



**Strategic Ohio Council for Higher Education**

## **Partners in Developing Workforce**

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November 2022



# SOCHE Strategy

## Vision

An educated, employed, and engaged citizenry.



## Mission

Founded, in 1967 SOCHE is the leader for higher collaboration, engaging with colleges, universities, K-12, and industries to transform the economy through **education and employment.**



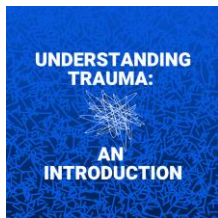
# SOCHE Portfolio

Professional Development

Workforce Development



**Vision:** An educated, employed, and engaged citizenry



High School  
+  
College Students  
=  
Tomorrow's  
Workforce



Cross Registration



Councils & Committees



# 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.



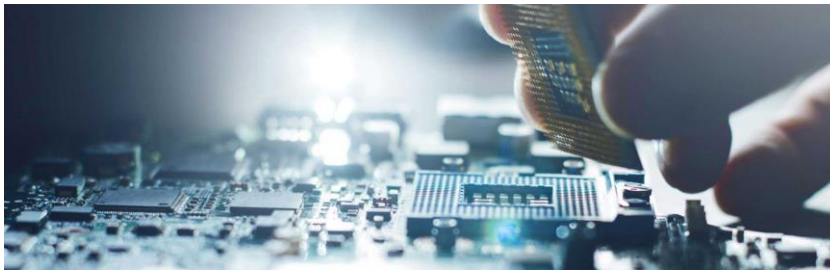
# K-12 and Industry Partners

- Dayton Public Schools
- Fairborn Public Schools
- Beavercreek Public Schools
- Springboro Public Schools
- Brookville Public Schools
- Vandalia Butler Public Schools
- Dayton Region STEM School
- Centerville Public Schools
- Greater Ohio Virtual School
- CTC (Greene, Montgomery, Warren, etc)
- Franklin University
- Kettering Public Schools
- Carroll, CJ, Alter, Lasalle, Moeller
- Lebanon Public Schools
- Mason Public Schools
- Ohio Virtual Academy
- Etc....
- Technology First
- Dayton Region Manufacturers Assoc.
- Associated Construction & Builders
- Greater Dayton Area Hospital Assoc
- Dayton Area Logistics Association
- City of Dayton
- Montgomery County
- Green County
- CareSource
- Dayton Childrens
- WBI - Wright Brothers Institute
- Kettering Health
- Riverside Research
- Mr. Label Company
- Horan Associates
- Hudepohl Construction
- APDC Companies (200+)
- Etc



# 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](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.

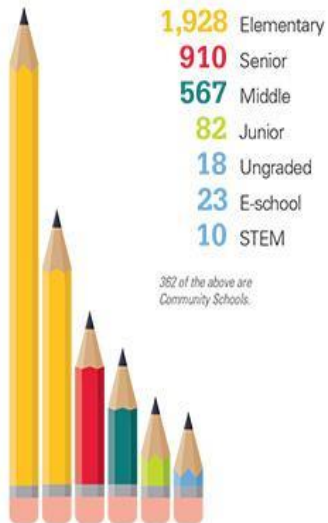
**Inspire Your Best Thinkers** - Interns bring fresh ideas and can work with or free time for your best employees to explore new territory.



