



Ohio Administrative Code

Rule 5101:4-3-39 Food assistance employment and training: job retention.

Effective: June 16, 2022

Job retention provides opportunities for training and skill development to improve employment outcomes, job retention and promote long-term self-sufficiency and independence for supplemental nutrition assistance program (SNAP) employment and training (E&T) participants.

(A) What are job retention services?

Job retention services are an allowable SNAP E&T activity designed to help achieve satisfactory performance, retain employment and to increase earnings over time.

(B) What is the goal of job retention services?

The goal of job retention services is to assist SNAP E&T participants in improving basic skills, increasing employability, aiding in career advancement and enabling SNAP E&T participants to gain better employment.

(C) What types of activities may be provided as part of job retention services?

Job retention services may include but are not limited to:

- (1) Financial literacy planning;
- (2) Employer mediation;
- (3) Job coaching;
- (4) Workplace literacy;
- (5) Training/skills enhancement; and



(6) Supportive services such as reimbursement for costs associated with transportation and childcare.

(D) Who can receive job retention services?

A participant who:

(1) Secured employment after or while receiving other employment and training services under the SNAP E&T program; 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 participant is no longer in receipt of SNAP and is not:

(a) Sanctioned in accordance with rule 5101:4-3-11.2 of the Administrative Code; or

(b) Disqualified due to an intentional program violation in accordance with division 5101:6 of the Administrative Code.

(E) What are the time limits for job retention services?

(1) County agencies are to make a good faith effort to provide job retention services for at least thirty days. County agencies can demonstrate a good faith effort in a number of ways including but not limited to:

(a) Making a reasonable number of attempts to contact the participant;

(b) Discussing the thirty day minimum requirement with the participant; or

(c) Outlining specific steps the provider or the participant will take over the next thirty days to maintain a job.

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



(3) A 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.

(F) Is there a limit on the number of times an individual can receive job retention services?

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

(G) How do job retention services count when used to meet the able-bodied adults without dependents (ABAWD) work requirement?

(1) The number of hours spent in an activity as part of job retention services including, but not limited to those listed in paragraphs (C)(1) to (C)(5) of this rule, are to count towards the ABAWD work requirement as described in rule 5101:4-3-20 of the Administrative Code.

(2) Supportive services as described in paragraph (C)(6) of this rule are not to count toward the ABAWD work requirement.

(H) Can a participant be sanctioned for failing to comply with job retention services?

An otherwise eligible participant who refuses or fails to accept or comply with job retention services offered by the county agency is not to be sanctioned from SNAP.