



Partners in providing paid internship opportunities to students

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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**.

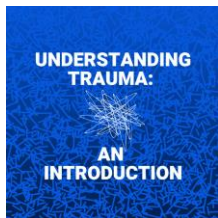
Annually, employs hundreds of paid interns (High School through Postdoctoral) in businesses of all types, including government agencies.



SOCHE Portfolio

Professional Development

Workforce Development



Councils & Committees

SOCHE *Webinars*

Vision:

An educated, employed, and engaged citizenry

High School
+
College Students
=
Tomorrow's
Workforce



Cross Registration



SOCHE
Intern



TO GEN Z AND BEYOND



What do you know?

Gen Z Facts

1996 – 2009

57 million future workers

Life

- Internet/Google
- Smart phones
- Digital photo and videos

Regard September 11th as schoolbook history, but remember recessions

Social media dependent

- Learn about new products
- YouTube, Tic-Toc, Snapchat and Instagram
- Online videos

Mental

- Short attention span
- Depression and anxiety

Prefer Face to Face Communication



Gen Z Facts



Attributes of Gen Z in the workforce

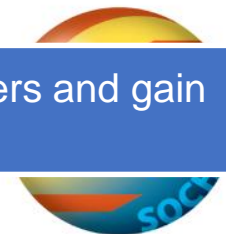
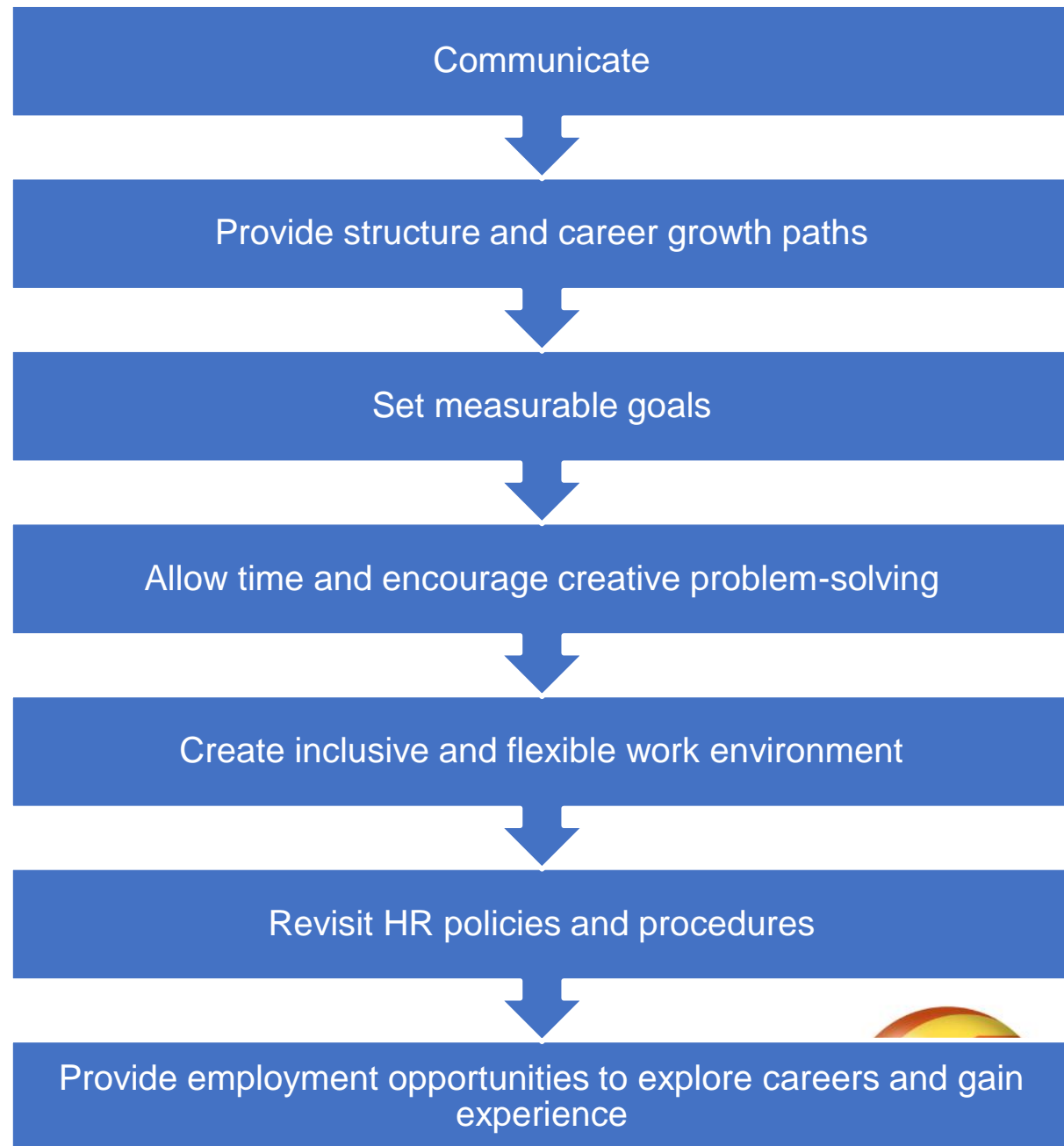
- Problem-Solvers
- Leaders and Collaborators
- Creative
- Drive and Commitment
- Seek Knowledge and Challenges
- Contributors



