



## Aspire Works Internship Program - Frequently Asked Questions

- Do you offer scholarships or accept other funding sources?
  - Aspire does provide Financial Aid. Applicants should apply using the Financial Aid application found on our website. Individuals will be notified whether or not they qualify following acceptance to the program.
  - We are an approved vendor for certain state-based services, such as MRC (Massachusetts Rehabilitation Commission.) If you are interested in having another agency fund your participation in our internship services, please contact the agency and speak directly to your assigned case worker. Each agency has their own process for providing funding for the Aspire internship or Career Coaching services. Your assigned case worker will need to follow their agency's internal protocol to determine if funding can be approved.
- What supports are offered to parents/caregivers or other support people?
  - We encourage each intern to provide at least one contact for an important support person in their life as related to their employment goals. This may or may not be a parent or caregiver. We invite these support people to participate in 1 virtual webinar each semester to better understand the internship program, the supports offered, intern expectations, as well as some recommendations for how they can be a cheerleader and partner in problem-solving during the internship and in the transition planning that follows.
- Will I be paid?
  - Aspire advocates for each of our interns to get paid, if possible. We do have a variety of internships that go unpaid. At times, many of our interns have income from SSI (Supplemental Security Income) which sets limits on the income an individual can receive before they lose access to SSE. For example, if an individual receives monthly checks from SSI, and if they make over a certain amount of money from an internship, it can disrupt their SSI.
  - Whether or not an internship is paid will be disclosed to the intern in the initial phases of the matching process and the intern can choose to accept or pass on the opportunity.
- What support is available after the internship?
  - After the internship is over, interns can initiate additional for fee services such as 1:1 Career Coaching. Our Career Coaching can provide on-going support for:
    - The job search
    - The application and interview process
    - Resume/cover letter/LinkedIn updating
    - Disclosure or problem-solving in the workplace
- What opportunities are available to Internship alumni?
  - Aspire does alumni events such as job fairs, career panels, and networking opportunities.
- Can parents and caregivers participate in coaching sessions?



- We encourage our interns to access their support network as a tool to help them be successful in their internship, but seminars and coaching sessions are open only to the interns. On a case-by-case basis, and at the intern's request and with their permission, we can meet with parents and caregivers to address an intern's specific need or concern.
- Will I be offered a permanent position at the end of my internship?
  - We guarantee individuals a minimum of a 10-12 week placement with their company but cannot guarantee that there will be the option of a permanent position at the close of the internship. The goal of the Aspire Internship experience is to support individuals to gain further work short-term experience and exposure. And, Aspire has been pleased to support many interns into permanent employment as a result of their internship and connections with the Aspire employer partner network.
- Do you provide on-site job coaching?
  - Aspire provides on-site visits at the start and end of the internship and staff can be available to visit the worksite intermittently, if needed. However, Aspire staff do not provide regular on-site job coaching.