proposals, contracts, budgets, and billing. This unit is responsible for engagement, assessment, and onboarding of potential providers.
- SNAP E&T Hub This team determines initial and/or continued SNAP Works eligibility through participant engagement, ongoing communication with providers, and monitoring of monthly participation.
- STEP Portal System Administration This team ensures effective administration, utilization, and maintenance of the STEP Portal, which supports accurate data entry, seamless provider collaboration, and compliance with program requirements.
- SNAP E&T Management Evaluations This team is responsible for monitoring providers, conducting site visits, completing reports, and testing data and system processes to ensure accuracy and effectiveness.
- SNAP E&T Policy and Training This team is responsible for developing, writing, revising, and distributing policies and procedures for Georgia's SNAP E&T Program, as well as training providers and State staff.

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

The SNAP E&T Unit is aligned with the Food and Nutrition Unit (FANU), both of which are incorporated into the State Operations Unit. The overall unit comprises SNAP policy specialists and food program coordinators. The Food and Nutrition Unit (SNAP Policy Unit) is responsible for policy certification and ensuring State policy compliance with federal regulations. The SNAP E&T Unit administers the federal SNAP E&T Program, SNAP Works. The SNAP E&T Unit collaborates with the Food & Nutrition Unit to engage our eligibility staff by conducting meetings and training sessions with the following internal departments, discussing updates to federal regulations and policy changes. The meeting's goal is to gather feedback on the information, coordinate training, and keep the eligibility staff informed of FNS guidance and federal regulations that impact eligibility workers as they relate to the SNAP E&T Program. The internal departments include, but are not limited to, the following: Eligibility Staff Quality Assurance Staff, and Training and Professional Development Section

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

To communicate with intermediaries and E&T providers, the State utilizes the following: • SNAP Works Summit • Provider Engagement Meeting • Provider Staffing • Technical Assistance • Training • SharePoint Sites • Encrypted Emails • STEP Portal

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

The State shares new policies, procedures, and other information with the intermediary and E&T providers by utilizing the following: • SNAP Works Summit • Provider Engagement Meeting • Provider Staffing • Technical Assistance • Training • SharePoint Sites • Encrypted Emails • STEP Portal

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.

The State shares information with E&T Partners and Intermediaries using the following sources: STEP Portal The following information is shared with E&T Partners from the State's eligibility determination system, Georgia Gateway, to the STEP Portal: Work Registration status Eligibility Begin and End Dates SNAP Client ID The Providers share updated participant information by utilizing the STEP Portal. Information is also shared between E&T providers, intermediaries, and the State, utilizing the following: SharePoint sites Encrypted emails

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 State utilizes two MIS systems to track and store E&T-related data, Georgia Gateway and the STEP Portal. Georgia Gateway is the MIS system that determines eligibility for SNAP. SNAP E&T staff enter the following SNAP E&T participant information, which is tracked and stored in Georgia Gateway: STEP Portal The STEP Portal is the MIS system that SNAP E&T Providers utilize to enter and share SNAP E&T participant data. Both systems currently track and store the following data: Date of the E&T referral, Date of participant orientation, Employability assessment, Individual Employment Plan Name of program components, Case management notes Job Placements The State will continue to enhance the STEP Portal to enable additional tracking and storage of SNAP E&T-related data.

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.

The State conducts management evaluations annually with Providers, subcontractors, and intermediaries. However, new Providers are exempt from a rated management evaluation in the first year. New Providers must participate in onboarding training, bi-monthly technical assistance meetings, site visits, and periodic desk and fiscal reviews throughout the year. The State uses the SNAP Works Management Evaluation (ME) Guide. The State reviews the Provider's files related to their participation in the program, which include, but are not limited to, contractual agreements, participant case record data, invoices with supporting documents, subcontracts, informational messaging, and fiscal management reviews. Site visits are conducted as needed to review providers' training locations, classes, customer interactions, and other relevant aspects.

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).

The State conducts site visits to ensure the participants receive adequate training and support. The site visits include monitoring, training, and interactions with participants by providers. The State ensures that providers address participants' barriers and needs by offering support services that are appropriate and necessary for participation. The State will also meet with providers quarterly to discuss their performance outcomes, ensuring they are on track to reach their goals. The State evaluates partners' performance in achieving the purpose of SNAP E&T by analyzing component and program completion rates, as well as employment attainment.

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.

Eligibility workers screen all SNAP applicants at application and renewal to determine if the customer is a work registrant or if they meet an exemption from work registration. In addition to application and recertification, the work registration status is reviewed at interim changes and periodic reports, if there is a change that impacts a customer's work registration. At the eligibility determination interview, all applicable work requirements for SNAP are discussed, and the Consolidated Work Requirement Notice is sent to the work registrant to explain the basic work requirements for SNAP. All work registration exemptions are listed in the SNAP Policy manual, which eligibility workers refer to when determining if a customer is a Work Registrant. The Oral Work Requirements script is also used during customer interviews as a guide to determine if they qualify for an exemption from work registration or are work registrants.

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

A non-exempt individual registers for work when signing the SNAP application.

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 screen customers (both direct and reverse referrals) for appropriateness to the SNAP Works program by discussing their highest level of education, employment history, and interest in employment. If the customer is 16 or 17 years of age or older and the head of household, is at least 18 years or older, not receiving TANF, and is fit for employment, then the worker discusses the interest in the SNAP E&T components offered, and any barriers that would prevent them from participating with each customer. For reverse referrals, the Employment Services Specialists review the referrals to ensure that the eligibility worker has screened the individual for appropriateness to the SNAP Works program. If it has been determined that the individual has not been screened or the reverse referral request is returned to the provider in the STEP Portal as Eligible Pending Referral, the Employment Services Specialists notify the eligibility workers. Eligibility workers screen for program appropriateness and process reverse referral requests in Georgia Gateway.

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

At the eligibility determination interview, all applicable work requirements for SNAP are discussed, and the Consolidated Work Requirement Notice is sent to the work registrant to explain the basic work requirements for SNAP.

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

It is documented in Georgia Gateway case notes and correspondence history.

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.

The eligibility worker screens all individuals 16 or 17 years of age or older and the head of household, at least 18 years of age or older, who are not receiving TANF and who are fit for employment at application and recertification using the SNAP Works Program Screening and Referral Tool. The screening and referral tool has been incorporated into the eligibility system and is completed during the interview to screen the individual to determine if they are appropriate for SNAP E&T. After the direct referral is sent to SNAP Works, the Employment Service Specialist contacts the customer within 10 business days to progress the referral to an appropriate provider.

When does the screening for a reverse referral request occur?

A reverse referral screening occurs after the State receives the reverse referral request from the provider.

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

The potential SNAP E&T participant may contact E&T Providers directly to participate in the SNAP E&T program. The E&T provider enters the potential E&T participant's information into the STEP portal. For reverse referrals, the Employment Services Specialist checks the Georgia Gateway system for appropriate documentation for the SNAP E&T program and the Screening and Referral Tool Form. If the appropriateness of the program cannot be determined, the SNAP E&T Unit refers it to the eligibility unit for determination of appropriateness. Eligibility staff will process the screening request within 10 days. The STEP Portal interfaces with the Georgia Gateway System to determine real-time eligibility. If the potential E&T participant is determined eligible, the E&T Provider proceeds with the Orientation and Assessment process.

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 about participant reimbursements by eligibility workers, SNAP E&T staff, and providers. Eligibility staff inform participants verbally during the application and standard recertification interviews when screening customers for appropriateness for referral to SNAP E&T. SNAP E&T staff verbally inform participants when notifying them of the provider to which they are being referred. Lastly, the provider informs participants about participant reimbursements.

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

Explain what other information the State provides to E&T participants when they are referred.

Participant reimbursements, components, and training programs offered,

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?

For Reverse Referrals, the Employment Services Specialist checks the Georgia Gateway system for appropriate documentation for the SNAP E&T program and the Screening and Referral Tool Form. If appropriateness for the program cannot be determined, the SNAP E&T Unit emails the eligibility unit to determine appropriateness. If appropriateness has been determined and the Screening and Referral Tool is complete, the eligibility worker refers the customer via the Georgia Gateway system and informs them that a referral has been completed. Additionally, the Employment Services Specialists are conducting 360 periodic reviews of a random sample of participants' progress and engaging the participants to determine if participant reimbursement services are needed to continue their training. The E&T providers discuss approval into the SNAP E&T program and participant reimbursements during assessment/orientation and case management meetings.

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?

Direct referrals are made to SNAP E&T providers using the STEP Portal's direct referral feature. When SNAP E&T staff submit a direct referral, the referral appears on the provider's dashboard.

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

The eligibility worker generates a referral to the SNAP Works Program in Georgia Gateway. The referral is assigned to a SNAP Works Employment Services Specialist to review and determine the next step in the process.

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

What happens during the orientation?

During orientation, the E&T provider informs the participant of the purpose of the SNAP Works Program, its components, participation requirements, participant rights and responsibilities, and available reimbursement services.

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 at intake.

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

SNAP E&T Providers assess participants to determine their skill set, employability, barriers, education, and which components the participant would most benefit from in achieving the goal of regular employment that meets state and local workforce needs. Providers utilize the following assessment tools: • Literacy Assessment • Training Readiness Assessment • Needs Assessment • Opportunity and Stability Assessment • Career Opportunity Dashboard for Economic Mobility Assessment • Career and Barrier Assessment • Work Skills Assessment • Literacy and Numeracy Test • Basic Digital Skills Evaluation • Career Scope Assessment • Seven-Part Aptitude Battery • Self-directed Search • Career Interest Test The provider enters the participant's assessment results into the STEP Portal, utilizing the Employability Assessment.

