



Strategic Ohio Council for Higher Education

Partners in Developing Workforce

Cassie Barlow

cassie.barlow@soche.org

Mar 2024



SOCHE Overview

Non-profit founded in 1967 SOCHE, focused on **engaging** with colleges, universities, K-12, and industries to transform the economy through **education and employment**.

Annually, employs hundreds of interns (High School through Postdoctoral) in businesses of all types to include government agencies.



College and University Partners

- **Air Force Institute of Technology**
- **Antioch College**
- **Antioch University Midwest**
- Bowling Green State University
- Case Western Reserve University
- **Cedarville University**
- **Central State University**
- **Cincinnati State Technical and Community College**
- **Clark State Community College**
- Cleveland State University
- **Edison State Community College**
- **Franklin University**
- Kent State University
- **Kettering College**
- **Kettering Foundation**
- Miami University
- **Miami University Regionals**
- Northeastern Ohio Medical University
- **Ohio University**
- Shawnee State University
- **Sinclair Community College**
- **Southern State Community College**
- The Ohio State University
- University of Akron
- **Union Institute & University**
- **University of Cincinnati**
- **University of Dayton**
- University of Toledo
- **Wilberforce University**
- **Wilmington College**
- **Wittenberg University**
- **Wright State University**
- Youngstown State University

SOCHE member institutions are in bold.



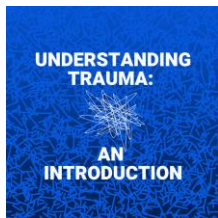
K-12 and Industry Partners

- Dayton Public Schools
- Fairborn Public Schools
- Beavercreek Public Schools
- Springboro Public Schools
- Brookville Public Schools
- Vandalia Butler Public Schools
- Dayton Regional STEM School
- Centerville Public Schools
- Greater Ohio Virtual School
- CTC (Greene, Montgomery, Warren, etc)
- Miamisburg Public Schools
- Shannonville Public Schools
- Northmont Public Schools
- Kettering Public Schools
- Carroll, CJ, Alter, Lasalle, Moeller
- Lebanon Public Schools
- Springfield Public Schools
- Etc....
- Technology First
- Dayton Region Manufacturers Assoc.
- Associated Construction & Builders
- Greater Dayton Area Hospital Assoc
- Dayton Area Logistics Association
- CareSource
- Dayton Childrens
- CDO Technologies
- Pole Zero
- Infinite Tactics
- Dayton Foundation
- City of Dayton
- Greene and Montgomery Counties
- Kettering Health
- Wright Brother's Institute
- Wright-Patterson Air Force Base
- APDC Companies (200+)
- Etc



SOCHE Portfolio

Professional Development



Councils & Committees

SOCHE *Webinars*

Vision:

An educated, employed, and engaged citizenry

High School
+
College Students
=
Tomorrow's
Workforce

Workforce Development



Cross Registration



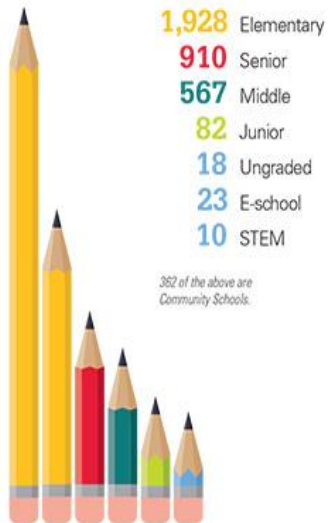
SOCHE
Intern



The Pipeline -- The Reality -- The Opportunity

Schools

Public Schools – 3,505



Ohio School Enrollment & Financial Information

Total No. of Students
1,682,031

No. of Community School Students **118,311**

Total State Support of Elementary & Secondary Education **\$10.2 billion**

Public School Average Total Expenditure Per Pupil **\$11,038**

No. of Homeschool Students **28,539**

No. of Graduates **113,370**

Public School Graduates Attending Public Colleges in Ohio **48,749**

Grade Level	Students
Preschool (ages 3-5)	35,488
Kindergarten	113,804
1st Grade	128,460
2nd Grade	130,014
3rd Grade	132,293
4th Grade	128,445
5th Grade	125,814
6th Grade	129,237
7th Grade	129,981
8th Grade	130,764
9th Grade	141,595
10th Grade	133,081
11th Grade	112,857
12th Grade	108,292
Ungraded	1,906

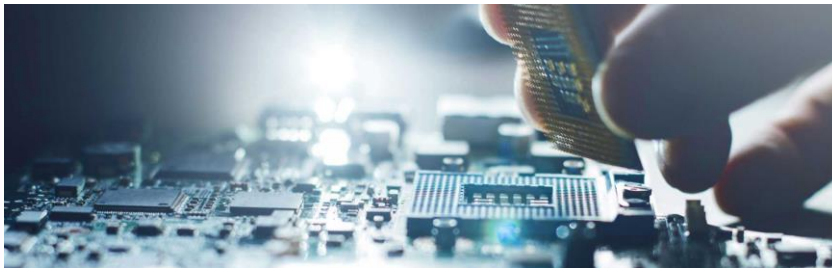


- ~220,000 Juniors & Seniors in Ohio are in the pipeline every year
 - ~43% elect **College** path
 - ~57% enter **Career** path (~65,000 enroll in On-the-Job-Training....)
- ~400K College students in our State



Why Hire Interns – Practice says....

