



LEAVING NO ONE BEHIND:

A Resource Guide on SNAP Work Requirements and Work Opportunities

This resource guide is a tool for partners across Maryland to support individuals impacted by expanded Supplemental Nutrition Assistance Program (SNAP) work requirements under H.R.1 (also known as the One Big Beautiful Bill Act, or OBBBA), a federal law passed by Congress and signed by President Trump. These new requirements, which took effect as of November 1, 2025, mean that approximately 80,000 Marylanders are at risk of losing access to SNAP benefits if they do not satisfy work requirements or get an exemption. This guide helps ensure eligible Marylanders can maintain access to the food assistance they need while gaining access to meaningful opportunities that support a stable, secure financial future.

This resource guide explains:

- What SNAP is and which SNAP customers are subject to work requirements
- Which work activities count toward work requirements
- Where to access additional information about qualifying work activities
- How to verify work activity hours
- How partners can target services toward impacted SNAP customers

WHAT IS SNAP?

The Supplemental Nutrition Assistance Program (SNAP) is the nation's largest hunger prevention program, helping millions of people access the food they need to live healthy, stable, and economically secure lives.

SNAP helps approximately

680,000

Marylanders each month
get enough to eat.

The program disproportionately supports vulnerable populations:



Nearly **40%** of
Maryland SNAP
participants are
children



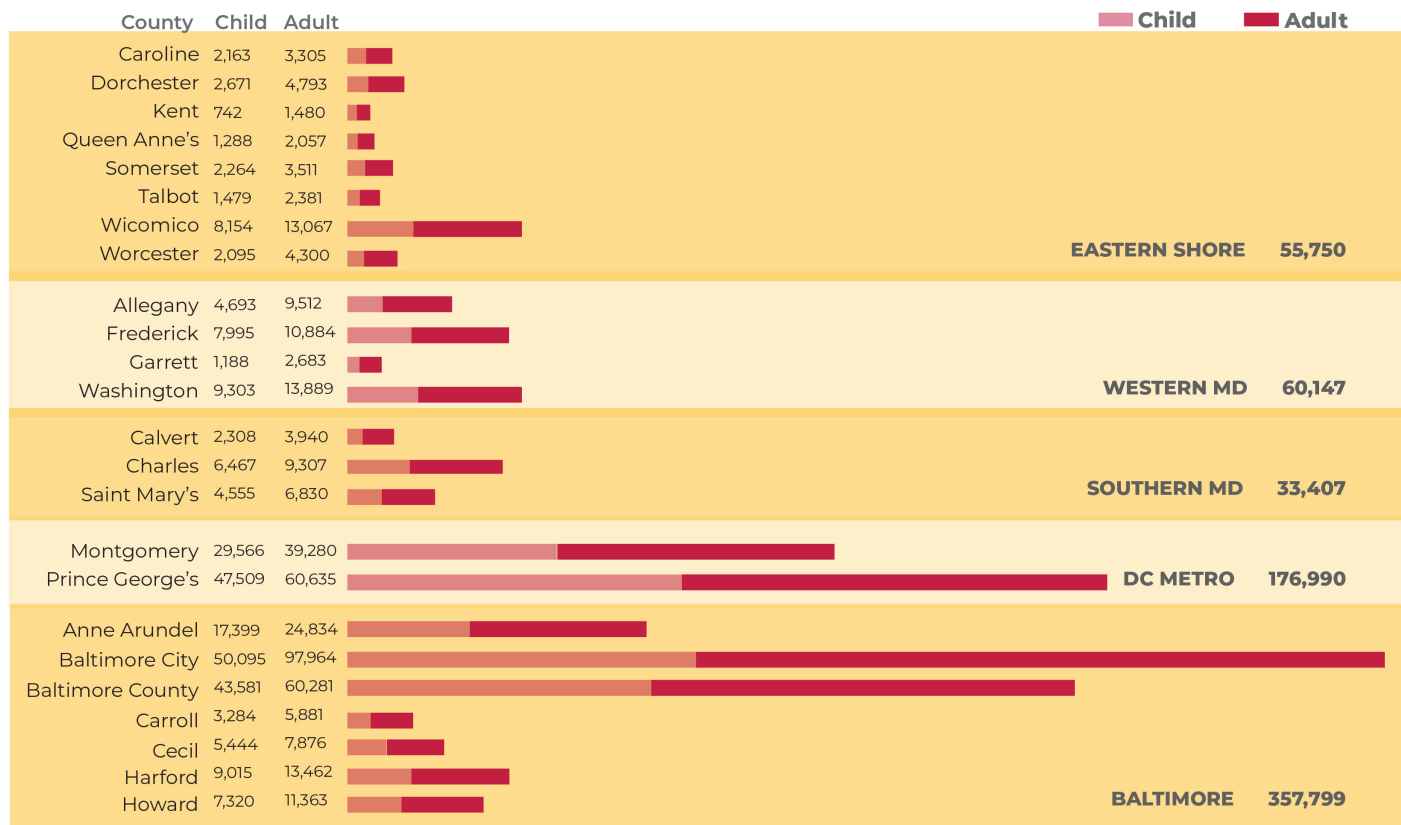
More than **25%**
are adults ages
55 years or older



Many households
also include
individuals with
disabilities

SNAP CUSTOMERS SERVED

Monthly average



Total Served: Child 270,578 Adult 413,515 All 684,093

Totals represent monthly average customers served from July 2024 to April 2025 (state fiscal year 2025 to date). Children are ages 0-17.

