

## **Adult Learning Experiences (ALE) Factsheet**

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

An ALE will give you a chance to be in a workplace, do and see work tasks, and learn about what you are supposed to do at work. This will help you be successful at your future job.

DORS and a community rehabilitation provider will partner with a local company to get you a work-based learning experience. "Company" can mean a for-profit business or a non-profit organization that provides your work experience.

### **ALE Examples**

- If you are a recent college grad, with no work experience, your ALE could be at a company that does the kind of work you want to do.
- If you are a sales professional with years of work experience, but you are now blind, your ALE could help you learn new ways of doing the work, get more confidence about your job tasks, and gain recent work experience.
- If you were an accountant who had not worked for a while because of anxiety or being in the hospital, you could try being back in the workplace, to see if you could still do the same kind of work.

### **ALE Requirements**

1. Are used for professional, skilled positions.
2. Are like job training but can include educational opportunities at a worksite.
3. Are mostly for your benefit, not the company's.
4. Your ALE will not change the work of regular company employees, but you would work under the close supervision of company staff.
5. The company and you understand that you will not receive wages from the company. Your DORS-funded wages will be specified in the agreement with DORS and the community rehabilitation provider, 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 agency at no cost to the company.

### **For More Information Please Contact:**

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