

***Did you know...***

- SOCHE employs hundreds of students (High School through Postdoc) every year in businesses across the region in a multitude of occupations.
- Ohio has over 200,000 high school juniors and seniors and more than half will enter the workforce upon graduation. Ohio legislation recommends a work-based learning experience for all High School students.
- Ohio has approximately 400,000 college students currently enrolled. Most of these students are staying in Ohio when they graduate. They are more likely to stay if they are connected with a company through a work-based learning opportunity or internship.
- Ohio has over 50,000 Graduate Students enrolled. Approximately 70% of Masters graduates and 60% of PhD graduates stay in Ohio.

***The power of an internship...***

Internship programs are a powerful strategy to build your future workforce providing a risk-free way to evaluate potential employees. Interns bring fresh ideas, youthful energy, and innovative methods without the uncertainty of hiring a new employee "off the street." Nationally, 70.4% of interns are offered full-time employment upon graduation and interns have a 43.9% retention rate after 5-years of employment! (All national data from NACE at [www.naceweb.org](http://www.naceweb.org))

***How to hire an intern...***

- Determine:
  - ✓ Start and end dates
  - ✓ Work hours and days of the week
  - ✓ Tasks the intern will work on
  - ✓ A mentor to guide the intern
- Provide a safe work environment according to the Occupational Safety and Health Administration (OSHA) and compliance with Federal and Ohio Minor Employment Laws if the student is under 18.
- Take advantage of SOCHEIntern (<https://www.soche.org/programs-and-services/employers/>) to assist in building and sustaining your internship program and to:
  - ✓ Get assistance with student salaries through grants
  - ✓ Recruit students
  - ✓ Pay intern salary, taxes, insurance, payroll fees

***Strategies to convert an intern into a full-time employee upon graduation...***

- Invest in employee professional development
- Create career progression opportunities both vertical and horizontal
- Establish clear-cut expectations and policies
- Offer a benefits package
- Create a culture of open communication
- Ensure employee feels valued
- Promote a diverse and inclusive culture

Contact [SOCHE@soche.org](mailto:SOCHE@soche.org) to start building your workforce with a SOCHEIntern.