

# LEARNING ALIGNMENT EMPLOYMENT PROGRAM (LAEP) ADVOCACY



Why internships?



LAEP Background and Intent



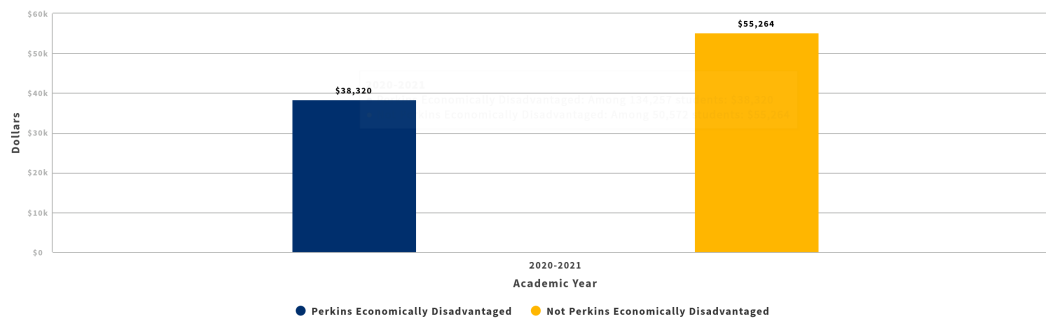
Limitations



Advocacy and next steps

### Median Annual Earnings for SWP Exiting Students

Among SWP students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit



**Source:** Chancellor's Office Management Information System, Employment Development Department Unemployment Insurance Dataset, National Student Clearinghouse, CSU/UC Match

[Technical Definition](#)

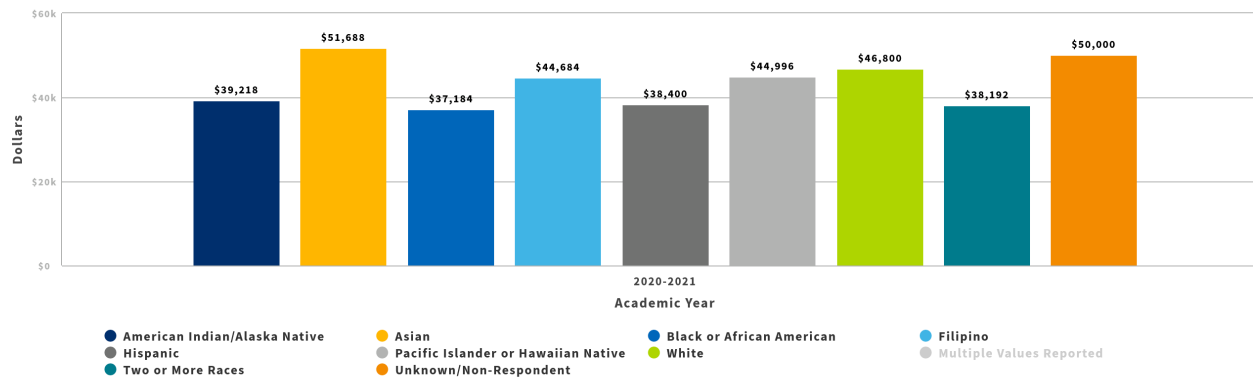
# WHAT WE KNOW ABOUT STUDENT OUTCOMES: GAPS IN WAGE OUTCOMES

Source: SWP Launchboard, 2020-2021, Statewide all CTE

# WHAT WE KNOW ABOUT STUDENT OUTCOMES: LIVING WAGES?

## Median Annual Earnings for SWP Exiting Students

Among SWP students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit



Data are suppressed according to FERPA to protect students' personally identifiable information. Suppression takes place when too few students are included in the metric.

Source: SWP Launchboard, 2020-2021, Statewide all CTE

## WHY INTERNSHIPS: ALIGNMENT BETWEEN JOBS AND LEARNING

Not only is it important that we connect students to jobs, they need to be jobs in their field of study to maximize impact for our students

- Statewide: students earn \$11.25/hr more when they complete their training and obtain a job in their field of study

