

## Adult Learning Experiences (ALE) Factsheet for Companies

The Maryland State Department of Education, Division of Rehabilitation Services (DORS) partners with people with disabilities to help them prepare for, achieve, and keep employment and independence.

Adult Learning Experiences (ALEs) are short-term DORS-funded work experiences (up to 8 weeks) that give adults a chance to try out a type of work and get exposure to the real situations, tasks, and expectations that will help them have future success in employment.

An ALE partners a community rehabilitation provider with a local company to provide a work-based learning experience for the job seeker. "Company" in this context can refer to a for-profit business or a non-profit organization.

### Examples of ALEs

- A recent college grad with no work experience could have an ALE in a company that does work in their field of study, to learn what it is like to work in that profession.
- An experienced sales professional, who then became blind, learned new ways of performing job tasks and now needs to gain confidence and recent work experience.
- An accountant has a gap in their employment due to a serious health condition. They need to "test" their ability to return to the type of work they did previously.

### ALE Criteria

1. Geared towards professional, skilled positions.
2. Like job training but can include educational opportunities at a worksite.
3. Primarily for the benefit of the DORS job seeker, not the company.
4. The DORS job seeker will not change the work of regular company employees, but will work under the close supervision of company staff.
5. The company and the DORS job seeker understand that ALE wages are not received from the company. DORS-funded wages will be specified in their agreement with DORS and the community rehabilitation partner for the ALE.

### Workers' Compensation for DORS Consumers

Under Maryland law, Education Article §21-310, Annotated Code of Maryland, a DORS participant who is placed with a company in a DORS-funded work experience is considered a covered employee for the purpose of Workers' Compensation coverage for medical services and treatment under the State's Workers' Compensation laws. Workers' Compensation insurance will be provided by DORS through agreements with the community rehabilitation provider or third-party staffing agencies at no cost to the company.

### For More Information Please Contact:

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