



Ohio Administrative Code Rule 5101:4-9-07.5 SNAP E&T job retention.

Effective: October 1, 2024

(A) What is job retention?

The job retention component provides services to individuals who have secured employment after having been enrolled in the supplemental nutrition assistance program (SNAP) employment and training (E&T) program. County agencies are to design their job retention programs to at least accomplish the following objective:

Enrolled participants will receive services that increase the likelihood of:

- (1) Continued employment;
- (2) Satisfactory job performance; and
- (3) Increased earnings over time.

(B) What activities are included in job retention?

Job retention services include, but are not limited to:

- (1) Employer mediation;
- (2) Job coaching;
- (3) Workplace literacy;
- (4) Training/skills enhancement; and
- (5) Supportive services provided in accordance with rule 5101:4-9-03 of the Administrative Code.



(C) How are job retention activities to be implemented?

The SNAP E&T case manager is to make a good faith effort to provide job retention services for at least thirty days. SNAP E&T case managers can demonstrate a good faith effort, in a number of ways including, but not limited to:

- (1) Making a reasonable number of attempts to contact the SNAP E&T enrolled participant;
- (2) Discussing the thirty day minimum period with the SNAP E&T enrolled participant; or
- (3) Outlining specific steps the provider or the SNAP E&T enrolled participant will take over the next thirty days to maintain a job.

(D) Who is best suited for participation in job retention?

In addition to reviewing the suitability criteria described in rule 5101:4-9-02 of the Administrative Code and prior to making an assignment, a SNAP E&T case manager is to verify the current or formerly SNAP E&T enrolled participant:

- (1) Began employment after or while participating in one or more other SNAP E&T components;
and
- (2) Is receiving SNAP in the month of or month prior to beginning job retention services. Job retention services can be provided when the SNAP E&T enrolled participant is no longer in receipt of SNAP and is not:
 - (a) Sanctioned for failing to meet a general work requirement; or
 - (b) Disqualified due to an intentional program violation in accordance with division 5101:6 of the Administrative Code.

(E) What are the limitations on participating in job retention?



- (1) Job retention services are to be offered for no more than ninety days.

- (2) A SNAP E&T enrolled participant can receive job retention services for more than one job at the same time. The job retention time limits apply to each job separately and may overlap.

- (3) There is no limit to the number of times a SNAP E&T enrolled participant can receive job retention services so long as prior to obtaining new employment, the SNAP E&T enrolled participant re-engages with the SNAP E&T program.

- (4) For an able-bodied adult without dependents (ABAWD), hours spent in job retention activities may be used to fulfill the ABAWD work requirement. However, supportive services are not to be used to fulfill the ABAWD work requirement and a SNAP E&T case manager is to ensure that an assignment to job retention does not include hours dedicated to providing or receiving supportive services.