Partners in Developing Workforce

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Strategic Workforce Planning: A Few Questions

• Do you currently have the workforce to execute your business strategy over the next 5 years?

• Do you have a plan to obtain the workforce to execute your business strategy over the next 5 years?

• Are you working to shape your workforce to deliver your business objectives?

• How will you capture the baby boomers knowledge in your organization?

Your future workforce exists right here in our region
- 200,000 college students in local colleges
- 60,000 juniors/seniors in local high schools
SOCHE Strategy

Vision
An educated, employed, and engaged citizenry.

Mission
Founded, in 1967 SOCHE is the trusted and recognized regional leader for higher collaboration, working with colleges and universities to transform their communities and economies through the education, employment, and engagement of more than 200,000 students in southwest Ohio.
Vision: An educated, employed, and engaged citizenry

23 Colleges and Universities

SOCHENet
23 colleges, over 700 majors and one site

Councils & Committees

Cross Registration

Degree Finder

Workforce Development

Higher Education
Professional Development
What does the Research say – “Why Hire Interns?”

**Cream of the Crop** - 67% of college grads are offered full-time positions after their internship.

**Find Future Employees** - Year round recruiting tool and an ongoing pipeline.

**Better Retention** - Interns have significantly greater retention rates after five years when compared to outside hires. (52% vs 35%).

**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.
SOCHEltern – Summer 2017 Applicants
Aerospace Professional Development Center

• State funded program created to work with companies to assist them in finding the workforce they need

• We serve:
  • Over 200 companies
  • Hundreds of applicants
    • Current workforce
    • Recent graduates
    • Transitioning workforce
    • High School students
Aerospace Professional Development Center
- Results

- Job-Seekers Assisted
  - 36 Months: 327
  - 30 Months: 654
  - 24 Months: 1313
  - 18 Months: 1673
  - 12 Months: 2013
  - 6 Months: 2416

- Resumes to Companies
  - 36 Months: 83
  - 30 Months: 192
  - 24 Months: 352
  - 18 Months: 806
  - 12 Months: 1419
  - 6 Months: 3225

- Companies Supported
  - 36 Months: 19
  - 30 Months: 40
  - 24 Months: 61
  - 18 Months: 98
  - 12 Months: 140
  - 6 Months: 170
Sample of APDC Partners
• The Pipeline -- The Reality -- The Opportunity

~220,000 Juniors & Seniors in Ohio are in the pipeline every year
  • ~43% elect College path
  • ~57% enter Career path (~65,000 enroll in On-the-Job-Training....)
Cincinnati-Dayton Cyber Corridor

- Consortium of Universities, Non Profits, Secondary Schools, Government, and Industry
- Focused on developing cyber workforce and conducting leading edge research
  - National Initiative for Cybersecurity Education Grant
- Check us out online - https://www.cindaycyber.org/
- Join us!

Percentage of new STEM jobs by sector

NICE Grant – Education inventory

Number of Courses, Degrees, and Certifications by Occupational Area in Colleges/Universities in Dayton MSA as of Jan 2017*

*Occupational areas inventoried were determined as those with biggest growth in region. More details in NICE report at https://www.cindaycyber.org/
Questions?

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