# 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





# What Skills Should a Student have for a Successful Work-Based Learning Experience?



# Student OhioMeansJob- Readiness Seal

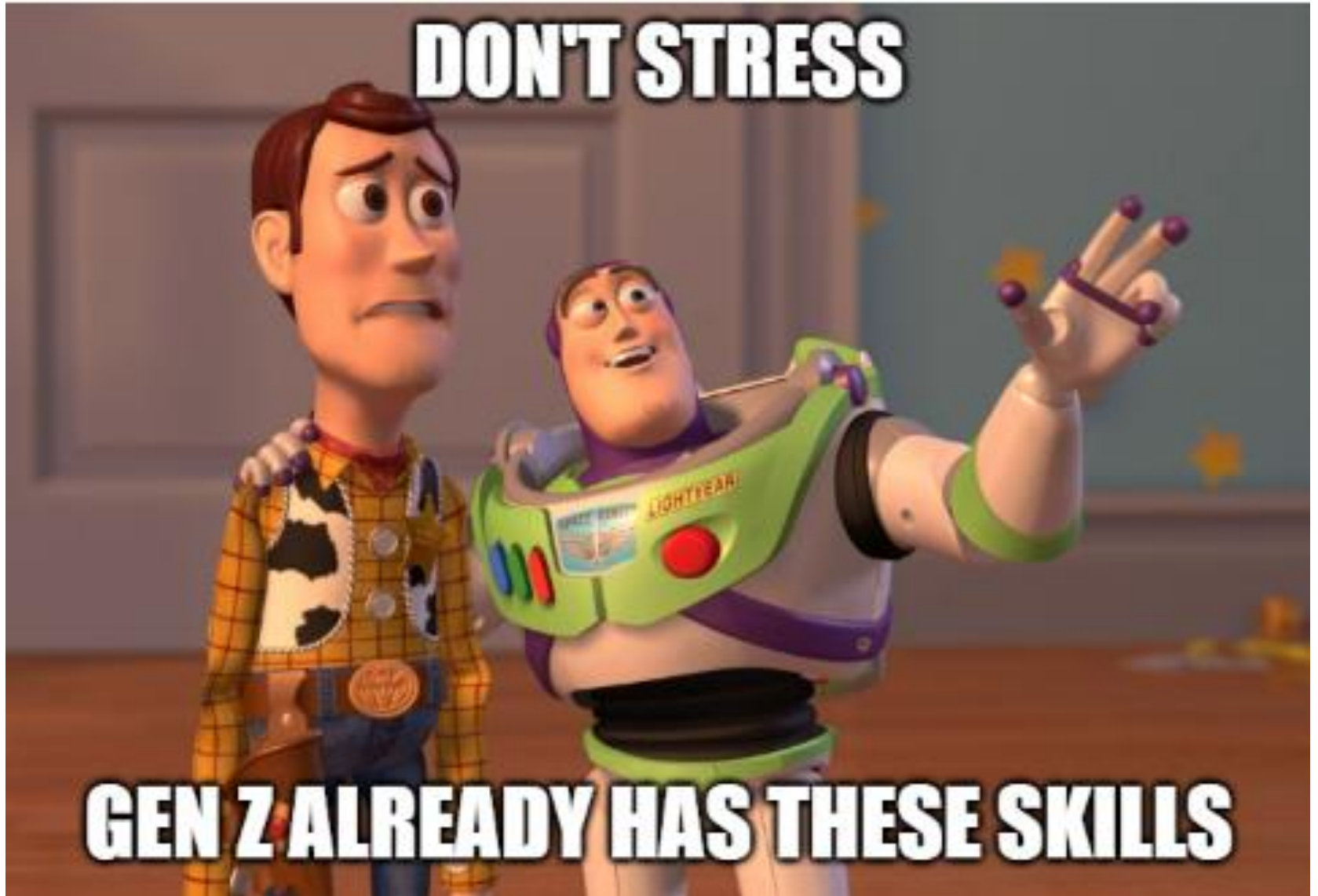
- Reliability
- Work Ethic
- Discipline
- Teamwork/Collaboration
- Professionalism
- Learning Agility
- Critical Thinking/Problem Solving

- Punctuality
- Leadership
- Creativity/Innovation
- Oral and Written Communication
- Digital Technology
- Global/Intercultural Fluency
- Career Management



**DON'T STRESS**

**GEN Z ALREADY HAS THESE SKILLS**



# Attributes of Gen Z in the workforce

- Problem-Solvers
- Leaders
- Creative
- Driven and Committed
- Knowledge seekers
- Contributors