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

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	The eligibility staff communicates with the SNAP E&T staff through Gateway, shared TEAMS channel, and email. They work closely together to support the customer. If the customer contacts the eligibility worker, the eligibility worker shares the information with the Employment Services Specialist. They communicate via Gateway with work exemption coding, good cause, and other participation-related information.
How do E&T case managers coordinate with: State E&T staff	The SNAP E&T staff communicates with each other via Microsoft TEAMS channel, email, SharePoint, Gateway, and the STEP Portal.
How do E&T case managers coordinate with: Other E&T providers	E&T case managers coordinate with E&T providers regarding participation, hours, component enrollment, IEP, assessment, and support services by utilizing the STEP Portal, email, meetings, and SharePoint sites.
How do E&T case managers coordinate with: Community resources	SNAP E&T staff refer participants to community resources as needed.

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)?

Case management is integrated into each activity, and activities are scheduled to accommodate the participant's availability. An efficient administrative process is achieved through direct customer service activities. These activities include orientation, assessment, and development of an individual employment plan with input from the participant at each step. The direct customer service approach enables the case manager to focus on targeted case management activities and provide ongoing monitoring and documentation of outcomes, ensuring an efficient administrative process.

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?

The case management services support the participant by providing one-on-one support, addressing barriers, offering resources, and monitoring progress to help the participant stay on track to achieve their goals.

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

The participant is offered a flexible schedule, along with numerous means of communication, including face-to-face meetings, telephone calls, text messages, and emails.

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?

Good cause is granted for circumstances that are beyond the individual's control. This includes, but is not limited to, the following situations: Illness, either temporary or permanent, Illness of another household member that requires the presence of the mandatory registrant, OR ABAWD, A household emergency, Unavailability of transportation, Barriers beyond the individual's control, Temporary absence from work due to holidays or breaks or due to workload, and the employee retains employment. Leaving employment due to: Discrimination by an employer due to age, race, sex, color, disability, religious belief, national origin, or political beliefs, Work demands or conditions that render continued employment unreasonable, such as working without being paid on schedule, Acceptance of employment or enrollment of at least half-time in any recognized school, training program, or institution of higher education, Acceptance by an AU member of employment or enrollment in any recognized school, training program, or institution of higher learning in another county or state that requires AU members to quit employment, Retirement (employer designates a person as retired), Leaving employment in connection with patterns of employment such as migrant farm labor, seasonal work, or construction work, Acceptance of a bona fide offer of employment which fails to materialize or fails to result in at least 30 hours of employment, or 30 hours multiplied by the federal minimum wage, due to the employer or circumstances beyond the AU's ability to control, or childcare needs and the availability of services. Leaving employment that is unsuitable. Unsuitable employment is defined as: A wage less than the federal minimum wage or 80% of the federal minimum wage if the job is not subject to minimum wage limits, Employment offered on a piece-rate basis with the average hourly yield expected to be less than the federal minimum wage, A job which requires the A/R to join, resign from, or refrain from joining a legitimate labor organization, Employment involving an unreasonable degree of risk to health and/or safety, A work site subject to a strike or lockout at the time the offer of employment is made, unless the strike is prohibited by the Taft-Hartley Act or an injunction has been issued under the Railroad Labor Act, Work for which the A/R is unfit to perform, as documented by medical evidence or other reliable sources, A job in which the working hours or nature of employment interfere with the work registrant's religious observances, convictions, or beliefs, A job in which the distance between the work site and the home residence exceeds 2 hours per day commuting time, not including childcare transportation, and in which distance prohibits walking to employment, and there is no public or private transportation available. Leaving a job in connection with patterns of employment in which workers frequently move from one employer to another, such as migrant farm labor or construction work.

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

The SNAP E&T Unit will work on identifying activities in E&T participants' areas to enhance the ability to connect all SNAP recipients with employment and training opportunities. Suppose there is no appropriate and available opening for an E&T participant. In that case, the Employment Services Specialist will notify the eligibility worker and inform the customer that no available slots exist in their area. The eligibility worker will determine that good cause exists due to the lack of an appropriate and available opening and document that good cause was granted, along with the reason, in Georgia Gateway.

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.

Providers are required to notify the State by email when an individual is ill-suited for a particular E&T component within 10 days of making such a determination. The notification includes the reason for the determination and the recommended next steps for the individual.

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

Within 10 days of receipt of a determination from a provider that an individual is ill-suited for a particular E&T component, the State E&T worker contacts the individual by telephone to explain what a provider's determination is, the next steps the State will take because of the provider's determination and the contact information for the State agency. For voluntary participants, including ABAWDs, the State E&T worker also explains to the individual that they are not being sanctioned because of the provider's determination.

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	1,082
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	973
Percentage of participants expected to receive reimbursements	67.63%
Estimated budget for E&T participant reimbursements in upcoming FY	\$357,258.00
Estimated budget per participant in fiscal year	\$330.18
Estimated number of E&T participants to receive participant reimbursements per month	100
Estimated budget of participant reimbursements per E&T participant per month	\$297.72

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
Books, Tools, and Supplies		SNAP E&T Provider	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Books, Tools, and Supplies		SNAP State Agency	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Certification Tests		SNAP E&T Provider	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.

Certification Tests		SNAP State Agency	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Childcare		SNAP E&T Provider	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Childcare		Other State Agency	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Criminal Background Check		SNAP E&T Provider	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Drug Screening		SNAP E&T Provider	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
License Fee (State ID or Driver's License)		SNAP State Agency	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Medical Services (TB Testing, Physical Screening, Eyewear, and Dental)		SNAP State Agency	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Medical Services (TB Testing, Physical Screening, Eyewear, and Dental)		SNAP E&T Provider	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.

Registration Fees		SNAP E&T Provider	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Registration Fees		SNAP State Agency	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Transportation		SNAP E&T Provider	Direct payment to participant	The participant reimbursement is the actual amount and can be in advance or reimbursed.
Transportation		SNAP State Agency	Direct payment to participant	The participant reimbursement is the actual amount and can be in advance or reimbursed.
Transportation		SNAP E&T Provider	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Transportation		SNAP State Agency	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Transportation (eTrips)		Other State Agency	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.

Uniforms (Safety Shoes), Required Professional Apparel, and Head Covering		SNAP State Agency	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.
Uniforms (Safety Shoes), Required Professional Apparel, and Head Covering		SNAP E&T Provider	Direct payment to vendor(s)	The participant reimbursement is the actual amount and is a reimbursement.

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

- Yes
 No

Provide a URL link or describe in a written response: the payment rates for childcare reimbursements, established in accordance with the Child Care and Development Block Grant (CCDBG) based on local market rate surveys.

Georgia Department of Early Care and Learning: <https://www.dec.state.ga.us/>

How is childcare paid for?

- Direct payment to provider
 Reimbursement to participants
 Provider voucher
 Contract for dependent care
 Other

If dependent care agencies have a waiting list or otherwise cap the number of enrolled dependents, how will the State agency ensure E&T participants with dependent care needs receive dependent care?

If childcare is not available to a participant through DECAL, we work with our E&T providers to plan for childcare services. This investment in partnerships helps the program fill gaps in services.

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

The State addresses the participant's barriers during initial contact.

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).

Georgia's work registrant count is calculated using data stored in Georgia Gateway, the State's eligibility system. Individuals are coded as Work Registrants in the eligibility system. Our vendor pulls a canned report on October 1 on all individuals coded as Work Registrants with active SNAP cases. To prevent duplicates, an individual's Social Security number is used as a unique identifier.

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

Our vendor pulls a canned report on October 1 on all individuals coded as Work Registrants with active SNAP cases. To prevent duplicates, an individual's Social Security number is used as a unique identifier.

How are work registrants identified in the eligibility system?

Individuals are coded as Work Registrants in the eligibility system.

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

To prevent duplicates, an individual's Social Security number is used as a unique identifier.

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
State Management Information System (MIS)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Manual Follow-up with SNAP E&T Participants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Random Sample	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 uses Georgia Gateway as its eligibility system and the Georgia Department of Labor's MIS systems.

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

NON-EDUCATION, NON-WORK COMPONENT: JOB RETENTION

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

E&T participants who have participated in an E&T component and who become employed during or within 90 days of their positive participation are eligible for job retention services for up to 90 days, but no less than 30 days. The job retention component is a supportive measure offered to eligible participants to increase the likelihood of long-standing, continuous employment. Case management services are a large part of this component. Job retention services will provide participant reimbursement services for expenses necessary to maintain employment. The State will monitor its maximum end date report to determine when participants are nearing the 90-day limit.

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

- ABAWDs
- Disabled individuals
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans
- non-ABAWD work registrants, families,
- unemployed

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.

The Participant has expressed a need for supportive services that are reasonable and necessary to successfully transition from unemployment to active employment and increase the likelihood of long-term, continuous employment. The participant must obtain gainful employment while actively participating in an eligible E&T component. The participant is SNAP eligible in the month of or the month prior to participation. The participant must be employed for at least 30 hours weekly or the equivalent of 30 hours weekly multiplied by the federal minimum wage. Participants must remain employed during the participation period to be eligible for job retention services.

Will this component be offered statewide?

- Yes
- No

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

220

Estimated Annual Component Administrative Cost

\$168,457.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
Number of people who received Job Retention and remained employed	The numerator will include the number and percentage of total participants who are still employed after 90 days within the reporting period from 10/1/2025 to 9/30/2026. The denominator will include the number of participants who participated in the Job Retention component during the period from 10/1/2025 to 9/30/2026.

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

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

The criteria used by the State agency to approve locations for supervised job search are providers who have access to career centers, job fairs, workshops, and soft skills training. Providers must be able to track and keep a participation log for the participant. These criteria were chosen because SNAP Works participants require accessibility to different resources to search for employment opportunities. Individuals can participate in SJS either in person or virtually. The SJS component is under the direct supervision of the provider's case manager. Supervision consists of the case manager monitoring the participant's activities. The participant will participate in workshops, career assessments, seminars, counseling services, and training in soft skills. The case manager must be available to assist the participant with any questions that may arise. Both in-person and virtual participants are required to check in at least weekly with their case manager and provide verification of their supervised job search activities. This is a non-qualifying component; therefore, it cannot be a standalone component for an ABAWD and must be paired with a qualifying component.