WHAT ARE SNAP WORK REQUIREMENTS AND WHO MUST MEET THEM?

Able-Bodied Adults Without Dependents (ABAWDs) are a subset of SNAP customers ages 18 through 64 who are required to participate in qualifying work activity for at least 80 hours per month (an average of 20 hours per week) to receive, or continue to receive, SNAP benefits. Customers who are subject to but do not meet the work requirements may not receive SNAP for more than 3 months within a set 36-month period.

Alternatively, customers may fulfill work requirements by earning at least \$217.50 per week, regardless of the number of hours they work. At Maryland's current minimum wage, a customer would need to work 14.5 hours per week to maintain SNAP eligibility. When they can document earnings at this level, the participant may be exempted from SNAP work requirements.

Who is considered an ABAWD customer?

- Age 18 through 64
- Not unfit for work, as defined by [Section 106.4](#) of the SNAP Manual
- Not exempt (see below)

Exemptions

A person is exempt from work requirements if they are:

- Under age 18 or older than age 64
- An adult in a SNAP household that includes a member under age 14
- Receiving or have applied for Unemployment Insurance (UI)
- Caregiving for an incapacitated individual, regardless of that person's age
- Pregnant
- An adult already subject to work requirements under the Temporary Cash Assistance (TCA) program
- An American Indian or California Indian or Alaska Native
- Receiving temporary or permanent disability benefits from a government or private source (for example, Social Security Disability Insurance (SSDI), Supplemental Security Income (SSI), Veteran's disability payments through the U.S. Veterans Administration (VA), Temporary Disability Assistance Program (TDAP), or disability payments through private insurance)
- Physically or mentally unfit for employment, as determined by a medical professional and documented through **Form 500-A**

Most exemptions are applied by a SNAP eligibility worker during case processing. If an individual believes they qualify for an exemption but it has not been applied, they should **contact their nearest Local Department of Social Services (LDSS)** for assistance.

HOW CAN CUSTOMERS MEET SNAP WORK REQUIREMENTS?

Customers can meet work requirements with a variety of "qualifying work activities." Qualifying work activities include:

- Working
- Job search activities
- Technical education or occupational training
- Educational activities
- Community service
- Volunteering

A combination of these activities can also fulfill work requirements so long as the hours spent in these activities are verifiable.

*Note: If a SNAP customer is subject to SNAP work requirements, they are **exempt** from Medicaid work requirements.*

HOW ARE THESE “WORK ACTIVITIES” DEFINED? HOW CAN WORKFORCE PARTNERS FIND INFORMATION TO HELP CUSTOMERS MEET WORK REQUIREMENTS?

WORKING

Explanation

A customer can meet the work requirement by working, whether they work in exchange for pay, goods, or services. All hours worked count as work activity.

Work includes paid employment and self-employment. Employment includes traditional full-time and part-time employment, as well as “gig economy” work, contract-based work, temporary or seasonal employment, Registered Apprenticeships, paid and unpaid internships. It also includes “in-kind work” performed in exchange for goods and services instead of pay. Examples include receiving food, housing, or other support. The work and the pay, goods, or services the individual receives in exchange must be verifiable.

Note: Details about how work activity hours are verified is discussed in the next section.

Support for Customers

Maryland Workforce Exchange

Customers can access the State's **Maryland Workforce Exchange** website to search for available employment opportunities.

Note: Self-guided time spent on job search websites does not count toward required work hours.

Additional Resources

Additional resources include, but are not limited to:

- **AmeriCorps**,
- **Maryland Corps**, and
- **Registered Apprenticeship Locator**

JOB SEARCH ACTIVITIES, TECHNICAL EDUCATION, OR OCCUPATIONAL TRAINING

Explanation

Job Search

Time spent in job search activities may only count toward less than half of the required work activity hours (39 of the 80-hour total). The 39-hour monthly cap on job search activities does not apply to participants enrolled in WIOA Title I or Trade Adjustment Assistance (TAA) programs, as long as the programs are staff-assisted, supervised, and verified by a case manager.

Technical Education or Occupational Training

Technical education or occupational training leads to an industry-recognized credential or otherwise reflects local employment needs and prepares an individual for a specific career. Many organizations in Maryland offer occupational training. This section provides a non-exhaustive list of examples, but other activities may be countable with approval from a LDSS.

