



# Learning-Aligned Employment Program

**California Student Aid Commission**

Website: [www.csac.ca.gov/laep](http://www.csac.ca.gov/laep)

Email: [laep@csac.ca.gov](mailto:laep@csac.ca.gov)

# Overview

- The **Learning-Aligned Employment Program (LAEP)** offers eligible underrepresented students at public colleges and universities the opportunity to earn money to help defray their educational costs, while gaining education-aligned, career-related employment.
- The California Student Aid Commission (Commission) is responsible for developing the program guidelines and supporting campuses in implementing LAEP for the 2022-23 academic year.

# Institutional Eligibility

- Over **98%** of eligible public postsecondary educational institutions have elected to participate and submitted an institutional agreement to the Commission. This includes campuses of:
  - The University of California (UC)
  - The California State University (CSU)
  - The California Community Colleges (CCC)



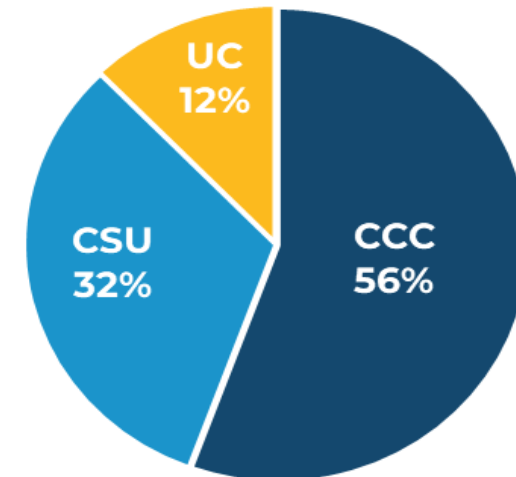
# Institutional LAEP Funds

- In total, LAEP was allocated **\$500 million** in state funds.
- Funds were distributed to institutions based on their share of students receiving a federal **Pell Grant** in the most recent prior fiscal year for which data was available (2019-20).
- The Commission allocated 100% of funds in 2022. Funds roll over each year and will be available to participating campuses until **June 30, 2031**.
- Institutions may use up to **5%** of allocated funds for the **administrative costs** of the program.

# Institutional LAEP Funds

Segment	Total # Schools	Signed Agreements	% Participation	Final Total Allocation
CCC	115	112	97%	\$276,691,991
CSU	23	23	100%	\$159,719,725
UC	9	9	100%	\$61,088,284
<b>Public</b>	<b>147</b>	<b>144</b>	<b>98%</b>	<b>\$497,500,000</b>

**% of Funds Allocated**



# Student Eligibility

- A student from an **underrepresented background** satisfying all of the following criteria is eligible to participate in the program:
  - **Half-time** enrollment (except for summer term)
  - **CA resident** classification
  - Maintenance of **satisfactory academic progress**
  - Demonstrated **financial need**
  - Eligibility to **work** in the U.S.

# Student Eligibility

- **“Underrepresented”** students include: first generation college students, low-income students, students who are current or former foster youth, homeless students or those at risk of becoming homeless, students with disabilities, displaced workers, students with dependent children, formerly incarcerated students, undocumented students, students meeting the requirements of Assembly Bill 540 of the 2001–2002 Regular Session of the Legislature, and students who are veterans.

# Student Prioritization

- Students from an underrepresented background satisfying any of the following criteria will be **prioritized** for participation in the program:
  - **First generation** college students
  - Current or former **foster youth**
  - Students who are **homeless** or at risk of being homeless
- Institutions will further prioritize eligible students meeting this priority criteria who are also majoring in a science, technology, engineering, or mathematics (**STEM**) discipline.



# LAEP Administration

- **Maximum hours and compensation** are set by the institution and should be included in the Employer Agreement.
- Institutions are strongly encouraged to consider awarding **academic credit**.
- Institutions are required to **report data** on LAEP funds expended, population served, and employer profiles.
- **Half-time enrollment** is defined by the institution and should be incl. in the institution's disbursement policy.