Describe the direct path to employment.

The State will ensure a Direct link to increasing employment opportunities by monitoring the participation data received from providers regarding job placement of those enrolled in a supervised job search.

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

- ABAWDs
- Disabled individuals
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans
- non-ABAWD work registrants, families,
- unemployed

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.

The participants must have a recent connection to the workforce.

Will this component be offered statewide?

- Yes
- No

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

208

Estimated Annual Component Administrative Cost

\$22,679.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
Number of people who obtain employment after completion of the Supervised Job Search.	The numerator will include participants who obtained employment after completing the component from 10-1-2025 to 9-30-2026. The denominator will include the number of participants who participated in a supervised job search from 10-1-2025 to 9-30-2026.

EDUCATIONAL COMPONENT: BASIC / FOUNDATIONAL SKILLS INSTRUCTION

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

Education provides an individual with basic literacy equivalent to at least grade 8 level and education to prepare a person to qualify for a high school equivalency diploma.

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

- ABAWDs
- Disabled individuals
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans
- non-ABAWD work registrants, families,
- unemployed

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.

Education provides an individual with basic literacy equivalent to at least a grade 8 level and prepares a person to qualify for a high school equivalency diploma. The participant must have a basic education as a prerequisite for further educational learning needed for gainful employment.

Will this component be offered statewide?

- Yes
- No

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

10

Estimated Annual Component Administrative Cost

\$33,359.00

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.

The State has verified that all the providers of Basic Education are not supplanting SNAP E&T funds with existing non-federal funds to operate the Basic Education component. DFCS performs the following validation processes to ensure that all providers are following non-supplanting guidelines by performing the following tasks: Reviews Georgia State Regulations for funding appropriations. Reviews the provider proposal for the component and funding information captured in the budget to see if another funding source is identified, such as a federal, local, or state government entity. Non-Profits Reviews the provider proposal for the component and funding information captured in the budget to see if another funding source is identified, such as a federal, local, or state entity. Confirms findings with the provider by collecting a Cost Parity/Supplanting Questionnaire as part of the contract initiation process.

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.

The State has verified that all its providers are following the cost parity guidelines and that all costs billed to SNAP E&T are consistent with and equal to those charged to a non-SNAP E&T participant. DFCS conducts the following validation reviews during the year to ensure that cost parity is adhered to: Reviews the prices from the entity's price list to determine the cost of services. Confirms that the pricing list is consistent with the costs identified to aid SNAP E&T participants with acquiring educational training.

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

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

This is a short-term component that enhances the employability of participants by providing training in a specific skill or trade, enabling them to transition directly into employment. These training programs have a direct link to the local job market. The training is designed to provide in-demand, high-growth training in emerging industries, resulting in the obtainment of industry-recognized credentials. The SNAP Works Program offers training opportunities, ranging from certification classes to a two-year technical college associate's degree.

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

- ABAWDs
- Disabled individuals
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans
- non-ABAWD work registrants, families, unemployed

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.

Individuals who have obtained a high school or equivalent diploma and who can pass the entrance exam.

Will this component be offered statewide?

- Yes
- No

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

1,043

Estimated Annual Component Administrative Cost

\$6,348,299.00

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.

DFCS performs the following validation processes to ensure that all providers are following non-supplanting guidelines by performing the following tasks: Reviews Georgia State Regulations for funding appropriations. Reviews the provider proposal for the component and funding information captured in the budget to see if another funding source is identified, such as a federal, local, or state government entity. Non-Profits Reviews the provider proposal for the component and funding information captured in the budget to see if another funding source, such as a federal, local, or state entity, is identified. Confirms findings with the provider by collecting a Cost Parity/Supplanting Questionnaire as part of the contract initiation process

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.

The State has verified that all its providers are following the cost parity guidelines and that all costs billed to SNAP E&T are consistent with and equal to those charged to a non-SNAP E&T participant. DFCS conducts the following validation reviews during the year to ensure that cost parity is adhered to: Reviews the prices from the entity's price list to determine the cost of services. Confirms that the pricing list is consistent with the costs identified to aid SNAP E&T participants with acquiring educational training.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
Number of people who participated in Vocational Training and received a certificate.	The numerator will include participants who obtained industry-recognized certification after completing Vocational Training from 10-1-2025 to 9-30-2026. The denominator will include the number of participants who participated in Vocational Training from 10-1-2025 to 9-30-2026

EDUCATIONAL COMPONENT: WORK READINESS TRAINING

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

Intensive programs that include skill assessment and educational remediation services prepare individuals for the workforce. Work readiness skills may include both foundational cognitive skills such as reading for information, applied mathematics, locating information, problem-solving, and critical thinking and non-cognitive skills, or soft skills, which are defined as personal characteristics and behavioral skills that enhance an individual's interactions, job performance, and career prospects such as adaptability, integrity, cooperation, and workplace discipline.

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

- ABAWDs
- Disabled individuals
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans
- non-ABAWD work registrants, families,
- unemployed

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.

Individuals entering this component have basic reading, writing, and math skills that need to be expanded to function productively in the workforce.

Will this component be offered statewide?

- Yes
- No

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

98

Estimated Annual Component Administrative Cost

\$119,866.00

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.

The State has verified that all the providers of Work Readiness Training are not supplanting SNAP E&T funds with existing non-federal funds to operate the component. DFCS performs the following validation processes to ensure that all providers are following non-supplanting guidelines by performing the following tasks: Reviews Georgia State Regulations for funding appropriations. Reviews the provider proposal for the component and funding information captured in the budget to Non-Profits Reviews the provider proposal for the component and funding information captured in the budget to see if another funding source, such as a federal, local, or state entity, is identified. Confirms findings with the provider by collecting a Cost Parity/Supplanting Questionnaire as part of the contract initiation process to see if another funding source is identified, such as a federal, local, or state government entity.

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.

The State has verified that all its providers are following cost parity guidelines and that all costs billed to SNAP E&T are consistent with and equal to those charged to a non-SNAP E&T participant. DFCS conducts the following validation reviews during the year to ensure that cost parity is adhered to: Reviews the prices from the entity's price list to determine the cost of services. Confirms that the pricing list is consistent with the costs identified to aid SNAP E&T participants with acquiring educational training.

WORK EXPERIENCE COMPONENT: WORK ACTIVITY

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

Activities include, but are not limited to, working in various industries, providing customer service, and warehouse logistics. Work Activity is a planned, structured learning experience that takes place in a workplace (private or non-profit sector) for a short-term period. Work Activity may be paid or unpaid. Work Activity assignments may not replace the employment of a regularly employed individual, and they must provide the same benefits and working conditions offered to regularly employed individuals performing comparable work for comparable hours.

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

- ABAWDs
- Disabled individuals
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans
- non-ABAWD work registrants, families,
- unemployed

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.

Individuals who are unemployed and have limited work experience and an employment skill set.

Will this component be offered statewide?

- Yes
- No

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

225

Estimated Annual Component Administrative Cost

\$1,150,176.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
Number and percentage of Individuals who participated in the Work Activity and became employed.	The numerator will include participants who obtained employment after completing Work Activity from 10-1-2025 to 9-30-2026. The denominator will include the number of participants who participated in Work Activity from 10-1-2025 to 9-30-2026.

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.

Total Number of Contracts + Subcontracts	Total Participants to be Served by Contracts	Total Admin Costs	Total Participant Reimbursement Costs	Total Budget
14	1,411	\$8,931,603.00	\$357,258.00	\$9,288,861.00

CONTRACTOR: CAREERRISE

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)

\$148,000.00

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: CAREERRISE

Is this Contractor an Intermediary with subcontractors?

- Yes
 No

Indicate the service type

- Consulting
 E&T Services
 Automation/IT
 Marketing
 Other

Will this E&T service be offered statewide?

- Yes
 No

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

- | | | |
|--|---|--|
| <input type="checkbox"/> Appling County | <input type="checkbox"/> Evans County | <input type="checkbox"/> Newton County |
| <input type="checkbox"/> Atkinson County | <input type="checkbox"/> Fannin County | <input type="checkbox"/> Oconee County |
| <input type="checkbox"/> Bacon County | <input type="checkbox"/> Fayette County | <input type="checkbox"/> Oglethorpe County |
| <input type="checkbox"/> Baker County | <input type="checkbox"/> Floyd County | <input type="checkbox"/> Paulding County |
| <input type="checkbox"/> Baldwin County | <input type="checkbox"/> Forsyth County | <input type="checkbox"/> Peach County |
| <input type="checkbox"/> Banks County | <input type="checkbox"/> Franklin County | <input type="checkbox"/> Pickens County |
| <input type="checkbox"/> Barrow County | <input checked="" type="checkbox"/> Fulton County | <input type="checkbox"/> Pierce County |
| <input type="checkbox"/> Bartow County | <input type="checkbox"/> Gilmer County | <input type="checkbox"/> Pike County |
| <input type="checkbox"/> Ben Hill County | <input type="checkbox"/> Glascock County | <input type="checkbox"/> Polk County |
| <input type="checkbox"/> Berrien County | <input type="checkbox"/> Glynn County | <input type="checkbox"/> Pulaski County |
| <input type="checkbox"/> Bibb County | <input type="checkbox"/> Gordon County | <input type="checkbox"/> Putnam County |
| <input type="checkbox"/> Bleckley County | <input type="checkbox"/> Grady County | <input type="checkbox"/> Quitman County |
| <input type="checkbox"/> Brantley County | <input type="checkbox"/> Greene County | <input type="checkbox"/> Rabun County |
| <input type="checkbox"/> Brooks County | <input type="checkbox"/> Gwinnett County | <input type="checkbox"/> Randolph County |
| <input type="checkbox"/> Bryan County | <input type="checkbox"/> Habersham County | <input type="checkbox"/> Richmond County |
| <input type="checkbox"/> Bulloch County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Rockdale County |
| <input type="checkbox"/> Burke County | <input type="checkbox"/> Hancock County | <input type="checkbox"/> Schley County |
| <input type="checkbox"/> Butts County | <input type="checkbox"/> Haralson County | <input type="checkbox"/> Screven County |