What Gen Z Wants from Employers



Strategies for Employers



YOU GET AN INTERN!

You Get an Intern!

You Get an Intern!

EVERYONE GETS AN INTERN!



Why Hire Interns – Research says.....

Cream of the Crop - 67% of interns 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%).



*National Association of Colleges and Employers (NACE)



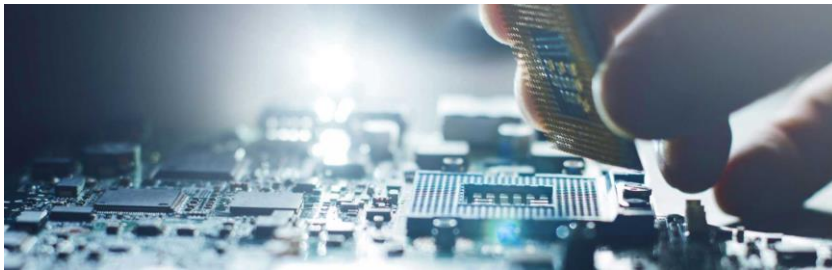
Test Drive - The best way to evaluate a potential employee is through an internship.

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



Why Hire Interns – Practice says....

- Reduce Brain Drain – Only 69% of Ohio's College Graduates stay in Ohio
- Who stays 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



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 opportunities through SOCHE with 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*



Ohio High School Tech Program

- Time: January – September 2024
- Student Intern Hours Worked/Employer Rebate:
 - 200 or more hours = 100% rebate up to \$5000
 - 120 – 199.9 hours = 67% rebate
- Wage: at least \$12 per hour
- HR Services / Employer:
 - Option 1: student employed directly by the business (business pays student)
 - Option 2: student employed by SOCHE working at a hosting business
 - SOCHE pays student, then invoices the host business monthly for the hours the intern worked
- No restrictions on the number of students in program
- Rebate check sent to business in December 2024
- Qualifying Positions: Electrician, HVAC, Digital Graphic Design, Help Desk, Web Design & Marketing, Video Editing, IT Field Support, Database Management



MVIA Grant

- Time: No time windows
- Hour Restriction: 250 hours per student
- Wage: at least \$10.45 per hour
- HR Services: Student employed by SOCHE
- No restrictions on the number of students in program
- Rebate is applied to the monthly invoice
 - Sample cost:
 - Student Salary: \$12.00 per hour (Paid by SOCHE twice a month)
 - Employer Hourly Cost: \$8.04 per hour (valid for 250 hours, then the cost is \$16.08)
 - SOCHE invoices the company monthly for the hours worked
 - Cost includes:
 - HR services, including intern's salary, payroll taxes, insurance, worker's comp, payroll fees, and onboarding/offboarding
 - Professional development opportunities for the intern
- Qualifying Positions: Trades Assistant, Plumbing, Business Operations, Accounting, and Logistics



\$ Paid Internships Opportunities

Occupations:

- Aerospace
- Accounting/Finance
- Agriculture
- Automotive
- Biology, Chemistry, and Physics (all sciences)
- Business Operations and HR
- Computer and Cyber Security
- Engineering (all fields)
- Marketing/Graphic Design
- Information Technology
- Logistics
- Manufacturing
- Neuroscience
- Construction/Trades
- Healthcare

