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**CHAPTER 813. SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM  
EMPLOYMENT AND TRAINING**

**SUBCHAPTER A. GENERAL PROVISIONS**

**§813.1. Purpose.**

The purpose of Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) activities and support services is to assist SNAP recipients who are not receiving Temporary Assistance for Needy Families in entering employment and increasing their earnings through participation in allowable job search, training, education, or workfare activities that promote self-sufficiency. These rules may be cited as the SNAP E&T rules.

*The provisions of this §813.1 adopted to be effective September 3, 2001, 26 TexReg 6731; amended to be effective February 26, 2003, 28 TexReg 1657; amended to be effective March 29, 2005, 30 TexReg 1799; amended to be effective August 17, 2009, 34 TexReg 5589; amended to be effective May 6, 2024, 49 TexReg 3013*

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**§813.2. Definitions.**

The following words and terms, when used in this chapter, shall have the following meanings unless the context clearly indicates otherwise.

- (1) ABAWD--a SNAP household member who is determined by the Texas Health and Human Services Commission to be a mandatory work registrant and is:
  - (A) classified as an able-bodied adult;
  - (B) within the age range specified in 7 USC §2015(o)(3);
  - (C) without dependents; and
  - (D) subject to a limitation on the receipt of SNAP benefits for three months out of 36 months if the person does not work at least 20 hours per week or participate in employment and training activities as specified in 7 USC §2015(o)(2)(A) - (B).
- (2) Exempt recipient--an individual who is part of the General Population, is not required to participate in SNAP E&T services, as set forth in 7 USC §2015(d)(2), and shall not be sanctioned for failure to cooperate with SNAP E&T requirements as set forth in §813.12 of this chapter.

- (3) Full-service counties--counties in which Boards ensure that:
  - (A) ABAWDs, who are not working at least 20 hours per week, are outreached and receive SNAP E&T services;
  - (B) the SNAP E&T General Population receives SNAP E&T services based on available funding;
  - (C) mandatory work registrants shall be sanctioned (that is, SNAP benefits are denied) for failure to cooperate with SNAP E&T requirements; and
  - (D) exempt recipients who voluntarily participate in SNAP E&T services shall not be sanctioned for failure to cooperate with SNAP E&T requirements.
- (4) General Population--a mandatory or exempt SNAP household member who is:
  - (A) at least 16 but less than 60 years of age; and
  - (B) not classified as an ABAWD.
- (5) HHSC--the Texas Health and Human Services Commission.
- (6) Mandatory work registrant--a SNAP household member who is required to register for SNAP E&T services, and is:
  - (A) classified as General Population; or
  - (B) an ABAWD.
- (7) Minimum-service counties--counties in which:
  - (A) SNAP recipients (that is, mandatory or exempt) may volunteer to participate in SNAP E&T services;
  - (B) Boards may provide services to SNAP recipients based on available funds;
  - (C) outreach is not conducted; and
  - (D) SNAP recipients (that is, mandatory or exempt) who voluntarily participate in SNAP E&T services shall not be sanctioned for failure to cooperate with SNAP E&T requirements.
- (8) Nonprofit organization--any corporation, trust, association, cooperative, or other organization that is operated primarily for scientific, educational service,

charitable, or similar purpose in the public interest; is not organized primarily for profit; and uses its net proceeds to maintain, improve, or expand its operations.

- (9) SNAP E&T activities--Supplemental Nutrition Assistance Program Employment and Training activities as specified in §813.31 of this chapter.
- (10) SNAP E&T support services--Supplemental Nutrition Assistance Program Employment and Training support services as specified in §813.41 of this chapter.
- (11) Volunteer--an individual who is not required to participate, but who voluntarily participates, in SNAP E&T services, including:
  - (A) exempt recipients in full-service counties; and
  - (B) exempt recipients and mandatory work registrants in minimum-service counties.
- (12) Workfare--a work-based activity that consists of placement of an ABAWD with a public or private nonprofit entity in an unpaid job assignment for the number of hours per month equal to an ABAWD's monthly household SNAP allotment amount divided by the federal minimum wage.

