

Learning-Aligned Employment Program (LAEP) Overview

What is LAEP?

LAEP provides funds to participating public postsecondary educational institutions to offer eligible students opportunities to earn money to help defray their educational costs while gaining career-related experience in their fields of study. LAEP will be implemented in the 2022-23 academic year, with funds available until 2031.

How much funding will be awarded?

\$500 million is allocated for LAEP.

- For learning-aligned employment positions with **for-profit employers**, the program can provide up to **50 percent** of the student's compensation.
- Students shall be paid at a comparable rate to that paid for comparable positions within the employing organization.
- Limits on total hours and total compensation will be set by each institution and may vary.

Which students are eligible?

Eligible students are from an underrepresented background and meet all the following criteria:

- At least half-time enrollment at a participating public postsecondary educational institution
- California resident classification
- Satisfactory academic progress in a program leading to a degree or certificate
- Demonstrated financial need
- Eligibility to work in the U.S.

Priority will be given to eligible students who are first-generation college students, current/former foster youth, homeless, or at risk of being homeless. Further priority will be given to eligible students majoring in a STEM discipline.

Which employers are eligible?

The following entities may employ students:

- Nonsectarian, nonpolitical organizations that can provide full-time employment or connection to another employer able to provide full-time employment after graduation
- Research centers and institutions operated by public postsecondary educational institutions
- Public schools

What are the employer's major responsibilities?

Among additional responsibilities, each participating employer shall:

- Collaborate with participating public postsecondary educational institution(s) to identify learning-aligned employment opportunities.
- Sign a written agreement with the institution prior to participation.
- Provide each student with reasonable supervision.
- Ensure that the employment of a learning-aligned employment student does not displace workers currently employed by the participating employer, or impair existing contracts for services.