



# **FoodShare Employment and Training (FSET) Program Statewide Implementation Partner Training**

Adam VanSpankeren  
Partner Outreach Coordinator  
Division of Health Care Access  
and Accountability



# Agenda

- Introduction
- New FoodShare Program Policy
- Background
- What is Changing?
- Work Requirement
- Exemptions
- Allowable Verifications
- Member Communications



# Agenda

---

- What is FSET?
- FSET Regions
- FSET Vendors
- Tribes Offering FSET Services
- Where Community Partners Can Help
- Resources
- Questions
- Meet Your Local FSET Vendor



# New FoodShare Program Policy

- Effective April 1, 2015, FoodShare has new program rules.
  - Pilot region (Kenosha, Racine and Walworth counties), new program rules were effective July 1, 2014.
- Some members ages 18 – 49 with no minor children living in the home may need to meet a work requirement to get ongoing FoodShare benefits unless they meet an exemption.



## Background

- Since 2002, Wisconsin has had a federal waiver to lift the time limit on FoodShare benefits for members ages 18 – 49 without minor children living in the home, which means these members were not required to comply with federally mandated work requirements.



# Background

- As the state's economy recovered from the nationwide recession, Wisconsin continued to waive time-limited benefits for these members.
- Based on federal law, many states will need to implement the work requirement beginning in 2016.



# Background

- The state is committed to supporting members through the transition from dependence to independence by using FSET to increase opportunities for education, vocational training and active engagement in the workforce.
- Per the 2013-2015 state budget, Wisconsin will be implementing the Federal work requirements.



# Background

- Since 2008, Wisconsin has maintained a voluntary FSET program for FoodShare members. FoodShare members could choose to participate in FSET to get help finding employment and improving their skills.
- FSET will continue to be a voluntary program and is one of the ways to meet the mandatory work requirement for adults ages 18 – 49 without dependent children living in the home.



# What Is Changing?

- Members ages 18 – 49 without minor children living in the home will be subject to time-limited FoodShare benefits unless they meet the FSET requirements.
- Regionalization of FSET program:
  - Eleven FSET regions based on Workforce Development Areas (WDAs).
  - Some tribes may provide FSET services to tribal members.



## What Is Changing?

- Members ages 18 – 49 who are not pregnant or disabled and do not have any minor children in the home may only get up to three months of FoodShare benefits in a 36-month period unless they meet a work requirement or qualify for an exemption.
- Time-limited benefits start the first full benefit month that the member does not meet the work requirement or qualify for an exemption.



# Work Requirement

## Effective Dates:

- Starting with the pilot region as of July 1, 2014, and for the rest of the state as of April 1, 2015, FoodShare members and applicants will find out if they are affected by the new rules at their next renewal or at application.
- If a member is required to meet the work requirement, he or she may be referred to the FSET program as one method of meeting the work requirement.



# Work Requirement

There are three ways to meet the FoodShare work requirement:

- Work at least 80 hours each month.
- Take part in an allowable work program such as FSET, Wisconsin Works (W-2), or certain programs under the Workforce Investment Act (WIA) at least 80 hours each month.



# Work Requirement

- Both work and take part in an allowable work program for a combined total of at least 80 hours each month.



# Exemptions

Some FoodShare members are exempt from needing to meet the work requirement, including those that are:

- Under the age of 18 or over the age of 50.
- Living with a child under the age of 18 (regardless of relationship).
- Caring for a person who cannot care for himself or herself.
- Caring for a child under age six who does not live in the home.
- Physically or mentally unable to work.



## Exemptions (cont.)

- Pregnant.
- Applying for or receiving unemployment insurance.
- Taking part in an alcohol or other drug abuse (AODA) program.
- Enrolled in a school of higher education at least half-time.

Verification will be required for all reported exemptions.



# Allowable Verifications

- Members who need to provide proof that they meet or are exempt from the work requirement will get a verification checklist after their FoodShare interview.
- Members will receive information regarding proof needed through one or more of the following:
  - Renewal notice
  - Informational letter
  - Verification checklist(s)
  - FSET referral letter



# Allowable Verifications

The following may be provided as proof:

- Monthly paystubs for reported employment.
- Employment Verification of Earnings Form for reported employment.
- Social Security Administration (SSA) Award letter.
- Statement or letter from a third party such as an employer, doctor, landlord, legal guardian or counselor.



# Allowable Verifications

Work Requirement	Examples of Allowable Verification
Employment	<ul style="list-style-type: none"><li>• Monthly Paystubs</li><li>• Employment Verification of Earnings Form</li><li>• Statement from employer that includes gross earnings and hours worked</li></ul>
Work Program Participation (non-FSET)	<ul style="list-style-type: none"><li>• Statement or letter from the work program that includes monthly participation hours</li></ul>