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| <input type="checkbox"/> Calhoun County | <input type="checkbox"/> Harris County | <input type="checkbox"/> Seminole County |
| <input type="checkbox"/> Camden County | <input type="checkbox"/> Hart County | <input type="checkbox"/> Spalding County |
| <input type="checkbox"/> Candler County | <input type="checkbox"/> Heard County | <input type="checkbox"/> Stephens County |
| <input type="checkbox"/> Carroll County | <input type="checkbox"/> Henry County | <input type="checkbox"/> Stewart County |
| <input type="checkbox"/> Catoosa County | <input type="checkbox"/> Houston County | <input type="checkbox"/> Sumter County |
| <input type="checkbox"/> Charlton County | <input type="checkbox"/> Irwin County | <input type="checkbox"/> Talbot County |
| <input type="checkbox"/> Chatham County | <input type="checkbox"/> Jackson County | <input type="checkbox"/> Taliaferro County |
| <input type="checkbox"/> Chattahoochee County | <input type="checkbox"/> Jasper County | <input type="checkbox"/> Tattnall County |
| <input type="checkbox"/> Chattooga County | <input type="checkbox"/> Jeff Davis County | <input type="checkbox"/> Taylor County |
| <input type="checkbox"/> Cherokee County | <input type="checkbox"/> Jefferson County | <input type="checkbox"/> Telfair County |
| <input type="checkbox"/> Clarke County | <input type="checkbox"/> Jenkins County | <input type="checkbox"/> Terrell County |
| <input type="checkbox"/> Clay County | <input type="checkbox"/> Johnson County | <input type="checkbox"/> Thomas County |
| <input checked="" type="checkbox"/> Clayton County | <input type="checkbox"/> Jones County | <input type="checkbox"/> Tift County |
| <input type="checkbox"/> Clinch County | <input type="checkbox"/> Lamar County | <input type="checkbox"/> Toombs County |
| <input checked="" type="checkbox"/> Cobb County | <input type="checkbox"/> Lanier County | <input type="checkbox"/> Towns County |
| <input type="checkbox"/> Coffee County | <input type="checkbox"/> Laurens County | <input type="checkbox"/> Treutlen County |
| <input type="checkbox"/> Colquitt County | <input type="checkbox"/> Lee County | <input type="checkbox"/> Troup County |
| <input type="checkbox"/> Columbia County | <input type="checkbox"/> Liberty County | <input type="checkbox"/> Turner County |
| <input type="checkbox"/> Cook County | <input type="checkbox"/> Lincoln County | <input type="checkbox"/> Twiggs County |
| <input type="checkbox"/> Coweta County | <input type="checkbox"/> Long County | <input type="checkbox"/> Union County |
| <input type="checkbox"/> Crawford County | <input type="checkbox"/> Lowndes County | <input type="checkbox"/> Upson County |
| <input type="checkbox"/> Crisp County | <input type="checkbox"/> Lumpkin County | <input type="checkbox"/> Walker County |
| <input type="checkbox"/> Dade County | <input type="checkbox"/> Macon County | <input type="checkbox"/> Walton County |
| <input type="checkbox"/> Dawson County | <input type="checkbox"/> Madison County | <input type="checkbox"/> Ware County |
| <input type="checkbox"/> Decatur County | <input type="checkbox"/> Marion County | <input type="checkbox"/> Warren County |
| <input checked="" type="checkbox"/> DeKalb County | <input type="checkbox"/> McDuffie County | <input type="checkbox"/> Washington County |
| <input type="checkbox"/> Dodge County | <input type="checkbox"/> McIntosh County | <input type="checkbox"/> Wayne County |
| <input type="checkbox"/> Dooly County | <input type="checkbox"/> Meriwether County | <input type="checkbox"/> Webster County |
| <input type="checkbox"/> Dougherty County | <input type="checkbox"/> Miller County | <input type="checkbox"/> Wheeler County |
| <input type="checkbox"/> Douglas County | <input type="checkbox"/> Mitchell County | <input type="checkbox"/> White County |
| <input type="checkbox"/> Early County | <input type="checkbox"/> Monroe County | <input type="checkbox"/> Whitfield County |
| <input type="checkbox"/> Echols County | <input type="checkbox"/> Montgomery County | <input type="checkbox"/> Wilcox County |
| <input type="checkbox"/> Effingham County | <input type="checkbox"/> Morgan County | <input type="checkbox"/> Wilkes County |
| <input type="checkbox"/> Elbert County | <input type="checkbox"/> Murray County | <input type="checkbox"/> Wilkinson County |
| <input type="checkbox"/> Emanuel County | <input type="checkbox"/> Muscogee County | <input type="checkbox"/> Worth 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
- Job Retention
- Supervised Job Search
- Work Activity
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

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

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

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

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

Yes

No

CONTRACTOR: CASEWORTHY

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)

\$358,758.00

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: CENTER OF EMPLOYMENT OPPORTUNITIES

Is this Contractor an Intermediary with subcontractors?

- Yes
 No

Indicate the service type

- Consulting
 E&T Services
 Automation/IT
 Marketing
 Other

Will this E&T service be offered statewide?

- Yes
 No

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

- | | | |
|--|---|--|
| <input type="checkbox"/> Appling County | <input type="checkbox"/> Evans County | <input type="checkbox"/> Newton County |
| <input type="checkbox"/> Atkinson County | <input type="checkbox"/> Fannin County | <input type="checkbox"/> Oconee County |
| <input type="checkbox"/> Bacon County | <input type="checkbox"/> Fayette County | <input type="checkbox"/> Oglethorpe County |
| <input type="checkbox"/> Baker County | <input type="checkbox"/> Floyd County | <input type="checkbox"/> Paulding County |
| <input type="checkbox"/> Baldwin County | <input type="checkbox"/> Forsyth County | <input type="checkbox"/> Peach County |
| <input type="checkbox"/> Banks County | <input type="checkbox"/> Franklin County | <input type="checkbox"/> Pickens County |
| <input type="checkbox"/> Barrow County | <input checked="" type="checkbox"/> Fulton County | <input type="checkbox"/> Pierce County |
| <input type="checkbox"/> Bartow County | <input type="checkbox"/> Gilmer County | <input type="checkbox"/> Pike County |
| <input type="checkbox"/> Ben Hill County | <input type="checkbox"/> Glascock County | <input type="checkbox"/> Polk County |
| <input type="checkbox"/> Berrien County | <input type="checkbox"/> Glynn County | <input type="checkbox"/> Pulaski County |
| <input type="checkbox"/> Bibb County | <input type="checkbox"/> Gordon County | <input type="checkbox"/> Putnam County |
| <input type="checkbox"/> Bleckley County | <input type="checkbox"/> Grady County | <input type="checkbox"/> Quitman County |
| <input type="checkbox"/> Brantley County | <input type="checkbox"/> Greene County | <input type="checkbox"/> Rabun County |
| <input type="checkbox"/> Brooks County | <input checked="" type="checkbox"/> Gwinnett County | <input type="checkbox"/> Randolph County |
| <input type="checkbox"/> Bryan County | <input type="checkbox"/> Habersham County | <input type="checkbox"/> Richmond County |
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| <input type="checkbox"/> Burke County | <input type="checkbox"/> Hancock County | <input type="checkbox"/> Schley County |
| <input type="checkbox"/> Butts County | <input type="checkbox"/> Haralson County | <input type="checkbox"/> Screven County |