High School Intern

- 5 - 15 hours/week during school year
- Up to full-time in summer
- In-person, remote, and hybrid

College Intern

- 15 - 25 hours/week during school year
- Full-time in summer
- In-person, remote, and hybrid

College Co Op

- Full-time for a semester
- In-person, remote, and hybrid



How To Apply



- **Apply:** <https://www.soche.org/apply/>
 - One application opens the door to dozens of positions at multiple organizations
- **Requested Information**
 - Name, address, birth date, and phone
 - Non-school email address - professional
 - Resume, references, and work/volunteer - optional
- **Tips for application and employment**
 - List skills, work, and volunteer experience
 - Include ALL relevant skills and courses; don't assume the employer knows you have those skills based on your education
 - Be prepared to demonstrate skill knowledge
- **Communication**
 - Email and phone/voicemail
 - Interview requests will not be sent via text



Items Needed to Start Employment

- **Proof of U.S. Citizenship or Work Visa**
 - SSN, Driver's License, Student ID, Passport
- **Bank Account in Student Name**
- **Non-school email address**
- **Work Permit (if under 18)**



Student Orientation and Intern Handbook Highlights

- Minor Laws (pg. 6)
- Your Responsibilities (pg. 8)
- Workplace Harassment (pg. 17)
- Safety & Injury Reporting (pg. 20)
- Drug-Free Workplace (pg. 21)



****** Important for students to READ the Handbook and ASK Questions.******



Student Pay System

When will I get paid?

- Twice a month.
- You will get a direct deposit into the bank account that you provide to SOCHE on or before the **10th** and **25th** of each month.

Paychex Flex

How to Complete Timesheets

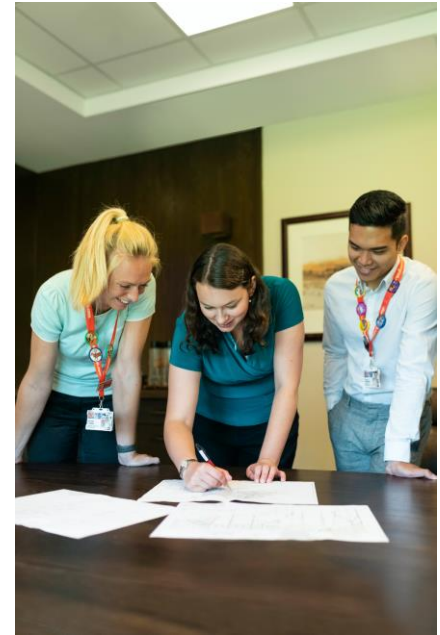
- ❖ You will receive an email from MyStaffingPro with a link to the Paychex Flex login page. You will create a username and password to access paycheck information.

This is your **Dashboard**. This is the screen that you will see when you log into your Paychex Flex account.

The screenshot shows the Paychex Flex dashboard interface. The top navigation bar is blue with the 'PAYCHEX FLEX' logo on the left and user profile icons on the right. A left-hand sidebar menu contains several options, with 'Dashboard' highlighted and circled in red. The main content area displays the user's name 'SOUTHWESTERN OHIO COUNCIL FOR HIGHE' and ID 'Y448Z149'. Below this, there are several widgets: 'Training' with a 'Take me there' link, 'Check Stubs' showing a calendar view for 'Nov 24' and 'Nov 10', 'Tax Documents' with PDF icons, and a 'Clocked Out' section showing '2:50 PM' and 'Today's Total: -'. A 'SOCHE' logo is visible in the bottom right corner of the dashboard area.

Tips for a Successful Internship

- 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



The Impact of “Earn and Learn”?



- Students paid for an internship are motivated, valued, and committed to company success
- 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 opportunities
- Unpaid internships reduce opportunities for students who must work



Resources for Students, Employers, Educators, Mentors, Parents/Guardians

<https://www.soche.org>



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RESOURCES FOR EMPLOYING INTERNS

Tips For Hiring a High School Intern

Internship programs are a powerful strategy to build your future workforce, providing a risk-free way to evaluate potential employees. High school interns allow you to begin recruitment and spark interest in your field early.

[VIEW TIPS](#)



Tips For Hiring a Virtual Intern

Internships are not just important for students; the programs are a key channel into the company's talent pipeline. This article provides tips to help you manage virtual interns.

[VIEW TIPS](#)



Questions?

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