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#### **§813.3. General Board Responsibilities.**

- (a) Role of Boards. A Board shall:
  - (1) ensure that SNAP eligibility is verified monthly before providing SNAP E&T services for mandatory work registrants and exempt recipients who voluntarily participate in SNAP E&T services; and
  - (2) ensure that mandatory work registrants, and exempt recipients who volunteer, participate in allowable SNAP E&T activities. The allowable activities shall meet the needs of employers and prepare the mandatory work registrants and exempt recipients who voluntarily participate in SNAP E&T services for unsubsidized employment.
- (b) Board Planning. A Board shall develop, amend, and modify its integrated workforce training and services plan to incorporate and coordinate the design and management

of the delivery of SNAP E&T activities and support services with the delivery of other workforce employment, training, and educational services identified in Texas Government Code §§2308.301 - 2308.3165 as well as other training and services included in the One-Stop Service Delivery Network as set forth in Chapter 801 of this title (relating to Local Workforce Development Boards).

- (c) Board Management. Pursuant to this chapter, and Chapter 801 of this title (relating to Local Workforce Development Boards), a Board shall coordinate workforce employment, training, and educational services that meet the needs of employers for its local workforce development area and shall incorporate and coordinate the management and strategy for SNAP E&T activities and support services into the comprehensive One-Stop Service Delivery Network provided to help low-income families as they move toward self-sufficiency.
- (d) Coordination with HHSC. A Board shall coordinate with HHSC on a regular and ongoing basis, as determined by the Board, regarding referrals, good cause, sanction procedures, and fair hearings or appeals.

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#### **§813.4. Board Policies and Local Procedures.**

- (a) A Board shall establish policies and procedures regarding the methods and limitations for the provision of the following:
  - (1) Work-related expenses; and
  - (2) Housing assistance.
- (b) A Board may establish optional policies that require the use of the Eligible Training Provider System and Individual Training Accounts, as set forth in Chapter 841 of this title (relating to the Workforce Investment Act), to provide SNAP E&T-funded services for SNAP E&T participants.
- (c) If a Board establishes the optional policies described in subsection (b) of this section, the Board shall ensure that corresponding procedures are developed for the policies.

*The provisions of this §813.4 adopted to be effective August 17, 2009, 34 TexReg 5589*

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**§813.5. Documentation, Verification, and Supervision of Work Activities.**

- (a) A Board shall ensure that all required information related to the documentation and verification of participation in SNAP E&T work activities, as described in this section, is documented in the case management system.
- (b) A Board shall ensure that all participation in SNAP E&T is verified and documented and that self-attestation is not allowed.
- (c) For the activity described in §813.31(5) of this chapter, Boards shall ensure that all participation is verified and documented in the case management system at least monthly.
- (d) For the activities described in §813.31(1) and (4) and §813.32(a)(4) of this chapter, Boards shall ensure that all participation is:
  - (1) supervised daily; and
  - (2) verified and documented in the case management system at least monthly.
- (e) For the activities described in §813.31(2) and (3) of this chapter, Boards shall ensure that:
  - (1) no more than one hour of unsupervised study or homework time per each hour of class time is counted toward participation in SNAP E&T;
  - (2) all study and homework time in excess of one hour per hour of class time is directly monitored, supervised, verified, and documented;
  - (3) study or homework time is only counted toward participation in SNAP E&T if:
    - (A) the study or homework time is directly correlated to the demands of the coursework for out-of-class preparation as described by the educational institution; and
    - (B) the educational institution's policy requires a certain number of out-of-class preparation hours for the class;
  - (4) good or satisfactory progress, as determined by the educational institution, is verified and documented in the case management system at least monthly;
  - (5) all participation in SNAP E&T is supervised daily; and
  - (6) all participation in SNAP E&T is verified and documented in the case management system at least monthly.

