

Become an Employer Partner with Aspire

ASPIRE WORKS INTERNSHIP PROGRAM

The Aspire Works Internship Program represents the first inclusive employment program of its kind to utilize a strength-based approach with autistic adults and employer partners. Aspire collaborates with organizations to engage neurodivergent talent and enhance the diversity of minds.

WHY BECOME AN EMPLOYER PARTNER?



AT THE ORGANIZATIONAL LEVEL – neurodiversity creates competitive advantages by understanding that differences in the ways employees use language, process information, and think is a central component to what makes a workplace diverse.



AT THE TEAM LEVEL – neurodiversity creates competitive advantages by tapping into intrinsic strengths of employees with neurodivergent minds, making teams more agile at solving problems and expanding pipelines of talent.



AT THE INDIVIDUAL LEVEL – neurodivergent candidates are sought after for the unique strengths and talents they bring to an organization, creating a competitive advantage for the individual.

In the US, 42% to 47% of autistic young adults are unemployed.

(Roux 2013, 2015; Shattuck 2012).

Literature review of employment interventions and programs for autism have emphasized that impairment-focused interventions alone are not sufficient to address concerns about unemployment and underemployment.

For more information, call **781-860-1900** or visit **www.mghaspire.org**.

REFERENCES:

1. Roux AM, Shattuck PT, Cooper BP, Anderson KA, Wagner M, Narendorf SC. Postsecondary employment experiences among young adults with an autism spectrum disorder. *Journal of the American Academy of Child and Adolescent Psychiatry* 2013; 52(9): 931-939.
2. Roux, A. M., Shattuck, P. T., Rast, J. E., Rava, J. A., & Anderson, K. A. (2015). National autism indicators report: Transition into young adulthood. Retrieved from: <http://drexel.edu/autisminstitute/research/projects/research/ResearchPrograminLifeCourseOutcomes/IndicatorsReport/#sthash.DmVG4NXn.dpbs>.
3. Shattuck PT, Narendorf SC, Cooper B, et al. (2012) Postsecondary education and employment among youth with an autism spectrum disorder. *Pediatrics* 129: 1042–1049.

Program Benefits

EMPLOYER PARTNER

Internship Program:

- Work hours are flexible, depending on the needs of the employer; between 5-40 hours a week for the 10-week program.
- Placements can be in person, hybrid, or fully remote.
- Internships are offered in three cycles, fall, spring and summer, each for 10 weeks.
- Interns can be accepted on a rolling basis.

Intake/Interview Process:

- Resumes are shared with employer partner.
- Job descriptions are edited to be neurodiversity affirming.
- Aspire provides interview preparation and guidance.
- Interns are matched carefully based on their skills and the employer's needs.
- Aspire provides onboarding support and assistance with HR requirements.

Internship Cycle:

- Aspire provides weekly consultation to managers.
- Aspire provides transition planning assistance for intern and manager.

Additional Benefits:

- Employee Partners may join Aspire quarterly employee resource group to discuss best practices for neurodivergent employees.
- Aspire offers "Neurodiversity in the Workplace" training before internship begins.

INTERN

Internship Program:

- Adults 18+ on the autism spectrum with an Asperger profile, or adults with a related social cognitive profile.
- Interns are motivated and able to work independently.
- Interns want to improve their technical and professional skills in the workplace.

Intake/Interview Process:

- Aspire assesses interests, skills, strengths and challenges (to determine fit for the program).
- Aspire provides guidance on resume development.
- Aspire provides onboarding support, and Interview preparation.
- Aspire provides HR Requirement support.

Internship Cycle:

- Aspire holds weekly didactic seminars. (60 minutes).
- Aspire staff provides weekly consultation with Interns.
- Aspire provides end of session program evaluation.
- Aspire offers assistance with transition planning and next steps.

Additional Benefits:

- Interns may access exclusive video library for continuing education.
- Aspire provides transition planning support post internship.
- Aspire offers a support group for parents and caregivers.
- Aspire offers a transition planning meeting to each parent and caregiver.