- Reduce Brain Drain
 - 85% of Ohio High School Seniors stay in Ohio for College (US is at 81%)
 - 69% of Ohio's College Graduates stay in Ohio
- Which college grads stay in Ohio?
 - 61% of Engineers
 - 63% of Scientists
 - 71% of Business Professionals



https://www.ohiohighered.org/sites/default/files/hei/sp18_grads_0.pdf

- Demand/Competition for Talent
- Fuel Ohio's In-Demand Jobs
- Ohio needs world-class talent to attract/retain companies



Why Hire Interns – Research says.....

Cream of the Crop - 67% of college grads are offered full-time positions after their internship.

Find Future Employees - Year-round recruiting tool and ongoing pipeline.

Better Retention - Interns have significantly greater retention rates after five years when compared to outside hires. (52% vs 35%).



Source: National Association of Colleges and Employers (NACE)



Test Drive - The best way to evaluate a potential employee is through an internship.

Inspire Your Best Thinkers - Interns bring fresh ideas and can work with or free time for your best employees to explore new territory.



2023 HIGHER EDUCATION SOCHE APPLICANTS

1062

TOTAL 2023
SOCHE APPLICANTS
REPRESENT



25



STATES*

PLUS ALASKA AND PUERTO RICO



1821
INSTITUTIONS



9

COUNTRIES

BANGLADESH, INDIA,
PAKISTAN, NEPAL, OMAN,
NIGERIA, GHANA,
AND IRAN

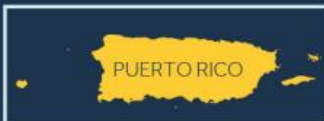
61
MAJORS



49
MINORS



STATES REPRESENTED
BY APPLICANTS



2023 HIGH SCHOOL SOCHE APPLICANTS

775

TOTAL 2023
SOCHE HIGH SCHOOL
APPLICANTS



31

COUNTIES
IN OHIO



110

CITIES



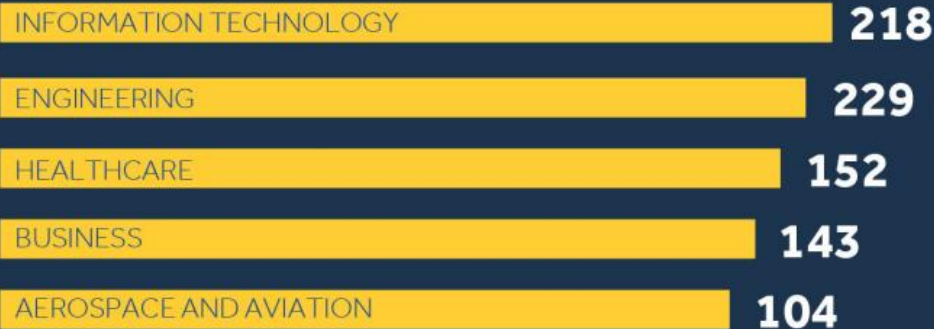
7 STATES
ARIZONA,
CALIFORNIA,
INDIANA,
OHIO

CAREER INTERESTS

39



TOP 5 CURRENT CAREER INTERESTS



Example SOCHE*Intern* Employment Partners

- **Wright-Patterson Air Force Base (STEM)**
 - Air Force Research Laboratory (AFRL)
 - Air Force Institute of Technology (AFIT)
- **Regional Partners (STEM and Non-STEM)**
 - Montgomery County Environmental Services
 - City of Dayton Water Department
 - City of Dayton Aviation
 - Dysinger Inc.
 - Wright Brothers Institute
 - CDO Technologies
 - Pole Zero
 - CareSource
 - PQ Systems
 - Dayton Children's Hospital
 - State Farm
 - KBR
 - Chapel Electric
 - And many more.....



Partnering with SOCHE is easy

Step 1: (Form Partnership)

- SOCHE and Business agree to work together to provide a student with an internship opportunity

Step 2: (Define Internship)

SOCHE works with **Business** to:

- Prepare Business for hosting a high school or college student
- Develop job description
- Define work conditions

Step 3: (Find Talent)

SOCHE works with **School** to:

- Ensure skill expectations are realistic
- Find qualified candidates for Business to interview
- Coordinate hired student's class schedule

Step 4: (Manage Employment Cycle)

- **SOCHE** manages onboarding, orientation, hiring, payroll actions, taxes, and insurance
- **SOCHE** invoices business monthly for the hours the intern works
- **Business** focuses on providing intern meaningful work and guidance
- **School** focuses on developing student through coursework
- **Student** continues internship and employment opportunities through SOCHEIntern and DAGSI programming and no transfer fees to convert to business payroll



Financial Support for Companies who Hire High School Interns

Supplement's student's salary by at least 50% and up to 100%

Builds relationships with companies across the region

Exposes students to career opportunities

Builds "pods" around each school for internship opportunities

Creates tomorrow's workforce with today's interns



Grants made possible:

- *Engineering & Science Foundation of Dayton*
- *Ohio College Tech Prep*
- *ODE*
- *DOE*



Wright Brothers Institute Internship



Questions?

