

Employer Partner - Frequently Asked Questions

Are interns paid/unpaid?

- Aspire advocates for all of our interns to be paid; however, internships may be unpaid based on the employer guidelines.
- Whether or not an internship is paid will be disclosed to the intern in the initial phases of the matching process. The intern may choose to accept or pass on the opportunity.

How many hours a week do interns work?

- The number of weekly hours interns work varies dependent upon the company. The specific internship, the company's expectations, and the intern's availability or schedule are all factors. Some internships may be part-time with 10-20 hours per week, while others may be full-time.

Do interns work in person/hybrid/remote?

- Interns may work in-person, hybrid, or remote depending on the company's setup and expectations, as well as the intern's availability and schedule. During the intake phase, Aspire staff learn which type of placement each intern is looking for.

What is the length of internships? Are interns able to stay on long-term/permanently?

- Aspire guarantees individuals a minimum internship of 10 weeks in their placement but cannot guarantee that a permanent position will be available at the end of the internship. The goal of the Aspire Internship experience is for individuals to gain short-term work experience.

What is the matching/onboarding process like? Who onboards Interns?

- Aspire first meets with interns to discuss the program, learn about their work goals, interests, strengths, challenges, and support needs. From there, Aspire reaches out to our employer network with resume(s) and waits for a response. If employer partners are interested, Aspire can assist in supporting the intern with a mock interview session ahead of time. Aspire can also schedule the interview and accompany the intern to the interview.
- Aspire supports interns with completing any initial onboarding documents or requirements, but the company is responsible for onboarding interns to their specific systems, processes, and team. Each company may have a different onboarding approach, depending on their structure and needs. Aspire is here to support interns from an executive functioning approach to make sure documents and tasks are being completed on time.

What training is available? Are there any resource groups available?

- Aspire offers neurodiversity in the workplace training to employers before an intern begins. This training is offered to direct managers/supervisors, team members, etc. This training does not disclose personal information about the employee. It is a training to discuss neurodiversity in the workplace, strengths neurodivergent individuals bring to their roles, and best management practices when working with neurodivergent employees.
- Aspire additionally offers quarterly resource groups where Aspire staff train employer partners in different areas.

What frequency is coaching offered for managers/interns?

- Aspire offers 30 minutes of career coaching and consultation to the intern and managers on a weekly basis. Aspire is available if the intern needs more support. This could include phone calls, email check-ins, and additional meetings.
- Interns additionally join a weekly seminar with Aspire staff for 60 minutes to discuss areas like self-advocacy, disclosure, small talk, and executive functioning.

Are interns independent/how much support do I need to provide?

- Aspire interns do not require onsite coaching support from our team. Aspire staff visit each intern during the first week, midway through the session, and at the end of internship to check-in. However, we recommend providing clear structure, regular check-ins, and open communication to help interns succeed in their roles. A supportive and well-organized environment helps them thrive and contribute meaningfully.

What kinds of roles are a good fit for interns in our organization?

- There are many roles that are a good fit for neurodivergent interns in an organization. Key job characteristics include predictability, structure, and clear expectations about responsibilities. Roles with these characteristics can be found in a range of fields including financial and data analysis, engineering, administration, research, advertising, marketing, and design.