*The provisions of this §813.5 adopted to be effective August 17, 2009, 34 TexReg 5589; amended to be effective May 6, 2024, 49 TexReg 3013*

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**SUBCHAPTER B. ACCESS TO EMPLOYMENT AND TRAINING ACTIVITIES AND SUPPORT SERVICES**

**§813.11. Board Responsibilities Regarding Access to SNAP E&T Activities and Support Services.**

- (a) A Board shall ensure that allowable SNAP E&T activities and support services, as set forth in Subchapters D and E, respectively, of this chapter, are provided as specified in the annual state plan of operations approved by the United States Department of Agriculture (USDA), to individuals who are:
  - (1) classified as the General Population; or
  - (2) ABAWDs.
- (b) A Board shall ensure that the monitoring of SNAP E&T requirements and participant activities is ongoing and frequent, as determined appropriate by the Board, and consists of:
  - (1) tracking and reporting SNAP E&T participation hours;
  - (2) tracking and reporting support services hours;
  - (3) determining and arranging for any intervention needed to assist the individual in complying with SNAP E&T service requirements;
  - (4) monitoring and ensuring progress toward achieving the goals and objectives in the employment plan; and
  - (5) monitoring all other requirements.
- (c) A Board shall ensure that all ABAWDs in full-service SNAP E&T counties are provided with an offer of a work activity within 10 calendar days from the date of referral from HHSC.
- (d) A Board shall ensure that HHSC is notified in a timely manner if a mandatory work registrant fails to comply with participant responsibilities, as set forth in §813.12 of this subchapter.

- (e) A Board shall ensure that employment and training activities are conducted in compliance with the Fair Labor Standards Act (FLSA) (29 USC §201 et seq.), as follows:
- (1) The amount of time per week that a mandatory work registrant or exempt recipient who voluntarily participates in SNAP E&T services may be required to participate in activities that are not exempt from minimum wage and overtime under the FLSA shall be determined by the SNAP benefits amount being divided by the minimum wage, so that the amount paid to the mandatory work registrant or exempt recipient who voluntarily participates in SNAP E&T services would be equal to or more than the amount required for payment of wages, including minimum wage and overtime.
  - (2) If a Board provides activities that meet all the following criteria set forth in this paragraph, the activities are considered "training" under FLSA and minimum wage and overtime are not required, as follows:
    - (A) The training is similar to that given in a vocational school.
    - (B) The training is for the benefit of the trainees.
    - (C) Trainees do not displace currently employed workers.
    - (D) Employers derive no immediate advantage from trainees' activities.
    - (E) Trainees are not entitled to a job after training is completed.
    - (F) Employers and trainees understand that trainees are not paid.
- (f) A Board shall ensure that placement in work-based services does not result in the displacement of currently employed workers or impair existing contracts for services or collective bargaining agreements.

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**§813.12. Participant Responsibilities.**

Mandatory work registrants and exempt recipients who voluntarily participate in SNAP E&T services shall:

- (1) attend scheduled appointments;



- (2) participate in assigned SNAP E&T activities for at least a minimum weekly average of 30 hours, within the restrictions set forth in §813.14 of this subchapter;
- (3) report to an employer to whom they are referred;
- (4) accept a job offer; and
- (5) report activity hours, including hours of employment.

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**§813.13. Good Cause for Mandatory Work Registrants Who Participate in SNAP E&T Services.**

- (a) Good cause applies only to mandatory work registrants who are required to participate in SNAP E&T services. A Board shall ensure that all good cause claims are forwarded to HHSC for determination before SNAP benefits are denied when mandatory work registrants state that they have a reason for failing to:
  - (1) respond to the outreach notification; and
  - (2) participate in SNAP E&T activities.
- (b) For purposes of this chapter, the following are reasons a Board may consider when making a good cause recommendation to HHSC after a SNAP E&T participant fails to respond to outreach notifications or fails to participate in SNAP E&T activities:
  - (1) temporary illness or incapacitation;
  - (2) court appearance;
  - (3) caring for a physically or mentally disabled household member who requires the recipient's presence in the home;
  - (4) no available transportation and the distance prohibits walking; or no available job within reasonable commuting distance, as defined by the Board;
  - (5) distance from the home of the mandatory work registrant who participates in SNAP E&T services, to the Workforce Solutions Office, or employment service provider requires commuting time of more than two hours a day (not

including taking a child to and from a child care facility), the distance prohibits walking, and there is no available transportation;

