



## Three Step Hiring Process

SOCHE creates a job description based on your company's identified needs, recruits qualified students, collects applications and resumes from promising candidates, and conducts an initial screening.



SOCHE refers the best matches to your Designated Contact. Your Designated Contact conducts the interviews, selects the candidate that best fits your needs, and informs SOCHE of the decision.



SOCHE makes an offer to your chosen candidate and hires the student as a SOCHE employee. SOCHE manages the hiring paperwork, payroll duties, timekeeping functions, taxes, workers compensation insurance and insurance administration while you enjoy the benefits of having an intern on staff.



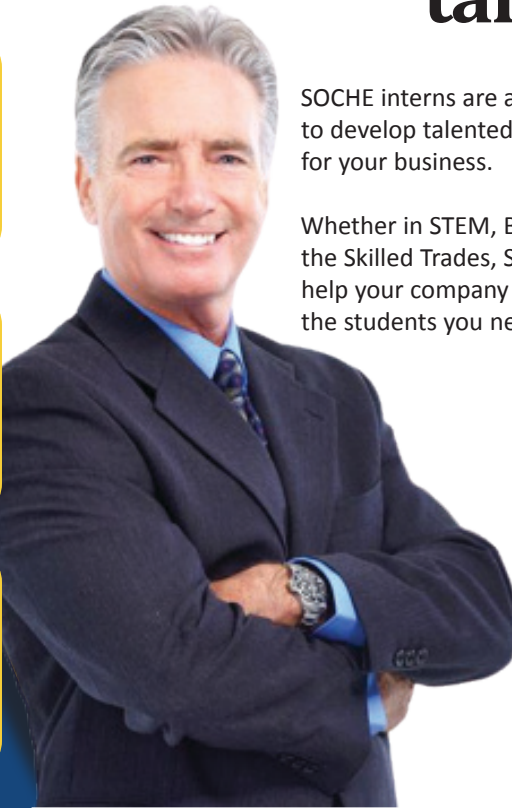
## What does SOCHE do throughout the internship?

SOCHE pays your intern bi-monthly and invoices your business once per month. The monthly cost depends on the number of hours your intern works, plus an administrative fee.

SOCHE provides professional development opportunities to your intern to sharpen their skills and creates a professional development plan to assist them with transitioning from a student to a full-time professional work environment.

SOCHE checks in regularly with your Designated Contact and your intern.

# Looking for great talent?



SOCHE interns are a great way to develop talented employees for your business.

Whether in STEM, Business, or the Skilled Trades, SOCHE can help your company connect with the students you need.



Strategic Ohio Council for Higher Education

**Collaborating and connecting educators, employers and students to build the next generation of workforce.**



### Contact SOCHE Today!

**Phone:** (937) 258-8890

**Email:** [soche@soche.org](mailto:soche@soche.org)

[www.SOCHE.org](http://www.SOCHE.org)



**NEED HELP  
FINDING  
INTERNS?**

## Who is SOCHE?

The Strategic Ohio Council for Higher Education (SOCHE), a nonprofit organization is a consortium dedicated to advancing higher education through active collaboration, resource and knowledge building, and professional development programs.

SOCHE uses workforce and internship management to connect employers with talented students. Our focus is on providing high school and college students with experiential learning opportunities through paid internships. In order to help develop the workforce of tomorrow

## Benefits of hosting an intern.



Free up staff to work on high-level strategic tasks by taking advantage of quick learning students who innately understand the latest technologies and the desires of future consumers.

Create your future pipeline of talented employees.

Help students explore career pathways for future career success.

Inspire creative thinking as staff becomes reinvigorated by learning from students and sharing the students excitement for the employment opportunity.

Make a difference in the community and significantly impact a young person's life by allowing them to develop real-world professional experiences and life skills.

Provide students the opportunity to pay for college tuition and learn money management skills as they earn a wage for their hard work.



## Financial incentives to host a high school SOCHE intern.

Career Field	Less than 120 hours Partial Rebate	120 – 199 Hours Partial Rebate	200 + hours	Maximum Rebate
<b>Technology</b> (IT, software development and testing, cyber security, database admin, computer support, CNC operators, web design, etc.)	(50%)	(67%)	Full Rebate (100%)	\$5000 or October 1, 2023 (company may be eligible for partial rebate after October)
<b>STEM fields</b> (engineering, research, science, etc.)	(50%)	(50%)	Partial Rebate (50%)	Eligible for rebate for 6 months after high school graduation
<b>Business fields</b> (accounting, finance, marketing, graphic design, social media, administration, HR, etc.)	(50%)	(50%)	Partial Rebate (50%)	Eligible for rebate for 6 months after high school graduation
<b>NonSTEM fields</b> (skilled trades, manufacturing, language, art, etc.)	(50%)	(50%)	Partial Rebate (50%)	Eligible for rebate for 6 months after high school graduation

## What can a student do in a professional work environment?

The skills that students possess entering the company will allow them to perform everyday tasks to support staff or independently work on special projects that will contribute to the company's success. Students are prepared to work in both STEM and non-STEM positions:

- IT Computer Support • Cyber Security • Software Testing and Development • Accounting and Finance
- Social Media, Marketing, and Digital Design • Business Administration, HR, and Sales • Engineering
- Research • Manufacturing and Skilled Trades

### Can an intern work remotely?

Yes, today's interns have the technical abilities and discipline to work independently and collaborate on projects virtually.

### Does SOCHE offer placement and recruiting services?

A company can choose to directly hire an intern instead of using SOCHE's payroll and HR services for a nominal placement/recruiting fee.