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| <input type="checkbox"/> Calhoun County | <input type="checkbox"/> Harris County | <input type="checkbox"/> Seminole County |
| <input type="checkbox"/> Camden County | <input type="checkbox"/> Hart County | <input type="checkbox"/> Spalding County |
| <input type="checkbox"/> Candler County | <input type="checkbox"/> Heard County | <input type="checkbox"/> Stephens County |
| <input type="checkbox"/> Carroll County | <input type="checkbox"/> Henry County | <input type="checkbox"/> Stewart County |
| <input type="checkbox"/> Catoosa County | <input type="checkbox"/> Houston County | <input type="checkbox"/> Sumter County |
| <input type="checkbox"/> Charlton County | <input type="checkbox"/> Irwin County | <input type="checkbox"/> Talbot County |
| <input type="checkbox"/> Chatham County | <input type="checkbox"/> Jackson County | <input type="checkbox"/> Taliaferro County |
| <input type="checkbox"/> Chattahoochee County | <input type="checkbox"/> Jasper County | <input type="checkbox"/> Tattnall County |
| <input type="checkbox"/> Chattooga County | <input type="checkbox"/> Jeff Davis County | <input type="checkbox"/> Taylor County |
| <input type="checkbox"/> Cherokee County | <input type="checkbox"/> Jefferson County | <input type="checkbox"/> Telfair County |
| <input type="checkbox"/> Clarke County | <input type="checkbox"/> Jenkins County | <input type="checkbox"/> Terrell County |
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| <input type="checkbox"/> Clayton County | <input type="checkbox"/> Jones County | <input type="checkbox"/> Tift County |
| <input type="checkbox"/> Clinch County | <input type="checkbox"/> Lamar County | <input type="checkbox"/> Toombs County |
| <input checked="" type="checkbox"/> Cobb County | <input type="checkbox"/> Lanier County | <input type="checkbox"/> Towns County |
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| <input type="checkbox"/> Colquitt County | <input type="checkbox"/> Lee County | <input type="checkbox"/> Troup County |
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| <input type="checkbox"/> Coweta County | <input type="checkbox"/> Long County | <input type="checkbox"/> Union County |
| <input type="checkbox"/> Crawford County | <input type="checkbox"/> Lowndes County | <input type="checkbox"/> Upson County |
| <input type="checkbox"/> Crisp County | <input type="checkbox"/> Lumpkin County | <input type="checkbox"/> Walker County |
| <input type="checkbox"/> Dade County | <input type="checkbox"/> Macon County | <input type="checkbox"/> Walton County |
| <input type="checkbox"/> Dawson County | <input type="checkbox"/> Madison County | <input type="checkbox"/> Ware County |
| <input type="checkbox"/> Decatur County | <input type="checkbox"/> Marion County | <input type="checkbox"/> Warren County |
| <input checked="" type="checkbox"/> DeKalb County | <input type="checkbox"/> McDuffie County | <input type="checkbox"/> Washington County |
| <input type="checkbox"/> Dodge County | <input type="checkbox"/> McIntosh County | <input type="checkbox"/> Wayne County |
| <input type="checkbox"/> Dooly County | <input type="checkbox"/> Meriwether County | <input type="checkbox"/> Webster County |
| <input type="checkbox"/> Dougherty County | <input type="checkbox"/> Miller County | <input type="checkbox"/> Wheeler County |
| <input type="checkbox"/> Douglas County | <input type="checkbox"/> Mitchell County | <input type="checkbox"/> White County |
| <input type="checkbox"/> Early County | <input type="checkbox"/> Monroe County | <input type="checkbox"/> Whitfield County |
| <input type="checkbox"/> Echols County | <input type="checkbox"/> Montgomery County | <input type="checkbox"/> Wilcox County |
| <input type="checkbox"/> Effingham County | <input type="checkbox"/> Morgan County | <input type="checkbox"/> Wilkes County |
| <input type="checkbox"/> Elbert County | <input type="checkbox"/> Murray County | <input type="checkbox"/> Wilkinson County |
| <input type="checkbox"/> Emanuel County | <input type="checkbox"/> Muscogee County | <input type="checkbox"/> Worth 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
- Job Retention
- Supervised Job Search
- Work Activity
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

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

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

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

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

Yes

No

CONTRACTOR: DHS OFFICE OF INFORMATION TECHNOLOGY (OIT)

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)

\$297,595.00

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: FIRST STEP STAFFING

Is this Contractor an Intermediary with subcontractors?

- Yes
 No

Indicate the service type

- Consulting
 E&T Services
 Automation/IT
 Marketing
 Other

Will this E&T service be offered statewide?

- Yes
 No

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

- | | | |
|--|---|--|
| <input type="checkbox"/> Appling County | <input type="checkbox"/> Evans County | <input type="checkbox"/> Newton County |
| <input type="checkbox"/> Atkinson County | <input type="checkbox"/> Fannin County | <input type="checkbox"/> Oconee County |
| <input type="checkbox"/> Bacon County | <input type="checkbox"/> Fayette County | <input type="checkbox"/> Oglethorpe County |
| <input type="checkbox"/> Baker County | <input type="checkbox"/> Floyd County | <input type="checkbox"/> Paulding County |
| <input type="checkbox"/> Baldwin County | <input type="checkbox"/> Forsyth County | <input type="checkbox"/> Peach County |
| <input type="checkbox"/> Banks County | <input type="checkbox"/> Franklin County | <input type="checkbox"/> Pickens County |
| <input type="checkbox"/> Barrow County | <input checked="" type="checkbox"/> Fulton County | <input type="checkbox"/> Pierce County |
| <input type="checkbox"/> Bartow County | <input type="checkbox"/> Gilmer County | <input type="checkbox"/> Pike County |
| <input type="checkbox"/> Ben Hill County | <input type="checkbox"/> Glascock County | <input type="checkbox"/> Polk County |
| <input type="checkbox"/> Berrien County | <input type="checkbox"/> Glynn County | <input type="checkbox"/> Pulaski County |
| <input type="checkbox"/> Bibb County | <input type="checkbox"/> Gordon County | <input type="checkbox"/> Putnam County |
| <input type="checkbox"/> Bleckley County | <input type="checkbox"/> Grady County | <input type="checkbox"/> Quitman County |
| <input type="checkbox"/> Brantley County | <input type="checkbox"/> Greene County | <input type="checkbox"/> Rabun County |
| <input type="checkbox"/> Brooks County | <input checked="" type="checkbox"/> Gwinnett County | <input type="checkbox"/> Randolph County |
| <input type="checkbox"/> Bryan County | <input type="checkbox"/> Habersham County | <input type="checkbox"/> Richmond County |
| <input type="checkbox"/> Bulloch County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Rockdale County |
| <input type="checkbox"/> Burke County | <input type="checkbox"/> Hancock County | <input type="checkbox"/> Schley County |
| <input type="checkbox"/> Butts County | <input type="checkbox"/> Haralson County | <input type="checkbox"/> Screven County |

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| <input type="checkbox"/> | Camden County | <input type="checkbox"/> | Hart County | <input type="checkbox"/> | Spalding County |
| <input type="checkbox"/> | Candler County | <input type="checkbox"/> | Heard County | <input type="checkbox"/> | Stephens County |
| <input type="checkbox"/> | Carroll County | <input type="checkbox"/> | Henry County | <input type="checkbox"/> | Stewart County |
| <input type="checkbox"/> | Catoosa County | <input type="checkbox"/> | Houston County | <input type="checkbox"/> | Sumter County |
| <input type="checkbox"/> | Charlton County | <input type="checkbox"/> | Irwin County | <input type="checkbox"/> | Talbot County |
| <input type="checkbox"/> | Chatham County | <input type="checkbox"/> | Jackson County | <input type="checkbox"/> | Taliaferro County |
| <input type="checkbox"/> | Chattahoochee County | <input type="checkbox"/> | Jasper County | <input type="checkbox"/> | Tattnall County |
| <input type="checkbox"/> | Chattooga County | <input type="checkbox"/> | Jeff Davis County | <input type="checkbox"/> | Taylor County |
| <input type="checkbox"/> | Cherokee County | <input type="checkbox"/> | Jefferson County | <input type="checkbox"/> | Telfair County |
| <input type="checkbox"/> | Clarke County | <input type="checkbox"/> | Jenkins County | <input type="checkbox"/> | Terrell County |
| <input type="checkbox"/> | Clay County | <input type="checkbox"/> | Johnson County | <input type="checkbox"/> | Thomas County |
| <input checked="" type="checkbox"/> | Clayton County | <input type="checkbox"/> | Jones County | <input type="checkbox"/> | Tift County |
| <input type="checkbox"/> | Clinch County | <input type="checkbox"/> | Lamar County | <input type="checkbox"/> | Toombs County |
| <input checked="" type="checkbox"/> | Cobb County | <input type="checkbox"/> | Lanier County | <input type="checkbox"/> | Towns County |
| <input type="checkbox"/> | Coffee County | <input type="checkbox"/> | Laurens County | <input type="checkbox"/> | Treutlen County |
| <input type="checkbox"/> | Colquitt County | <input type="checkbox"/> | Lee County | <input type="checkbox"/> | Troup County |
| <input type="checkbox"/> | Columbia County | <input type="checkbox"/> | Liberty County | <input type="checkbox"/> | Turner County |
| <input type="checkbox"/> | Cook County | <input type="checkbox"/> | Lincoln County | <input type="checkbox"/> | Twiggs County |
| <input type="checkbox"/> | Coweta County | <input type="checkbox"/> | Long County | <input type="checkbox"/> | Union County |
| <input type="checkbox"/> | Crawford County | <input type="checkbox"/> | Lowndes County | <input type="checkbox"/> | Upson County |
| <input type="checkbox"/> | Crisp County | <input type="checkbox"/> | Lumpkin County | <input type="checkbox"/> | Walker County |
| <input type="checkbox"/> | Dade County | <input type="checkbox"/> | Macon County | <input type="checkbox"/> | Walton County |
| <input type="checkbox"/> | Dawson County | <input type="checkbox"/> | Madison County | <input type="checkbox"/> | Ware County |
| <input type="checkbox"/> | Decatur County | <input type="checkbox"/> | Marion County | <input type="checkbox"/> | Warren County |
| <input checked="" type="checkbox"/> | DeKalb County | <input type="checkbox"/> | McDuffie County | <input type="checkbox"/> | Washington County |
| <input type="checkbox"/> | Dodge County | <input type="checkbox"/> | McIntosh County | <input type="checkbox"/> | Wayne County |
| <input type="checkbox"/> | Dooly County | <input type="checkbox"/> | Meriwether County | <input type="checkbox"/> | Webster County |
| <input type="checkbox"/> | Dougherty County | <input type="checkbox"/> | Miller County | <input type="checkbox"/> | Wheeler County |
| <input type="checkbox"/> | Douglas County | <input type="checkbox"/> | Mitchell County | <input type="checkbox"/> | White County |
| <input type="checkbox"/> | Early County | <input type="checkbox"/> | Monroe County | <input type="checkbox"/> | Whitfield County |
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| <input type="checkbox"/> | Effingham County | <input type="checkbox"/> | Morgan County | <input type="checkbox"/> | Wilkes County |
| <input type="checkbox"/> | Elbert County | <input type="checkbox"/> | Murray County | <input type="checkbox"/> | Wilkinson County |
| <input type="checkbox"/> | Emanuel County | <input type="checkbox"/> | Muscoogie County | <input type="checkbox"/> | Worth 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
- Job Retention
- Supervised Job Search
- Work Activity
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

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

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

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

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

Yes

No

CONTRACTOR: GOODWILL INDUSTRIES OF MIDDLE GEORGIA AND THE CSRA

Is this Contractor an Intermediary with subcontractors?

