

# Learning-Aligned Employment Program (LAEP)

OVERVIEW & CONTEXT SETTING

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- ❖ What it is
- ❖ Why we should all care

# What is it?

**A Funding Mechanism** - with the intent of helping students “defray their educational costs while gaining education-aligned career-related employment.”



# Why does it matter?

1. Student Recruitment and Retention
2. Employer Engagement
3. A Good Excuse

# LAEP Overview

## Established in the 2021-22 State Budget

- The state allocated \$500 million to LAEP

## 98% of eligible public post-secondary institutions are participating

- Community Colleges, CSUs, and UCs

**Lead Contacts** - Each participating college signed an agreement within which they identified a LAEP Coordinator who serves as the first point-of-contact for the program for CSAC

# LAEP Overview

**10-year Program** - 2022-23 is the first of the 10-year implementation

- 100% of the funds were allocated in 2022-23
- Funding will roll over and be available until June 30, 2031

**Admin Costs** - Institutions may use up to 5% of allocated funds for the administrative costs of the program

# Student Eligibility

**Students must be from an underrepresented background and meet all of the following criteria to be eligible:**

- Half-time enrollment
- CA resident classification
- Maintenance of satisfactory academic progress
- Demonstrated financial need
- Eligibility to work in the U.S

# Underrepresented Student Groups

LAEP defines “underrepresented” student groups as:

- 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
- Students who are veterans

# Student Prioritization

## Required Prioritization:

- Students who are
  - First generation college students
  - Current or former foster youth
  - Students who are homeless or at risk of being homeless
- STEM



# Employer Eligibility

## Three types of employer entities eligible to employ LAEP students:

1. **Nonprofit and for-profit employers** - Nonsectarian, nonpolitical organizations capable of providing full-time employment after graduation or connection to another employer able to provide full-time employment after graduation.
2. **Public colleges** - Research centers and institutions operated by public postsecondary educational institutions, if their learning-aligned employment opportunities provide participating students with direct opportunities to participate in the research that is undertaken by the respective research centers and institutions.
3. **Public schools** - Public schools operated by school districts, county superintendents of schools, the Department of the Youth Authority, or the Department of Education

# Employer Eligibility

## 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 Eligibility

## Employers must agree to

- Sign an Employer Agreement
- Place students only in an educationally beneficial position that relates to the student's area of study, career objective, or the exploration of career objectives
- Pay the student a comparable rate to that of comparable positions within their organization
- Ensure the position does not displace workers currently employed by the organization

# Statewide Guidance

## CSAC Statewide Workgroup

- If you want to join, email [laep@csac.ca.gov](mailto:laep@csac.ca.gov)

## The LAEP website [www.csac.ca.gov/laep](http://www.csac.ca.gov/laep)

- Frequently Asked Questions (FAQ)
- Flyers and slide decks
- Employer Agreement template
- Recorded past webinars

## Statewide LAEP [Handbook:](#)

- Program Administration
- Student and Employer Eligibility
- Fiscal Management and Payments

# LAEP Presentations - Key Themes

1. Collaboration
2. Resources, Tools, and Templates
3. Advocacy Needs