# Steps for Schools to build an internship program

Identify students  
who are ready

Assess student  
availability

Build industry  
partnerships

Expose students to  
job opportunities

Adjust curriculum  
and internship  
program based on  
feedback

Assist company in  
creating job  
description, work  
hours, and salary

Check-in with  
student and host  
company

Resolve  
employment issues



# Steps for a Company to Start an Internship Program



# Need help building a work-based learning program?

## Contact SOCHEIntern Team:

- Creates Job Description based on company's need
- Advertises and Pre-screens candidates
- Sends best candidates to company for interviews and selection
- Hires intern
  - HR duties including payroll, employee taxes, and insurance
- Converts intern to company payroll upon graduation



# Partnering with SOCHE is easy

## **Step 1: (Identify Local Businesses)**

- School and/or SOCHE identifies companies to provide a student with an internship opportunity

## **Step 2: (Define Internship)**

SOCHE works with Business to:

- Prepare business for hosting a student
- Develop job description
- Define work conditions
- Assign mentor or supervisor to student.

## **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, and hiring.
- **SOCHE** covers intern's salary, payroll taxes, worker's comp, and payroll fees.
- **SOCHE** invoices business monthly for the hours the intern works.
- **Business** focuses on providing intern with meaningful work and guidance.
- **School** focuses on developing the student through coursework.
- No fees to transfer intern onto business payroll.





# Roles

## **SOCHE**

- Creates realistic job description for a positive experience for both the intern and company.
- Works with the company to find the perfect intern that will meet the company's workforce demands.
- Handles onboarding, orientation, hiring, taxes, insurance, and payroll.
- Liaison between company, college, and school.

## **School**

- Assesses students' career goals and skills.
- Help identify companies.
- Provide POC to SOCHE.
- Share opportunities with students (or faculty to share).

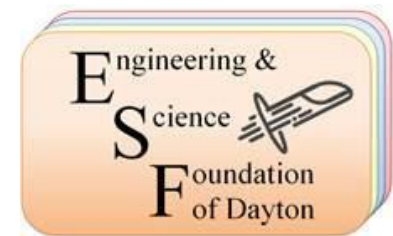
## **Company**

- Meet with SOCHE to explain needs, approve job description, and pay rate.
- Interview student candidates and select a student for the internship.
- Assign intern meaningful work that will contribute to the success of your company.
- Provide a supervisor/mentor for intern.



# Financial Support for Companies who Hire High School Interns

- ❖ Grants from Engineering & Science Foundation, Ohio College Tech Prep, and Department of Education:
  - **Supplements** intern salary by 50%
  - **Develops** relationships with companies
  - **Exposes** students to career opportunities
  - **Builds** employment “pods” around each school for internship
  - **Creates** tomorrow’s workforce with today’s interns



# Paid Internships Opportunities



## Occupations:

- Aerospace
- Accounting/Finance
- Agriculture
- Automotive
- Business Operations
- Marketing/Graphic Design
- Information Technology
- Logistics
- Manufacturing
- STEM Research
- Computer Development
- Trades (Electric, HVAC, Plumbing, Welding)
- Engineering
- Construction
- Healthcare

## When Will a High School Intern Work?

- 5 -15 hrs/wk during school
- Up to full-time in summer

## When Will a College Intern Work?

- 15 -30 hrs/wk during school
- Up to full-time in summer

## Who Should Apply?

- High School Juniors or Seniors looking for experience before going to college or beginning a career
- All College students



# Example SOCHE*Intern* Employment Partners

- **Wright-Patterson Air Force Base (STEM)**
  - Air Force Research Laboratories (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
  - Horan Associates
  - CareSource
  - Awetomation
  - Dayton Children's Hospital
  - State Farm
  - KBR
  - Chapel Electric
  - Skilled Trade Companies
  - And many more...



## How To Apply:

### To Apply:

Visit [Socheintern.org/students/](http://Socheintern.org/students/)



### Tips for application:

- List any skills, course work or relevant experience in application that relates to the desired career path
- References are not required to complete the application
- Be comfortable demonstrating knowledge on any skills mentioned



# SOCHE Internship Resources



HIGH SCHOOL  
RESOURCES

[HTTPS://WWW.SO  
CHE.ORG/K-12-  
EDUCATORS-  
FAMILIES/](https://www.soche.org/k-12-educators-families/)



BUSINESS  
RESOURCES

[HTTPS://SOCHEINT  
ERN.ORG/EMPLOY  
ERS/](https://socheintern.org/employers/)



