

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

- 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. The vast majority 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.

***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.nacweb.org](http://www.nacweb.org))

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

- Define:
  - ✓ Start and end dates
  - ✓ Work hours and days of the week
  - ✓ Tasks and machines that the intern will work on
  - ✓ Mentor, the person who will 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 to assist in building and sustaining your internship program - <https://www.soche.org/programs-and-services/employers/>
- Take advantage of SOCHEEngage's (<https://www.soche.org/contact/>) salary assistance programs to:
  - ✓ Recruit students
  - ✓ Pay intern salary, taxes, insurance, payroll fees

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

- Invest in employees' 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 employees feel valued
- Promote a diverse and inclusive culture

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