- (6) farmworkers who are away from their permanent residence or home base, who travel to work in an agriculture or related industry during part of the year, and are under contract or similar agreement with an employer to begin work within 30 days of the date that the individual notified the Board of his or her seasonal farmwork assignment;
  - (7) an inability to obtain needed child care, as defined by the Board and based on any of the following reasons:
    - (A) informal child care by a relative or child care provided under other arrangements is unavailable or unsuitable, and based on, where applicable, Board policy regarding child care. Informal child care may also be determined unsuitable by the parent;
    - (B) eligible formal child care providers, as defined in Chapter 809 of this title (relating to Child Care Services), are unavailable;
    - (C) affordable formal child care arrangements within maximum rates established by the Board are unavailable; or
    - (D) formal or informal child care within a reasonable distance from home or the work site is unavailable;
  - (8) an absence of other support services necessary for participation;
  - (9) receiving a job referral that results in an offer below the federal minimum wage, except when a lower wage is permissible under federal minimum wage law;
  - (10) an individual or family crisis or a family circumstance that may preclude participation, including substance abuse and mental health and disability-related issues, provided that the mandatory work registrant who participates in SNAP E&T services engages in problem resolution through appropriate referrals for counseling and support services; or
  - (11) an individual is a victim of family violence.
- (c) A Board shall ensure that good cause is monitored at least on a monthly basis and results are shared with HHSC if there is a change in the circumstances surrounding the good cause exception.

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**§813.14. Special Provisions Regarding Sanctions for Noncooperation.**

Mandatory work registrants who are scheduled to participate more than 120 hours per month may not be sanctioned for noncooperation after 120 hours have been reached, as described in the Food and Nutrition Act, 7 USC §2015(d)(4)(F)(ii). The 120 hours include hours in all SNAP E&T activities, including any hours worked for paid or unpaid compensation.

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**SUBCHAPTER C. EXPENDITURE OF FUNDS**

**§813.22. Use of Funds.**

Boards shall ensure that the following funding provisions are followed:

- (1) The following SNAP E&T grant funds shall be expended on SNAP E&T activities for mandatory work registrants and exempt recipients who voluntarily participate in SNAP E&T activities listed in §813.31 and §813.32 of this chapter:
  - (A) 100 percent federal SNAP E&T grant and 100 percent federal ABAWD-only grant (100 percent funds)
  - (B) 50 percent federal SNAP E&T grant and 50 percent state SNAP E&T grant (50/50 funds)
- (2) SNAP E&T-funded support services, listed in §813.41 of this chapter, shall be funded only with 50/50 funds.
- (3) Job retention services for SNAP recipients who participated in SNAP E&T activities and obtained full-time employment may be provided for no more than 90 days and shall be funded with one or both of the following:
  - (A) 100 percent funds

- (B) 50/50 funds
- (4) Job retention support services for SNAP recipients who participated in SNAP E&T activities and obtained full-time or part-time employment may be provided for no more than 90 days and shall be funded with 50/50 funds.

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**SUBCHAPTER D. ALLOWABLE ACTIVITIES**

**§813.31. Activities for Mandatory Work Registrants and Exempt Recipients Who Voluntarily Participate in SNAP E&T Services.**

The following activities may be provided for SNAP E&T mandatory work registrants and exempt recipients who voluntarily participate in SNAP E&T services, subject to the limitations specified in §813.32 of this subchapter:

- (1) Supervised job search services that shall:
  - (A) incorporate job readiness, job search training, directed job search, and group job search, and may include the following:
    - (i) Employability assessment;
    - (ii) Counseling;
    - (iii) Information on available jobs;
    - (iv) Occupational exploration, including information on local emerging and demand occupations;
    - (v) Interviewing skills and practice interviews;
    - (vi) Assistance with applications and résumés;
    - (vii) Job fairs;
    - (viii) Life skills; and
    - (ix) Guidance and motivation for development of positive work behaviors necessary for the labor market; and