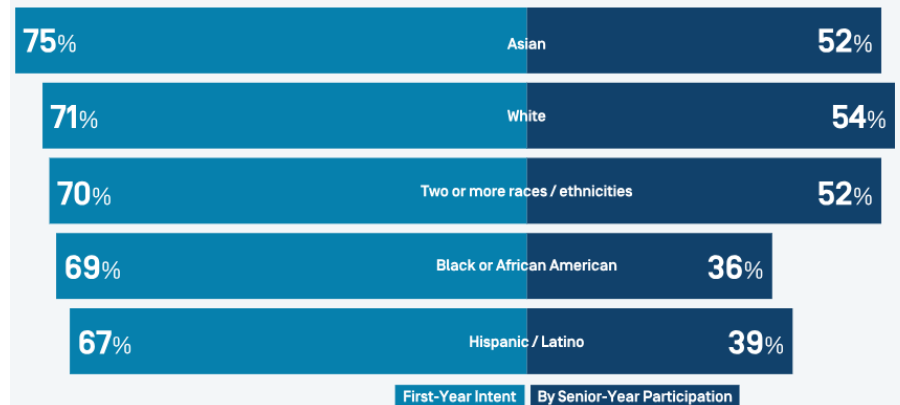
Source: 2022 CTEOS survey

## WHY INTERNSHIPS: EXPECTATIONS

Figure 1 — Internships: First-Year Intent vs. By Senior-Year Participation



Figure 3 — Internships: First-Year Intent vs. By Senior-Year Participation (Race)



Source- [From College to Career: Students' Internship Expectations and Experiences \(stradaeducation.org\)](https://stradaeducation.org)

# WHY INTERNSHIPS: ENROLLMENT MOTIVATIONS

Among many reasons for enrolling, work benefits are the most common

## Three Factors

- **Work**
- **Personal**
- **Community**



# LAEP BACKGROUND AND INTENT

## Intent

The Learning Aligned Employment Program aims to:

- Enhance the affordability of higher education
- Promote equity in work- based learning opportunities
- Better align higher education with workforce needs

“Earn money to help pay for college while gaining education-aligned, career related employment”

## Background

Started in 2021, initial funding disbursed in 2022

\$500 million in state funds over 10 years, administered through the California Student Aid Commission

- Funds roll over each year until June 30<sup>th</sup>, 2031
- Roughly \$276mm went to community colleges, 112 of 115 colleges participating

# CHALLENGES THAT GUIDED INITIAL ADVOCACY

**Ensuring the students that can most benefit are connected to the opportunities**

Aligning on-campus and off-campus job & internship opportunities that are within the students' field of study and supportive of industry needs

Resources have been stretched thin including the requirement to on-board students as employees

The structure of the requirements doesn't always align with our target populations needs as well as statutory intent

Explaining LAEP in the context of other internship opportunities



# LAEP LIMITATIONS

Unmet Need

Limitations on  
the uses of funds

Ties to expected  
family  
contributions

Limitations on  
the distribution  
of funding

Non-Credit  
student  
ineligible

# UNMET NEED

Issue: Guidance has been provided that the amount distributed to students must take into account financial need. At Mesa College, the minimum placement (75hrs) for LAEP will be equivalent to \$1,500 in wages/benefits, any student who does not meet that need threshold is therefore ineligible, approx. 1k total in Fall 23 for Mesa College



Impact: This undermines the intent of the program as it limits significantly the number of students eligible and disincentivizes employer participation



Recommended resolution: Only apply financial need to the determination of eligibility not to the distribution of financial packages to participants

# LIMITATION ON THE USES OF FUNDS



Issue: Guidance has been provided that LAEP funding cannot be used to cover mandatory benefits



Impact: There is no funding to cover mandatory benefits. For Mesa College, at full implementation, this represents \$5-10k in annual costs not covered by LAEP.



Recommended resolution: Allow colleges to pay mandatory benefits from LAEP funding.

# TIES TO EFC



Issue: Compensation earned may apply against EFC in future financial aid years



Impact: The program will fail to meet its statutory intent of helping students to earn money to help defray their educational costs while gaining education-aligned, career-related employment. Instead, they will be penalized for participating, as the income earned will be considered for programs such as Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Cal Fresh.



Resolution: Ensure that compensation earned from LAEP is not counted against students in future years.

# LIMITATION ON THE DISTRIBUTION OF FUNDING

**Issue:** Guidance has been provided that compensation must be provided in the form of wages and not stipends.

**Impact:** Most healthcare students in DCP will not be eligible for any reimbursement. At Mesa College this represents nearly 400 annual FTES or 4,000 enrollments.

**Resolution:** Allow colleges to determine the payment model as stated in the LAEP participation agreement.

# NON-CREDIT STUDENT ELIGIBILITY

**Issue:** The method to determine the unmet need is based on the students' eligibility for financial aid, which limits access to LAEP funding for all students enrolled exclusively in noncredit programs.

**Impact:** The CA Community College System has two fully noncredit institutions serving approximately thirty-five thousand noncredit students per year who are ineligible for LAEP.

**Resolution:** Now that non-credit WE is allowable commit to exploration of inclusion of non-credit students.

## NEXT STEPS

Local colleges sign advocacy document indicating support for further dialogue

Link: [LAEP-SDCCD-Advocacy-Recommendations-Sep2023.pdf](#)