Support for Customers

American Job Centers (AJC)

American Job Centers (AJCs), sometimes called “One Stops,” have state and local government staff who can help residents find jobs and training to meet their needs. Services are available online or in person and include:

- Career exploration workshops
- Résumé preparation assistance
- Job placement services
- Referrals to job training and Registered Apprenticeship opportunities

There are 32 physical AJCs across the State and most are open Monday through Friday. This [AJC Directory](#) provides addresses, hours, and contact information. Customers who seek AJC assistance should inform AJC staff that they are seeking assistance with meeting their SNAP work requirements.

Access to occupational training and/or wraparound services, such as transportation and childcare assistance, may also be available. AJC staff determine individuals' eligibility for services based on WIOA rules and funding availability.

Note: Many job training programs are only offered at specific times, have limited space available, or have enrollment requirements that may not meet the needs of a resident.

SNAP Employment and Training (SNAP E&T)

The Maryland Department of Human Services (DHS) operates the [SNAP E&T program](#) through a network of **48 partners**. Programs are designed to ensure that participation meets the SNAP work requirement and that participants can find meaningful employment in a variety of fields upon completion of the program.

EDUCATIONAL ACTIVITIES

Explanation

Certain educational activities may count toward work requirements. Examples include, but are not limited to:

- Adult Basic Education or literacy courses
- Remedial education
- GED Exam preparation classes
- Attendance at a Maryland Adult High School
- Participation in the National External Diploma Program
- English for Speakers of Other Languages (ESOL) courses

Note: Customers participating in educational activities must still meet the 80-hour-per-month requirement to remain eligible for benefits. If the educational activity does not satisfy the full hours requirement, customers should combine it with other qualifying work activities.

Support for Customers

Customers can use this [**Adult Education and Literacy Services Directory**](#) to locate their nearest Adult Education service provider.

COMMUNITY SERVICE AND VOLUNTEER ACTIVITIES

Explanation

Community Service

A customer can meet work requirements through paid or volunteer service to the community.

Volunteer Activities

In-kind work or unpaid work as a volunteer at a state, local, religious, or community nonprofit organization are considered work activities. Volunteering can also occur in other formats within the community. Volunteer activities must be:

- Optional
- Allow clients to work under supervision to gain valuable work experience
- Cannot also be used to meet court-appointed or legal obligations, and
- The organization must be able to verify the hours volunteered

Support for Customers

Resources to help customers identify community service and volunteer opportunities include the links below.

Note: Some of these programs have application deadlines that may impact a customer's eligibility to apply.

- **AmeriCorps:** Full- and part-time opportunities available throughout the year, based on organizational needs. Candidates can find the opportunities that work with their schedule.
- **Maryland Corps/Service Year Option:** Full-time opportunities in Maryland that begin each August or September. Candidates must be available to work full-time for 9.5 months. Positions are available in all 24 Maryland jurisdictions.

HOW ARE WORK ACTIVITY HOURS VERIFIED?

Work activity must be verified for SNAP customers. Depending on a customer's employment status, verification can require different forms of documentation.

- **Paid employees who receive Form W-2:** Customers must submit proof of earnings, such as a recent pay statement, to their LDSS. Information may be uploaded directly into the **Maryland Benefits Consumer Portal**, or may be mailed, emailed, faxed, or submitted in person.
- **Self-employed or gig workers:** Customers must submit proof of earnings, such as a pay statement, Form 1099, or bank statement, to their LDSS. Information may be uploaded directly into the **Maryland Benefits Consumer Portal**, or may be mailed, emailed, faxed, or submitted in person.
- **Volunteers and participants in a qualifying employment or training program:** Customers and their supervisors must complete and sign Form **FIA 500-B** (Verification of Participation in an Activity) and submit it to their LDSS. Forms may be uploaded directly into the **Maryland Benefits Consumer Portal**, or may be mailed, emailed, faxed, or submitted in person.

If they are meeting the work requirement through employment or participation in a SNAP E&T vendor, customers only need to provide proof of this when they initially apply for benefits and when they go through their redetermination. However, customers must inform their LDSS if their participation hours drop below 80 hours per month (or an average of 20 hours per week).

HOW CAN WORKFORCE PARTNERS REACH INDIVIDUALS AFFECTED BY WORK REQUIREMENTS?

All jurisdictions in Maryland are impacted by ABAWD work requirements. Workforce partners should leverage local data to identify individuals who may be affected and target resources appropriately. For example, partners can identify individuals they serve who fall into groups affected by work requirements (see above) and may be receiving or wish to receive SNAP. Partners can then target outreach to those individuals to ensure they are aware of the work requirements and offer support in meeting them.

Geospatial Distribution of H.R.1 Impacted Customers Based on Census 2020