- (B) limit the number of weeks a mandatory work registrant or exempt recipient who voluntarily participates in SNAP E&T services can spend as follows:
  - (i) ABAWDs shall not be enrolled for more than four weeks, and the job search activity shall be provided in conjunction with the workfare activity, as described in §813.32(a)(4)(D) of this subchapter.
  - (ii) General Population mandatory work registrants and exempt recipients who voluntarily participate in SNAP E&T services shall not be enrolled:
    - (I) for more than four weeks of consecutive activity under this paragraph; or
    - (II) for more than six weeks of total activity in a federal fiscal year.
  - (iii) Job search, when offered as part of other SNAP E&T activities, is allowed for more time than the limitations set forth in clauses (i) and (ii) of this subparagraph if the job search activities comprise less than half of the required time spent in other activities.
- (2) Vocational training that shall:
  - (A) relate to the types of jobs available in the labor market;
  - (B) be consistent with employment goals identified in the employment plan, when possible; and
  - (C) be provided only if there is an expectation that employment will be secured upon completion of the training.
- (3) Nonvocational education that shall increase employability, such as:
  - (A) enrollment and satisfactory attendance in:
    - (i) a secondary school; or
    - (ii) a course of study leading to a high school diploma or a certificate of general equivalence;
  - (B) basic skills and literacy;
  - (C) English proficiency; or

- (D) postsecondary education, leading to a degree or certificate awarded by a training facility, career school or college, or other educational institution that prepares individuals for employment in current and emerging occupations that do not require baccalaureate or advanced degrees;
- (4) Work experience, as authorized by 7 USC §2015(d)(4)(B)(iv) and by 20 CFR §663.200(b), for mandatory work registrants who need assistance in becoming accustomed to basic work skills that shall:
  - (A) occur in the workplace for a limited period of time;
  - (B) be made in either the private for-profit, the nonprofit, or the public sectors; and
  - (C) be paid or unpaid;
- (5) Unsubsidized employment
- (6) Other activities approved in the current SNAP E&T state plan of operations

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**§813.32. SNAP E&T Activities for ABAWDs.**

- (a) Boards shall ensure that SNAP E&T activities for ABAWDs are limited to participating in the following:
  - (1) Services or activities under the Trade Act of 1974, as amended by the Trade Act of 2002
  - (2) Activities under Workforce Innovation and Opportunity Act (29 USC §3111 et seq.)
  - (3) Education and training, which may include:
    - (A) vocational training as described in §813.31(2) of this subchapter; or
    - (B) nonvocational education as described in §813.31(3) of this subchapter; and

- (4) Workfare activities that shall:
  - (A) be designed to improve the employability of ABAWDs through actual employment experience or training, or both;
  - (B) be unpaid job assignments based in the public or private nonprofit sectors;
  - (C) have hourly requirements based on the ABAWD's monthly household SNAP allotment divided by the number of ABAWDs in the SNAP household, as provided by HHSC and then divided by the federal minimum wage; and
  - (D) include a four-week job search period before placement in a workfare activity.
- (5) Work experience as described in §813.31(4) of this subchapter.

- (b) Boards shall ensure that ABAWDs who are referred to a Workforce Solutions Office and subsequently become engaged in unsubsidized employment for at least 20 hours per week are not required to continue participation in SNAP E&T services because they have fulfilled their work requirement, as described in 7 USC §2015(o)(2)(A). Additionally, Boards shall ensure that HHSC is notified when ABAWDs obtain employment.
- (c) An employment and training program for veterans operated by the US Department of Labor or the US Department of Veterans Affairs, as tracked by HHSC, is an allowable SNAP E&T activity for ABAWDs.

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**§813.33. Job Retention Activities.**

- (a) Boards shall offer job retention activities:
  - (1) similar to the SNAP E&T activities described in §813.31(1) - (3) of this subchapter, and as specified in the annual SNAP E&T state plan of operations and any subsequent amendments approved by USDA;

- (2) for a minimum of 30 days and not more than 90 days to SNAP recipients who participated in SNAP E&T activities and obtained full-time employment; and
  - (3) in full-service or minimum-service counties as funding permits and as specified in paragraphs (1) and (2) of this subsection.
- (b) Boards shall ensure that SNAP eligibility is verified each month that job retention activities are provided.