- Yes
 No

Indicate the service type

- Consulting
 E&T Services
 Automation/IT
 Marketing
 Other

Will this E&T service be offered statewide?

- Yes
 No

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

- | | | |
|--|---|---|
| <input type="checkbox"/> Appling County | <input type="checkbox"/> Evans County | <input type="checkbox"/> Newton County |
| <input type="checkbox"/> Atkinson County | <input type="checkbox"/> Fannin County | <input type="checkbox"/> Oconee County |
| <input type="checkbox"/> Bacon County | <input type="checkbox"/> Fayette County | <input type="checkbox"/> Oglethorpe County |
| <input type="checkbox"/> Baker County | <input type="checkbox"/> Floyd County | <input type="checkbox"/> Paulding County |
| <input type="checkbox"/> Baldwin County | <input type="checkbox"/> Forsyth County | <input type="checkbox"/> Peach County |
| <input type="checkbox"/> Banks County | <input type="checkbox"/> Franklin County | <input type="checkbox"/> Pickens County |
| <input type="checkbox"/> Barrow County | <input type="checkbox"/> Fulton County | <input type="checkbox"/> Pierce County |
| <input type="checkbox"/> Bartow County | <input type="checkbox"/> Gilmer County | <input type="checkbox"/> Pike County |
| <input type="checkbox"/> Ben Hill County | <input type="checkbox"/> Glascock County | <input type="checkbox"/> Polk County |
| <input type="checkbox"/> Berrien County | <input type="checkbox"/> Glynn County | <input type="checkbox"/> Pulaski County |
| <input checked="" type="checkbox"/> Bibb County | <input type="checkbox"/> Gordon County | <input type="checkbox"/> Putnam County |
| <input type="checkbox"/> Bleckley County | <input type="checkbox"/> Grady County | <input type="checkbox"/> Quitman County |
| <input type="checkbox"/> Brantley County | <input type="checkbox"/> Greene County | <input type="checkbox"/> Rabun County |
| <input type="checkbox"/> Brooks County | <input type="checkbox"/> Gwinnett County | <input type="checkbox"/> Randolph County |
| <input checked="" type="checkbox"/> Bryan County | <input type="checkbox"/> Habersham County | <input checked="" type="checkbox"/> Richmond County |
| <input type="checkbox"/> Bulloch County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Rockdale County |
| <input type="checkbox"/> Burke County | <input type="checkbox"/> Hancock County | <input type="checkbox"/> Schley County |
| <input type="checkbox"/> Butts County | <input type="checkbox"/> Haralson County | <input type="checkbox"/> Screven County |

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| <input type="checkbox"/> | Calhoun County | <input type="checkbox"/> | Harris County | <input type="checkbox"/> | Seminole County |
| <input type="checkbox"/> | Camden County | <input type="checkbox"/> | Hart County | <input type="checkbox"/> | Spalding County |
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| <input type="checkbox"/> | Chattahoochee County | <input type="checkbox"/> | Jasper County | <input type="checkbox"/> | Tattnall County |
| <input type="checkbox"/> | Chattooga County | <input type="checkbox"/> | Jeff Davis County | <input type="checkbox"/> | Taylor County |
| <input type="checkbox"/> | Cherokee County | <input type="checkbox"/> | Jefferson County | <input type="checkbox"/> | Telfair County |
| <input type="checkbox"/> | Clarke County | <input type="checkbox"/> | Jenkins County | <input type="checkbox"/> | Terrell County |
| <input type="checkbox"/> | Clay County | <input type="checkbox"/> | Johnson County | <input type="checkbox"/> | Thomas County |
| <input type="checkbox"/> | Clayton County | <input type="checkbox"/> | Jones County | <input type="checkbox"/> | Tift County |
| <input type="checkbox"/> | Clinch County | <input type="checkbox"/> | Lamar County | <input type="checkbox"/> | Toombs County |
| <input type="checkbox"/> | Cobb County | <input type="checkbox"/> | Lanier County | <input type="checkbox"/> | Towns County |
| <input type="checkbox"/> | Coffee County | <input type="checkbox"/> | Laurens County | <input type="checkbox"/> | Treutlen County |
| <input type="checkbox"/> | Colquitt County | <input type="checkbox"/> | Lee County | <input type="checkbox"/> | Troup County |
| <input checked="" type="checkbox"/> | Columbia County | <input type="checkbox"/> | Liberty County | <input type="checkbox"/> | Turner County |
| <input type="checkbox"/> | Cook County | <input type="checkbox"/> | Lincoln County | <input type="checkbox"/> | Twiggs County |
| <input type="checkbox"/> | Coweta County | <input type="checkbox"/> | Long County | <input type="checkbox"/> | Union County |
| <input type="checkbox"/> | Crawford County | <input type="checkbox"/> | Lowndes County | <input type="checkbox"/> | Upson County |
| <input type="checkbox"/> | Crisp County | <input type="checkbox"/> | Lumpkin County | <input type="checkbox"/> | Walker County |
| <input type="checkbox"/> | Dade County | <input type="checkbox"/> | Macon County | <input type="checkbox"/> | Walton County |
| <input type="checkbox"/> | Dawson County | <input type="checkbox"/> | Madison County | <input type="checkbox"/> | Ware County |
| <input type="checkbox"/> | Decatur County | <input type="checkbox"/> | Marion County | <input type="checkbox"/> | Warren County |
| <input type="checkbox"/> | DeKalb County | <input type="checkbox"/> | McDuffie County | <input type="checkbox"/> | Washington County |
| <input type="checkbox"/> | Dodge County | <input type="checkbox"/> | McIntosh County | <input type="checkbox"/> | Wayne County |
| <input type="checkbox"/> | Dooly County | <input type="checkbox"/> | Meriwether County | <input type="checkbox"/> | Webster County |
| <input type="checkbox"/> | Dougherty County | <input type="checkbox"/> | Miller County | <input type="checkbox"/> | Wheeler County |
| <input type="checkbox"/> | Douglas County | <input type="checkbox"/> | Mitchell County | <input type="checkbox"/> | White County |
| <input type="checkbox"/> | Early County | <input type="checkbox"/> | Monroe County | <input type="checkbox"/> | Whitfield County |
| <input type="checkbox"/> | Echols County | <input type="checkbox"/> | Montgomery County | <input type="checkbox"/> | Wilcox County |
| <input type="checkbox"/> | Effingham County | <input type="checkbox"/> | Morgan County | <input type="checkbox"/> | Wilkes County |
| <input type="checkbox"/> | Elbert County | <input type="checkbox"/> | Murray County | <input type="checkbox"/> | Wilkinson County |
| <input type="checkbox"/> | Emanuel County | <input type="checkbox"/> | Muscoogie County | <input type="checkbox"/> | Worth 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
- Job Retention
- Supervised Job Search
- Work Activity
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

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

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

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

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

Yes

No

CONTRACTOR: GOODWILL OF NORTH GEORGIA

Is this Contractor an Intermediary with subcontractors?

- Yes
 No

Indicate the service type

- Consulting
 E&T Services
 Automation/IT
 Marketing
 Other

Will this E&T service be offered statewide?

- Yes
 No

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
 Career / Technical Education Programs or other Vocational Training
 Case Management Services
 Job Retention
 Supervised Job Search
 Work Activity
 Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

777

Are participant reimbursements provided by the Contractor?

- Yes
 No

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

\$204,340.00

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)

\$5,450,966.00

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

Yes

No

SUBCONTRACTOR: GOODWILL INDUSTRIES OF SOUTHERN RIVERS

INTERMEDIARY: GOODWILL OF NORTH GEORGIA

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Supervised Job Search
- Work Activity
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

313

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

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

SUBCONTRACTOR: STRIVE

INTERMEDIARY: GOODWILL OF NORTH GEORGIA

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Supervised Job Search
- Work Activity
- 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: GOODWILL BIG BEND

INTERMEDIARY: GOODWILL OF NORTH GEORGIA

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Supervised Job Search
- Work Activity
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

30

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

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

CONTRACTOR: GOODWILL OF NORTH GEORGIA

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)

\$284,414.00

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: PER SCHOLAS

Is this Contractor an Intermediary with subcontractors?

- Yes
 No

Indicate the service type

- Consulting
 E&T Services
 Automation/IT
 Marketing
 Other

Will this E&T service be offered statewide?

