SOCHE

Strategic Ohio Council for Higher Education

INTERN RETURN ON INVESTMENT

RECRUITING ADVANTAGE

Effective strategy for identifying and hiring early career talent. 80% of employers indicate internships have best ROI as a recruiting strategy.

COMPETITIVE ADVANTAGE

Internship experience cultivates essential soft skills that are critical to long-term business success.

HIGH CONVERSION RATES

90% of eligible interns convert to full time positions.

REDUCED ONBOARDING COSTS

Pre-existing knowledge of the company allows for quicker and more efficient onboarding and reduces the learning curve.

INCREASED RETENTION

75% retention rate after first year on job compared to 51% retention rate for non-intern employees.

LOW-COST LABOR

A cost-effective way to supplement the workforce and gain assistance with projects.

Ssuccession PLANNING

Existing workforce can transfer knowledge to support continuity and succession planning.

SOCHE will assist with Youth Labor Laws, work permit, and guidance when hiring minors.
Students who are 16-17 years old in a career-technical education program are exempt from many State of Ohio minor labor laws.

Employers in Ohio with a tax credit certificate can earn a tax benefit of the lesser of $5,000 per eligible employee or 15% of student wages when hiring a 19 yr old or younger career-tech student.*

*education.ohio.gov

SAMPLE - THREE MONTH COST OVERVIEW

Cost Type	Intern Cost	Recent Grad Cost
Recruitment	$ -	$ 4,700
Training	$ 476	$ 239
Base Salary**	$ 8,640	$ 14,400
Administrative***	$ 2,937	$ 4,320
Total	**$ 12,056**	$ 23,659
Cost Savings	**$ 11,606**	

**Employer sets salary
***Administrative costs vary

TO LEARN MORE CONTACT SOCHE TODAY!

(937) 258-8890 soche@soche.org www.SOCHE.org