*The provisions of this §813.33 adopted to be effective August 17, 2009, 34 TexReg 5589; amended to be effective October 26, 2020, 45 TexReg 7611*

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**§813.34. Job Retention Support Services.**

Boards shall offer job retention support services for a minimum of 30 days and not more than 90 days to assist:

- (1) mandatory work registrants who obtain part-time employment while participating, or after successfully participating, in SNAP E&T activities; and
- (2) exempt recipients who participated in SNAP E&T activities and obtained full-time employment.

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**SUBCHAPTER E. SUPPORT SERVICES FOR PARTICIPANTS**

**§813.41. Provision of SNAP E&T Support Services.**

- (a) Boards shall ensure that SNAP E&T support services are provided to mandatory work registrants and exempt recipients who voluntarily participate in SNAP E&T services, if the support services are reasonable, necessary, and directly related to participation in SNAP E&T activities, as follows:
- (1) **Mandatory Work Registrants.** Boards shall ensure that:
    - (A) support services are provided to assist mandatory work registrants with participation in SNAP E&T activities and in obtaining employment; and
    - (B) if the monthly expenses directly related to participation by a mandatory work registrant exceed available funds, the mandatory work registrant is:



- (i) exempted from further participation in an assigned SNAP E&T activity; or
    - (ii) reassigned to a SNAP E&T activity that will not require the provision of support services.
  - (2) Exempt Recipients Who Voluntarily Participate in SNAP E&T Activities. Boards shall ensure that:
    - (A) support services are provided to assist exempt recipients with participation in SNAP E&T activities and in obtaining employment; and
    - (B) if the monthly expenses directly related to participation for an exempt recipient who voluntarily participates in SNAP E&T services exceed available funds, the exempt recipient is:
      - (i) informed that assigned activities will be discontinued; or
      - (ii) reassigned to a SNAP E&T activity that will not require the provision of support services.
- (b) Support services include payment or reimbursement for:
  - (1) child care services governed by Chapter 809 of this title;
  - (2) transportation services that may be provided for participating mandatory work registrants and exempt recipients who voluntarily participate in SNAP E&T services, if alternative transportation resources are not available to the participants. Boards shall ensure that costs to provide the transportation services are:
    - (A) reasonable and necessary for participation in SNAP E&T activities; and
    - (B) paid for based on the methods and amounts determined by each Board to be consistent with state policy that requires use of the most economical means of transportation to meet the SNAP E&T participant's needs;
  - (3) training or education-related items:
    - (A) including, but not limited to, costs for uniforms, personal safety items, or other necessary equipment, and books or training manuals provided; and
    - (B) excluding the cost of meals away from home;
  - (4) work-related expenses that are:

- (A) reasonable, necessary, and directly related to accepting or retaining employment such as tools, uniforms, equipment, transportation, and car repairs; and
  - (B) paid for based on methods and amounts established in Boards' local policies and procedures; and
- (5) housing expenses that are:
- (A) reasonable, necessary, and directly related to participation in SNAP E&T activities or retaining employment such as assistance with rent or utility payments; and
  - (B) paid for based on methods and amounts established in Boards' local policies and procedures.

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**SUBCHAPTER F. COMPLAINTS**

**§813.53. Discrimination Complaints.**

- (a) A mandatory work registrant alleging discrimination on the basis of age, race, color, national origin, or physical or mental disability has a right to file a written complaint of alleged discriminatory acts within 180 calendar days from the date of the alleged discriminatory act. Complaints must be submitted to the Texas Workforce Commission Equal Opportunity Department, 101 East 15th Street, Room 220, Austin, TX 78778-0001.
- (b) Boards shall ensure that the Board or the Board's service providers advise individuals who express an interest in filing a discrimination complaint of their right to file a complaint and the complaint procedures.

*The provisions of this §813.53 adopted to be effective September 3, 2001, 26 TexReg 6731; amended to be effective February 26, 2003, 28 TexReg 1657*

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