- Yes
 No

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

- | | | |
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| <input type="checkbox"/> Appling County | <input type="checkbox"/> Evans County | <input type="checkbox"/> Newton County |
| <input type="checkbox"/> Atkinson County | <input type="checkbox"/> Fannin County | <input type="checkbox"/> Oconee County |
| <input type="checkbox"/> Bacon County | <input type="checkbox"/> Fayette County | <input type="checkbox"/> Oglethorpe County |
| <input type="checkbox"/> Baker County | <input type="checkbox"/> Floyd County | <input type="checkbox"/> Paulding County |
| <input type="checkbox"/> Baldwin County | <input type="checkbox"/> Forsyth County | <input type="checkbox"/> Peach County |
| <input type="checkbox"/> Banks County | <input type="checkbox"/> Franklin County | <input type="checkbox"/> Pickens County |
| <input type="checkbox"/> Barrow County | <input checked="" type="checkbox"/> Fulton County | <input type="checkbox"/> Pierce County |
| <input type="checkbox"/> Bartow County | <input type="checkbox"/> Gilmer County | <input type="checkbox"/> Pike County |
| <input type="checkbox"/> Ben Hill County | <input type="checkbox"/> Glascock County | <input type="checkbox"/> Polk County |
| <input type="checkbox"/> Berrien County | <input type="checkbox"/> Glynn County | <input type="checkbox"/> Pulaski County |
| <input type="checkbox"/> Bibb County | <input type="checkbox"/> Gordon County | <input type="checkbox"/> Putnam County |
| <input type="checkbox"/> Bleckley County | <input type="checkbox"/> Grady County | <input type="checkbox"/> Quitman County |
| <input type="checkbox"/> Brantley County | <input type="checkbox"/> Greene County | <input type="checkbox"/> Rabun County |
| <input type="checkbox"/> Brooks County | <input checked="" type="checkbox"/> Gwinnett County | <input type="checkbox"/> Randolph County |
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| <input type="checkbox"/> Bulloch County | <input type="checkbox"/> Hall County | <input type="checkbox"/> Rockdale County |
| <input type="checkbox"/> Burke County | <input type="checkbox"/> Hancock County | <input type="checkbox"/> Schley County |
| <input type="checkbox"/> Butts County | <input type="checkbox"/> Haralson County | <input type="checkbox"/> Screven County |

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| <input type="checkbox"/> | Calhoun County | <input type="checkbox"/> | Harris County | <input type="checkbox"/> | Seminole County |
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| <input type="checkbox"/> | Carroll County | <input type="checkbox"/> | Henry County | <input type="checkbox"/> | Stewart County |
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| <input type="checkbox"/> | Charlton County | <input type="checkbox"/> | Irwin County | <input type="checkbox"/> | Talbot County |
| <input type="checkbox"/> | Chatham County | <input type="checkbox"/> | Jackson County | <input type="checkbox"/> | Taliaferro County |
| <input type="checkbox"/> | Chattahoochee County | <input type="checkbox"/> | Jasper County | <input type="checkbox"/> | Tattnall County |
| <input type="checkbox"/> | Chattooga County | <input type="checkbox"/> | Jeff Davis County | <input type="checkbox"/> | Taylor County |
| <input type="checkbox"/> | Cherokee County | <input type="checkbox"/> | Jefferson County | <input type="checkbox"/> | Telfair County |
| <input type="checkbox"/> | Clarke County | <input type="checkbox"/> | Jenkins County | <input type="checkbox"/> | Terrell County |
| <input type="checkbox"/> | Clay County | <input type="checkbox"/> | Johnson County | <input type="checkbox"/> | Thomas County |
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| <input type="checkbox"/> | Clinch County | <input type="checkbox"/> | Lamar County | <input type="checkbox"/> | Toombs County |
| <input checked="" type="checkbox"/> | Cobb County | <input type="checkbox"/> | Lanier County | <input type="checkbox"/> | Towns County |
| <input type="checkbox"/> | Coffee County | <input type="checkbox"/> | Laurens County | <input type="checkbox"/> | Treutlen County |
| <input type="checkbox"/> | Colquitt County | <input type="checkbox"/> | Lee County | <input type="checkbox"/> | Troup County |
| <input type="checkbox"/> | Columbia County | <input type="checkbox"/> | Liberty County | <input type="checkbox"/> | Turner County |
| <input type="checkbox"/> | Cook County | <input type="checkbox"/> | Lincoln County | <input type="checkbox"/> | Twiggs County |
| <input type="checkbox"/> | Coweta County | <input type="checkbox"/> | Long County | <input type="checkbox"/> | Union County |
| <input type="checkbox"/> | Crawford County | <input type="checkbox"/> | Lowndes County | <input type="checkbox"/> | Upson County |
| <input type="checkbox"/> | Crisp County | <input type="checkbox"/> | Lumpkin County | <input type="checkbox"/> | Walker County |
| <input type="checkbox"/> | Dade County | <input type="checkbox"/> | Macon County | <input type="checkbox"/> | Walton County |
| <input type="checkbox"/> | Dawson County | <input type="checkbox"/> | Madison County | <input type="checkbox"/> | Ware County |
| <input type="checkbox"/> | Decatur County | <input type="checkbox"/> | Marion County | <input type="checkbox"/> | Warren County |
| <input checked="" type="checkbox"/> | DeKalb County | <input type="checkbox"/> | McDuffie County | <input type="checkbox"/> | Washington County |
| <input type="checkbox"/> | Dodge County | <input type="checkbox"/> | McIntosh County | <input type="checkbox"/> | Wayne County |
| <input type="checkbox"/> | Dooly County | <input type="checkbox"/> | Meriwether County | <input type="checkbox"/> | Webster County |
| <input type="checkbox"/> | Dougherty County | <input type="checkbox"/> | Miller County | <input type="checkbox"/> | Wheeler County |
| <input type="checkbox"/> | Douglas County | <input type="checkbox"/> | Mitchell County | <input type="checkbox"/> | White County |
| <input type="checkbox"/> | Early County | <input type="checkbox"/> | Monroe County | <input type="checkbox"/> | Whitfield County |
| <input type="checkbox"/> | Echols County | <input type="checkbox"/> | Montgomery County | <input type="checkbox"/> | Wilcox County |
| <input type="checkbox"/> | Effingham County | <input type="checkbox"/> | Morgan County | <input type="checkbox"/> | Wilkes County |
| <input type="checkbox"/> | Elbert County | <input type="checkbox"/> | Murray County | <input type="checkbox"/> | Wilkinson County |
| <input type="checkbox"/> | Emanuel County | <input type="checkbox"/> | Muscoogie County | <input type="checkbox"/> | Worth 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
- Job Retention
- Supervised Job Search
- Work Activity
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

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

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

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

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

Yes

No

CONTRACTOR: STEP UP SAVANNAH

Is this Contractor an Intermediary with subcontractors?

- Yes
 No

Indicate the service type

- Consulting
 E&T Services
 Automation/IT
 Marketing
 Other

Will this E&T service be offered statewide?

- Yes
 No

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

- | | | |
|--|---|--|
| <input type="checkbox"/> Appling County | <input type="checkbox"/> Evans County | <input type="checkbox"/> Newton County |
| <input type="checkbox"/> Atkinson County | <input type="checkbox"/> Fannin County | <input type="checkbox"/> Oconee County |
| <input type="checkbox"/> Bacon County | <input type="checkbox"/> Fayette County | <input type="checkbox"/> Oglethorpe County |
| <input type="checkbox"/> Baker County | <input type="checkbox"/> Floyd County | <input type="checkbox"/> Paulding County |
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| <input type="checkbox"/> Banks County | <input type="checkbox"/> Franklin County | <input type="checkbox"/> Pickens County |
| <input type="checkbox"/> Barrow County | <input type="checkbox"/> Fulton County | <input type="checkbox"/> Pierce County |
| <input type="checkbox"/> Bartow County | <input type="checkbox"/> Gilmer County | <input type="checkbox"/> Pike County |
| <input type="checkbox"/> Ben Hill County | <input type="checkbox"/> Glascock County | <input type="checkbox"/> Polk County |
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| <input type="checkbox"/> Camden County | <input type="checkbox"/> Hart County | <input type="checkbox"/> Spalding County |
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| <input type="checkbox"/> Catoosa County | <input type="checkbox"/> Houston County | <input type="checkbox"/> Sumter County |
| <input type="checkbox"/> Charlton County | <input type="checkbox"/> Irwin County | <input type="checkbox"/> Talbot County |
| <input checked="" type="checkbox"/> Chatham County | <input type="checkbox"/> Jackson County | <input type="checkbox"/> Taliaferro County |
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| <input type="checkbox"/> Chattooga County | <input type="checkbox"/> Jeff Davis County | <input type="checkbox"/> Taylor County |
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Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Supervised Job Search
- Work Activity
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

Are participant reimbursements provided by the Contractor?

- Yes
- No

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

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

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

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

Yes

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.

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)	\$0.00	\$1,414,228.00	\$1,414,228.00

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.

<p>Position Title FTE Annual Salary / Employee # Staff Total SNAP E&T Unit Director: 100% \$90,640.00 1 employee(s) \$90,640.00 The director is responsible for directing and managing all aspects of the SNAP E&T Unit, which includes the SNAP E&T Hub, Community Engagement, and the STEP Portal. E&T Unit Managers: 100% \$82,400.00 2 employee(s) \$164,800.00 One manager manages the Community Engagement Unit, the budget, and the STEP Portal. One manager manages the SNAP E&T team and the Policy Specialist. E&T Budget Analyst: \$56,062.00 1 employee(s) \$56,062.00 The budget analyst is responsible for contracts, the SNAP E&T budget, and assisting in providing information to potential providers. Administrators: 100% \$63,637.50 2 employee(s) \$127,275.00 One administrator is responsible for managing the Management Evaluation staff. One administrator is responsible for managing the SNAP E&T Unit. STEP Portal System Administrators: 100% \$61,800.00 2 employee(s) \$123,600.00 The administrators are responsible for maintaining and updating user access logs, resolving defects, testing functionalities, troubleshooting reported issues, and managing the STEP Portal's email account. E&T Management Evaluation Specialists: 100% \$67,980.00 2 employee(s) \$135,960.00 The specialists are responsible for reviewing cases for providers and SNAP E&T staff, completing management evaluations of providers and SNAP E&T staff, performing data analysis, and certifying all SNAP E&T reports. Additionally, they conduct User Acceptance Testing for Gateway and the STEP Portal. E&T Supervisors: 100% \$58,968.00 2 employee(s) \$117,936.00 The supervisors are responsible for managing ES Specialists to ensure that referrals from the eligibility specialist are acted upon and that all participants' information is updated in Gateway and the STEP Portal. E&T Employment Services Specialists: 100% \$43,598.08 12 employee(s) \$523,177.00 The specialists are responsible for contacting SNAP recipients referred to the SNAP Works program by eligibility workers and entering the participants' information into Gateway and/or the STEP Portal. SNAP E&T Policy Specialist: 100% \$74,778.00 1 employee(s) \$74,778.00 The specialist is responsible for updating and writing the SNAP E&T policy, creating the State Plan, providing technical assistance to the SNAP E&T staff, and developing and delivering training to the SNAP E&T staff and providers. Total 25 \$1,398,392.00</p>
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	Non-Federal Share	Federal Share	Total
Fringe Benefits	\$0.00	\$936,982.62	\$936,982.62

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.

