

# 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 **nonprofit employers**, the program can provide up to **90 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.