# Employer Eligibility

The following entities are eligible to employ LAEP students:

- **Research centers and institutions** operated by [UC, CSU, CCC] if the position provides students with direct opportunities to participate in research
- **Public schools** operated by school districts, county superintendents of schools, the Department of the Youth Authority, or the Department [of Education].
- **Nonsectarian, nonpolitical organizations or corporations**, whether nonprofit or for-profit enterprises licensed to conduct business in the state, if they are capable of providing, or capable of connecting students with other employers capable of providing, participating students with full-time employment opportunities within their areas of study after graduation.

# Employer Eligibility

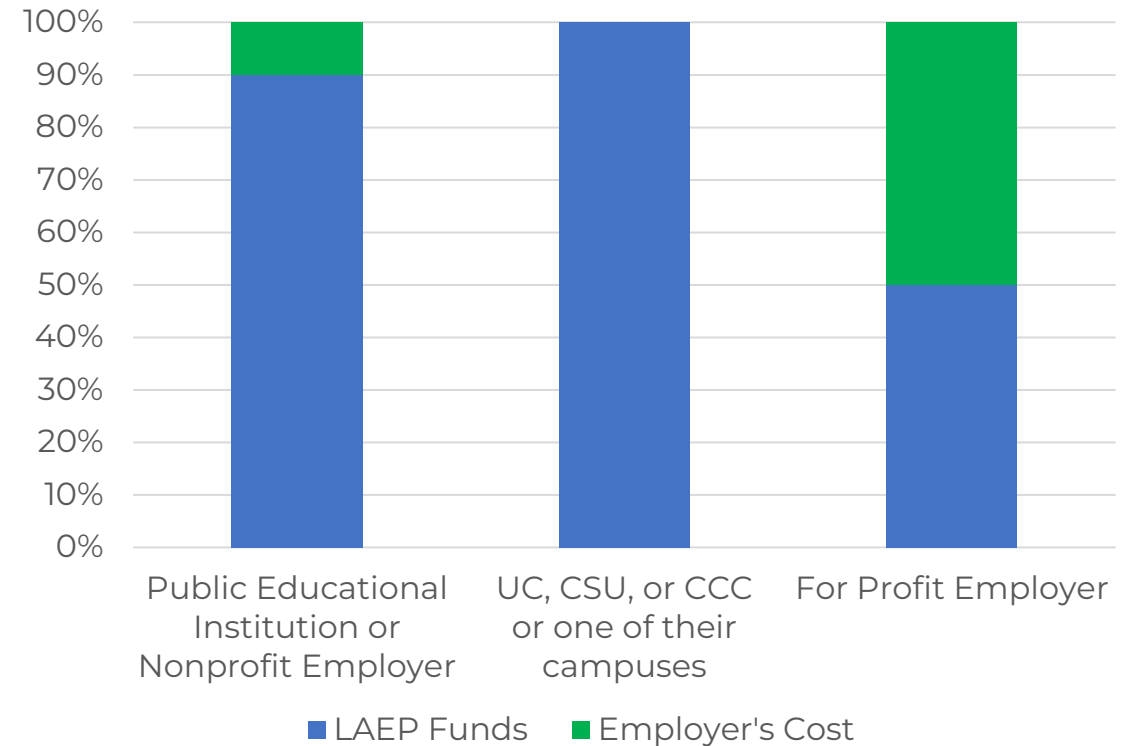
- Employers must sign an **Employer Agreement** with the institution prior to participation.
- A student must **only** be placed in an educationally beneficial position that relates to the student's area of study, career objective, or the exploration of career objectives.
- The student must be paid at a **comparable rate** to that of comparable positions within the employing organization.
- The position cannot displace workers currently employed or impair existing contracts for services.



# LAEP Funding by Employer

- LAEP funds may provide:
- Up to 90% of the student's compensation for positions at public educational institutions or nonprofit corporations
- Up to 100% of compensation for positions at the UC, CSU, or CCC
- Up to 50% of compensation for positions at for-profit employers

Employer Share of Student Wage



# LAEP Updates

- For more information, check out the **LAEP website:**  
[www.csac.ca.gov/laep](http://www.csac.ca.gov/laep)
  - Frequently Asked Questions (FAQ)
  - LAEP Handbook
  - Flyers and slide deck
  - Employer Agreement template
  - Recorded webinar