COLLEGE  
RESOURCES

[HTTPS://WWW.SO  
CHE.ORG/COLLEGE  
-STUDENTS/](https://www.soche.org/college-students/)

Visit [www.soche.org](http://www.soche.org)



# Impact of Earn and Learn



- Students who are paid for an internship are more motivated, feel valued, and committed to the success of the company
  - Students gain critical money management skills
  - The money earned during an internship helps support the student's immediate financial needs and long-term savings goals like tuition and housing
- 
- Paid internships open the door for increased future wages and diverse opportunities
  - Unpaid internships reduce opportunities for student who must work



# How do prepare a great resume

- ✓ Simple, easy to follow format
  - ✓ Name, contact information – professional email address
  - ✓ Objective statement – what are you trying to achieve with your resume
  - ✓ Education
  - ✓ Employment history – talk about impact in your positions
  - ✓ Relevant skills – programming language, certifications
  - ✓ Achievements - honor society, leadership in clubs
- ✓ Stay away from templates and pictures
- ✓ Proofread....
  - ✓ and have someone else proofread





# Tips for Successful Career Fairs

- ✓ Bring copies of your resume – in a nice folder
- ✓ Bring minimal items – no need for a big backpack
- ✓ Do research on who will be at the career fair
- ✓ The Career Fair is your first interview with companies – have your elevator speech ready (practice)
- ✓ Ask questions directly, politely and concisely
- ✓ Dress professionally
- ✓ Keep cell phone in your pocket/purse (on silent mode)
- ✓ Follow-up – thank you, what is next



# Tips for Successful Interview

- ✓ Dress professionally
- ✓ Cell phone off and in your pocket/purse
- ✓ Bring copies of your resume
- ✓ Do research on the company – make it clear that you know the company mission/vision
- ✓ Make a list of your skills and have a story to represent each skill
- ✓ Prepare and rehearse answers to common questions
- ✓ Have a list of questions and be ready to ask new questions if they give you the answers during your interview/conversation
- ✓ Prepare for the type of interview – e.g. if on Zoom, find a quiet room, test your microphone/speaker, nice background
- ✓ Practice



# Tips for Successful Internship - Student

## Communicate with Business and SOCHE

- Flexibility will be given for exams and other academic requirements
- Ask questions if you do not understand
- Pursue more challenging work when ready
- Schedule meetings with supervisor/mentor to review work
- Express future career goals
- Provide honest feedback

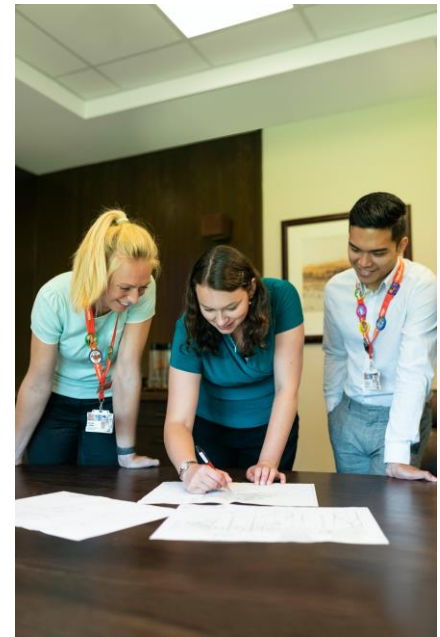
## Act as a Full-Time Employee

- Dress professionally
- Arrive to work on-time and do not leave early
- Put away phone
- Learn from co-workers
- Participate in team activities



# Tips for a Successful Internship - Business

- Define clear job duties, expectations, and goals
- Explain company mission and intern's role
- Conduct 30-minute individual meetings with team
- Designate a mentor
- Encourage two-way feedback
- Include intern in team activities
- Allocate time to train intern and learn from intern
- Communicate long-term employment plans



# Questions?

Contact Patty Buddelmeyer  
[patty.buddelmeyer@soche.org](mailto:patty.buddelmeyer@soche.org)

or

visit [www.soche.org](http://www.soche.org)