# Allowable Verifications

Exemption	Examples of Allowable Verification
Living with a minor under age 18	<ul style="list-style-type: none"><li>• Statement from the parent, legal guardian or landlord</li></ul>
Providing care for another person (child under age six or adult who cannot care for himself/herself)	<ul style="list-style-type: none"><li>• Statement from the parent or legal guardian</li><li>• Custody agreement</li></ul>
Health conditions (disability, pregnancy or other medical condition)	<ul style="list-style-type: none"><li>• Statement or letter from a certified health care provider</li><li>• Approval letter from the Disability Determination Bureau or SSA (for disability)</li></ul>
Unemployment Compensation (UC)	<ul style="list-style-type: none"><li>• UC award letter</li></ul>
Participation in an AODA program	<ul style="list-style-type: none"><li>• Statement from an AODA counselor</li></ul>



# Member Communications

- Informational letter: FoodShare members who are due for renewal on or after March 1, 2015, will receive a letter about the work requirement in the month prior to renewal.
- FSET referral letter: FoodShare members who have been referred to FSET will receive a letter about their referral and FSET services.
- Voluntary FSET participant letter: Current voluntary FSET participants will be informed of the new FSET provider in their region.



## What is FSET?

- The federal government requires states to operate an employment and training program for all adults receiving FoodShare benefits.
- FSET is Wisconsin's version of the Federal Supplemental Nutrition Assistance Program (SNAP) Employment and Training program.
- FSET provides FoodShare members with free assistance and support needed to obtain competitive employment or enhance opportunities for career advancement.



## What is FSET?

- FSET provides employment planning, skills training, and educational activities, as well as resources and other support that can help members meet the work requirement to receive ongoing FoodShare benefits.
- FSET is one way that a member can meet the mandatory work requirement. Participation in FSET is considered “voluntary,” however, meeting the work requirement is mandatory.
- FoodShare members who are not required to meet the work requirement can still participate in FSET.



# What is FSET?

## Employment Plan:

- FSET participants will have an individualized employment plan based on their career interests, skills, potential barriers, and local labor market conditions.
- Employment plans may include primary and secondary employment goals and action steps for each goal.
- FSET participants may engage in job search activities.



# What is FSET?

## Education:

- FSET participants may be able to engage in activities designed to improve basic skills and employability, including Adult Basic Education, basic workplace literacy, English as a Second Language, and high school equivalency (General Educational Development or GED).
- FSET participants may be able to engage in other education and training focused on technical skills for jobs with a high labor demand.



# What is FSET?

## Case Management:

- FSET participants will work with the FSET agency to resolve barriers that may impact participation, such as absenteeism, tardiness, and interpersonal work behavior challenges.
- FSET participants will have ongoing assessments to review their progress in FSET activities.



## What is FSET?

- Participants may get referrals for needed services that cannot be paid for by the FSET program under federal FSET regulations (for example, non-work-based mental health or physical treatment services, housing assistance, legal aid).



# FSET Regions

Effective April 1, 2015: 11 FSET Regions across the state.

- Aligned with WDAs, each of which coordinates employment and training services by partnering with local service providers within its regional boundaries.
- Each region will be administered by a vendor. Some vendors will be administering FSET in more than one region.
- FoodShare members who belong to a tribe may be able to get FSET services through their tribe or through the FSET vendor.

# FSET Regions



## FoodShare Employment and Training (FSET) Vendor Map

**FoodShare**  
**WISCONSIN**  
A Recipe for Good Health



 Wisconsin  
Department of Health Services  
Division of Health Care Access and Accountability  
P-00921 (12/14)



# FSET Vendors

## Transitioning Current FSET Participants

- The current FSET vendor and the new FSET vendor will work together to:
  - Prevent gaps in services (transportation, education and training).
  - Follow up with current participants within the first month after transition.



# FSET Vendors

FSET Region 10:

Dane County Department of Human Services

1819 Aberg Avenue, Suite D

Madison, WI 53704-4201



## Tribes Offering FSET Services

The Department of Health Services (DHS) is preparing contracts with the following tribes:

- Bad River Band of Lake Superior Tribe of Chippewa Indians
- Forest County Potawatomi Community
- Lac du Flambeau Band of Lake Superior Tribe of Chippewa Indians
- Menominee Indian Tribe of Wisconsin



# Tribes Offering FSET Services

- Oneida Tribe of Indians of Wisconsin
- Red Cliff Band of Lake Superior Chippewa
- Sokaogon Chippewa Community
- Stockbridge-Munsee Community



## Where Community Partners Can Help

- Inform FoodShare members about the new requirements; dispel myths and concerns.
- Encourage members to participate in the FSET program or other qualifying activity.
- Partner with the FSET vendor to conduct outreach and facilitate enrollment in FSET.
- Work with the FSET vendor to identify potential worksites or work placement opportunities.



## Where Community Partners Can Help

- Assist those that are exempt with completing the process of verifying their exemption.
- Help the FSET vendor identify community referral options for services outside of FSET.
- Identify and share with the FSET vendor any potential barriers for participants in your area.



## Resources

- Work Requirement for Adults Ages 18 – 49 Fact Sheet:  
<https://www.dhs.wisconsin.gov/sites/default/files/legacy/publications/p1/p16092.pdf>
- More information to come:  
<https://www.dhs.wisconsin.gov/foodshare/fset.htm>



# Questions





# Meet Your Local FSET Vendor

Dane County Department of Human Services

- Gwen Schmidt Hannes
- Amy Mendel-Clemens