Fringe Rate for SFY 2026 – 66.254%. SFY 2026 Benefit rates – FICA – 7.65%, Health Insurance (HI) – 29.454% and New Ret – ER (Retirement)– 29.15%. Total fringes – 66.254% Position Title FTE Annual Salary / Employee # Staff Total Fringe Benefits SNAP E&T Unit Director: 100% \$90,640.00 1 employee(s) \$90,640.00 \$60,052.63 The director is responsible for directing and managing all aspects of the SNAP E&T Unit, which includes the SNAP E&T Hub, Community Engagement, and the STEP Portal. E&T Unit Managers: 100% \$82,400.00 2 employee(s) \$164,800.00 \$109,186.59 One manager manages the Community Engagement Unit, the budget, and the STEP Portal. One manager manages the SNAP E&T team and the Policy Specialist. E&T Budget Analyst: \$56,062.00 1 employee(s) \$56,062.00 \$37,143.32 The budget analyst is responsible for contracts, the SNAP E&T budget, and assisting in providing information to potential providers. Administrators: 100% \$63,637.50 2 employee(s) \$127,275.00 \$84,324.78 One administrator is responsible for managing the Management Evaluation staff. One administrator is responsible for managing the SNAP E&T Unit. STEP Portal System Administrators: 100% \$61,800.00 2 employee(s) \$123,600.00 \$81,889.94 The administrators are responsible for maintaining and updating user access logs, resolving defects, testing functionalities, troubleshooting reported issues, and managing the STEP Portal's email account. E&T Management Evaluation Specialists: 100% \$67,980.00 2 employee(s) \$135,960.00 \$90,078.94 The specialists are responsible for reviewing cases for providers and SNAP E&T staff, completing management evaluations of providers and SNAP E&T staff, performing data analysis, and certifying all SNAP E&T reports. Additionally, they conduct User Acceptance Testing for Gateway and the STEP Portal. E&T Supervisors: 100% \$58,968.00 2 employee(s) \$117,936.00 \$78,137.32 The supervisors are responsible for managing ES Specialists to ensure that referrals from the eligibility specialist are acted upon and that all participants' information is updated in Gateway and the STEP Portal. E&T Employment Services Specialists: 100% \$43,598.08 12 employee(s) \$523,177.00 \$346,625.69 The specialists are responsible for contacting SNAP recipients referred to the SNAP Works program by eligibility workers and entering the participants' information into Gateway and/or the STEP Portal. SNAP E&T Policy Specialist: 100% \$74,778.00 1 employee(s) \$74,778.00 \$49,543.42 The specialist is responsible for updating and writing the SNAP E&T policy, creating the State Plan, providing technical assistance to the SNAP E&T staff, and developing and delivering training to the SNAP E&T staff and providers. Total 25 \$1,398,392.00 \$926,490.64

	Non-Federal Share	Federal Share	Total
Non-Capital Equipment	\$0.00	\$22,190.00	\$22,190.00

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

Licenses for software that SNAP E&T Staff will use to develop training for providers and/or staff: • SNAGIT Licenses - \$43 X 2 = \$86 • Camtasia Licenses - \$161.25 X 2 = \$323 • Adobe Pro Licenses - \$99 x 5 = \$495 Basic supplies include, but are not limited to, paper, pens, pencils, tape, printers, printer ink, work cell phones, and laptop accessories for staff: • \$21,072 for 24 FTE E&T Staff The annual fee for the storage of SNAP E&T 2.0 records: • \$1.1125 per box x 48 boxes = \$53.40 per quarter x 4 quarters = \$214 annually

	Non-Federal Share	Federal Share	Total
Materials	\$0.00	\$8,500.00	\$8,500.00

Describe materials to be purchased with E&T funds.

SNAP Works Program Informational Materials for Training and Promotion. Promotional and training items include, but are not limited to: • Business cards • Name tags • Portfolios • Pens • Training Handbook/Material • SNAP Works Brochures

	Non-Federal Share	Federal Share	Total
Travel	\$0.00	\$193,742.00	\$193,742.00

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.

The following are conferences/trainings that SNAP Works Program Staff anticipates attending/registering for: The estimated cost includes registration fee, airfare, transportation, hotel, and meal per diem: • APHSA Economic Mobility & Well Being Conference - $\$1,737 \times 3 = \$5,211$ • SNAP E&T National Forum - $\$1,737 \times 3 = \$5,211$ The estimated cost includes transportation, hotel, and meal per diem: • Site Visits for Management Evaluations Site Visits - $\$635 \times 4 \times 15$ (Visits) = $\$38,100$ • Potential Providers Site Visits, Providers Onboarding & Trainings - $\$635 \times 4 \times 15$ (Visits) = $\$38,100$ • Convening - $\$1,135 \times 24 = \$27,240$ • Engagement in partners' key events, including career fairs, graduation ceremonies, and other milestone gatherings – to foster collaboration, strengthen relationships, and support shared goals - $\$635 \times 2 \times 20$ (Visits) = $\$25,400$ The estimated cost includes hotel, meal per diem, and mileage reimbursement: • Gateway, STEP Portal, and SNAP E&T Program training for SNAP Works Program Staff - $\$1,135 \times 24 \times 2$ (twice per year) = $\$54,480$ This comprehensive training on the Georgia Gateway and STEP Portal processes will ensure that the SNAP E&T regulations and processes are correctly understood, retained, and applied.

	Non-Federal Share	Federal Share	Total
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

	Non-Federal Share	Federal Share	Total
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

	Non-Federal Share	Federal Share	Total
Subtotal / State Agency Costs Only	\$0.00	\$2,575,642.62	\$2,575,642.62
Contractual Costs	\$3,921,418.00	\$5,010,185.00	\$8,931,603.00
County Administered Direct Program Admin Cost	\$0.00	\$0.00	\$0.00
Total Direct Program and Admin Costs	\$3,921,418.00	\$7,585,827.62	\$11,507,245.62

Indirect Costs - Using Indirect Cost Rate

	Non-Federal Share	Federal Share	Total
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

	Non-Federal Share	Federal Share	Total
Federally Approved Cost Allocated Costs - State agency only	\$0.00	\$0.00	\$0.00
County Administered Allocated Costs (only applicable to County Administered Programs)	\$0.00	\$0.00	\$0.00
Total Allocated Costs based on Cost Allocation Plan	\$0.00	\$0.00	\$0.00

In-kind Contribution

	Non-Federal Share	Federal Share	Total
State In-kind Contribution	\$0.00	\$0.00	\$0.00
Total Administrative Costs	\$3,921,418.00	\$7,585,827.62	\$11,507,245.62

Participant Reimbursements

	Non-Federal Share	Federal Share	Total
Dependent Care	\$0.00	\$0.00	\$0.00
Transportation & Other Costs	\$178,629.00	\$178,629.00	\$357,258.00
State Agency Cost for Dependent Care	\$0.00		\$0.00
Total Participant Reimbursements	\$178,629.00	\$178,629.00	\$357,258.00

Total Costs

	Non-Federal Share	Federal Share	Total
Total Cost	\$4,100,047.00	\$7,764,456.62	\$11,864,503.62

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

Source Type	Funding Sources	Allocation or Target	Distribution of Planned Expenses	Over/Under Allocation/Target or Over/Under Planned Expenses	Percent of Allocation Planned Use
Federal	100 Percent Federal Grant	\$3,904,787.00	\$3,664,409.62	(\$240,377.38)	93.84%
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	\$3,904,787.00	\$3,664,409.62	(\$240,377.38)	
Federal	50 Percent Administrative		\$3,921,418.00		
Non-Federal	50 Percent Administrative		\$3,921,418.00		
Federal	50 Percent Participant Reimbursements		\$178,629.00		
Non-Federal	50 Percent Participant Reimbursements		\$178,629.00		
Federal	Total 50 Percent Federal Target	\$1,991,727.00	\$4,100,047.00	\$2,108,320.00	
	Total	\$5,896,514.00	\$11,864,503.62		

Total Fiscal Year Plan Funding

Funding Sources	Non-Federal Share	Federal Share	Total
100 Percent Federal Grant		\$3,664,409.62	\$3,664,409.62
ABAWD Pledge Grant		\$0.00	\$0.00
50 Percent Administrative	\$3,921,418.00	\$3,921,418.00	\$7,842,836.00
50 Percent Dependent Care	\$0.00	\$0.00	
50 Percent Transportation/Other	\$178,629.00	\$178,629.00	
50 Percent Total Participant Reimbursements	\$178,629.00	\$178,629.00	\$357,258.00
Total 50 Percent Funds	\$4,100,047.00	\$4,100,047.00	\$8,200,094.00
Total	\$4,100,047.00	\$7,764,456.62	\$11,864,503.62

PLEDGE TO SERVE ALL AT-RISK 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). ABAWDs who meet the criteria outlined in 7 CFR 273.7(d)(3)(i) are referred to as “at-risk” ABAWDs.

Is the State agency pledging to offer qualifying activities to all at-risk ABAWDs?

Yes

No

Authorized Signatures

State: Georgia

State Agency Name: Division of Family & Children

Services Federal FY: 2026

Certified By:

Candice Broce



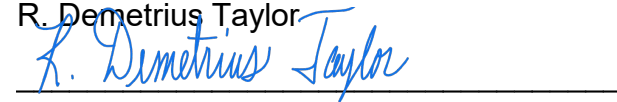
State Agency Director/Commissioner

August 19, 2025

Date

Certified By:

R. Demetrius Taylor



State Agency Fiscal Reviewer

Date