

Maryland State Department of Education
Division of Rehabilitation Services
Adult Learning Experiences (ALE) CRP Provider FAQ

What is the difference between the consumers participating in Adult Learning Experiences (ALEs) and those working with CRP Vocational Specialists?

ALEs are short-term DORS-funded work experiences (up to 8 weeks) that give adults a chance to try out a type of work.

ALEs give DORS consumers an opportunity to experience a workplace, by seeing and doing work tasks, and learning about the expectations at work. The ALE is designed to help them be successful at a future job.

An ALE is not meant to take the place of working with CRP Vocational Specialists for Job Development or Job Coaching services. It is also not meant for trial work experiences or career exploration.

What are the requirements for consumers to participate?

The consumer should be an adult who is:

- Eligible for vocational rehabilitation (VR) employment services.
- In an open category for Order of Selection.
- Under an Individualized Plan for Employment (IPE) that includes participation in an ALE.

Is ALE employer-paid or CRP-paid?

The consumer's DORS-funded wages are paid through the CRP. The CRP will then submit the consumer's timesheets and detailed paystubs to the DORS counselor for reimbursement.

Can the consumer be placed with the CRP for the Adult Learning Experience?

No, the CRP cannot provide the work experience.

What are the fees?

- Develop a Worksite and obtain signed ALE Agreement: \$750.
- Upfront Coordination: \$1,000.
- Job Coaching (minimum of two face-to-face contacts required per week): \$300/week.
- Stipend: \$21 per hour (to cover minimum wage, plus a standard 14% for taxes and benefits, 14% overhead, 5% Admin Fee, 3.2% program fee (total of 36.2%))
× hours per week × number of weeks.

If there are background check requirements for the CRP and consumer, will DORS assist with the cost?

DORS will assist with the background check requirements for the consumer.

What are the Job Coaching requirements?

A minimum of two face-to-face job coaching contacts per week.

Are CRPs able to provide ALEs in combination with Job Development?

Yes, the consumer can participate in an ALE and Job Development at the same time.

If Job Development is provided during the ALE, is that part of the weekly fee or is this a separate authorization?

Job Development would be provided under a separate authorization for services.

If going through Job Development at the same time, would the consumer need to complete the whole 8 weeks if they find employment sooner?

No, if the consumer becomes employed during the ALE, they will not need to complete it.

If the ALE is less than 8 weeks, would it need approval?

No, ALEs are a maximum of 8 weeks. Anything less than that does not need DORS' approval. However, a second ALE would need to be approved as an exception at the Regional Director level.

If the consumer is hired at the company where they completed the ALE, does the CRP qualify for the Rapid Placement Incentive?

Yes, the CRP would qualify for the Rapid Placement Incentive.

Should the consumer receive benefits counseling before starting the ALE?

Yes, Benefits Counseling Phase 1 should be provided before the start of the ALE. Benefits Counseling Phase 2 should also be provided before the start of the ALE and will not interfere with providing Phase 2 again, if needed later.