Ohio Administrative Code

Rule 5101:4-3-40 Food assistance employment and training: work-based learning.

Effective: June 16, 2022

(A) What is work-based learning?

Work-based learning is a supplemental nutrition assistance program (SNAP) employment and training (E&T) component that emphasizes employer engagement and enables participants to move into regular public or private employment. A work-based learning activity is to include an element of training that fosters in-depth, firsthand engagement with the tasks required in a given field that are aligned to curriculum and instruction. Work-based learning activities may also include an element of interaction or participation in industry or occupational real world settings.

(B) What is the goal of work-based learning?

The goal of work-based learning is to improve the employability of the SNAP E&T participant through actual work experience, training or both. Improving employability means providing the participant with new knowledge, skills and work experience that enable the participant to obtain employment and/or gain better employment.

(C) What activities are included in work-based learning?

Work-based learning program activities can include, but are not limited to the following:

(1) Internships;

(2) Pre-apprenticeships;

(3) Apprenticeships;

(4) Customized training;

(5) Transitional jobs;

(6) Incumbent worker training;

(7) On-the-job workers training as defined under Workforce Innovation and Opportunity Act (WIOA) (7/2014); or

(8) Subsidized employment.

(D) Who can be a provider of work-based learning activities?

Work-based learning is to be provided within the private for-profit sector, the non-profit sector or the public sector and is to provide the same benefits and working conditions that are provided at the job site to employees performing comparable work for comparable hours.

(E) How is income from a subsidized employment activity treated?

(1) For the purposes of SNAP eligibility and benefits determinations, income from subsidized employment is to be treated in accordance with rule 5101:4-4-19 of the Administrative Code.

(2) The county agency is to describe to the participant how income earned from subsidized employment activities may affect SNAP eligibility and benefit levels. The county agency is to allow the participant to choose a different SNAP E&T activity if losing eligibility or decreased benefits is a concern.

(F) How long can subsidized employment or apprenticeship activities last?

(1) Subsidized work-based learning activities and apprenticeships are to last six months or less. However, if an individual is participating in a registered apprenticeship program and the program is to last longer than six months, the individual is to be permitted to complete the full apprenticeship program.

(2) Subsidized work-based learning activities are limited to once every twelve months for each

participant, unless the participant was found to have had good cause for not completing the activity, as described in rule 5101:4-3-11.1 of the Administrative Code.

(G) What is the county agency's responsibility when assigning an individual to a work-based learning activity?

(1) The county agency is to assign a participant up to the maximum number of hours allowed in work-based learning in accordance with rule 5101:4-3-31 of the Administrative Code.

(2) The county agency is to assign an able-bodied adult without dependents (ABAWD) to an additional SNAP E&T activity when the maximum number of hours assigned in work-based learning does not fulfill the twenty hour per week ABAWD work requirement as described in rule 5101:4-3-20 of the Administrative Code. If no other assignment is made and the ABAWD work requirement is not met, the ABAWD is to receive a countable month in accordance with rule 5101:4-3-20 of the Administrative Code.