



**SO****CHE**

# Work-Based Learning From YouScience to Pathways to Employment

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# Kettering City Schools: Who Are We?

- 8 elementary schools, 2 middle schools, 1 high school
- 7,535 total students PS-12
- graduating around 600 per class
- 45% Free-Reduced Lunch
- Part of the Centerville-Kettering-Oakwood Compact for CTE and have 15 programs available at Fairmont HS with just over 50% CTE participation for Jr/Sr students
- Workforce Development Navigator position was created for the district during the 2023-2024 school year through a grant with the Bill and Melinda Gates Foundation
- Future Readiness is a key priority for the district and is built into our strategic plan, curriculum, and all that we do



# Monthly Career Focus Areas: PS-12

September: Skilled Trades

October: Advanced Manufacturing/Engineering

November: Healthcare

December: Information Technology/Computer Science

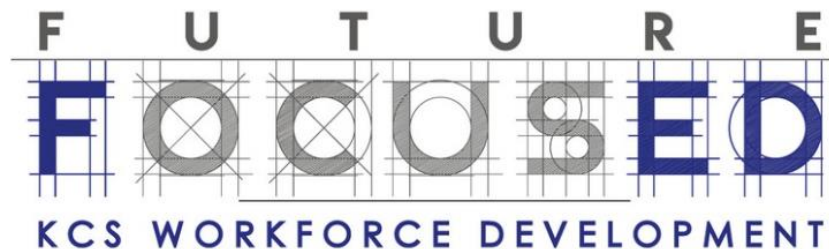
January: Public Service/Humanities

February: Business

March: Aviation/Aerospace

April: Arts/Communications

May: Education



# Career Awareness: PS-5

- Creating career awareness through guest speakers, project-based learning, career weeks
- Wonders Curriculum
- Focus on STEAM Education and STEAM state of mind
- STEAM leaders in each elementary school
- Weekly announcements read by the principals to highlight a career in our monthly pathway. Announcements incorporate our Portrait of a Graduate Traits
- Monthly poster of career pathways that teachers use
- Elementary STEAM Night



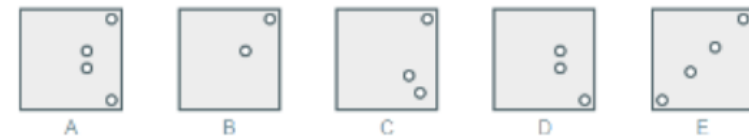
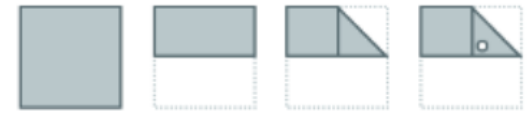
# Career Exposure: 6-10



- Students take YouScience career assessment in grade 8 and again in grade 10
- field trips
- monthly lunch and learn at the middle schools based on district career pathway
- weekly career lessons built into homeroom time
- changes to our schedule to allow for more electives and opportunities to explore careers through MS/HS courses
- updated career pathway course guides in our Program of Studies
- YouScience Career Exploration Family Night



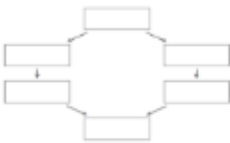
# YouScience



- YouScience is a career and aptitude discovery platform designed to help students identify their strengths, skills, and interests in relation to potential career path
- YouScience uses brain games and exercises to measure students aptitudes and helps students discover talents and careers they may not be aware of



Use your mouse to drag and drop the words into the diagram. If you want to change an arrangement, double-click any tile to return it from the diagram.



Dessert  
  Fridge  
  Cake  
  Kitchen  
  Ice Creams  
  Oven

- Use the mouse to drag and drop the words in the correct spot.

Use your mouse to drag and drop the words into the diagram. If you want to change an arrangement, double-click any tile to return it from the diagram.



— 7 22 67 202

A	2
B	3
C	4
D	5
E	6





# CREATING CAREER OPPORTUNITIES BASED ON APTITUDE



**You are a Brainstormer.**

- You think on your feet, respond quickly, and enjoy engaging in brainstorming sessions.
- You're likely to enjoy creative environments where the work is fast-paced and not routine.
- You can talk about any topic, whether or not you know or care much about it.

[Explore](#)

[View Career Matches](#)

## Personal Approach



## Your results show

### How does this impact my daily life?

Work School Social

### Things you may find...

Easy for you Difficult for you

### Tips for success

## How You Contribute to a Team

### Learn How Your Work Approach and Interpersonal Style Work Together

Hover over the dark rectangle to read more about you. Can you think of someone you know who has different qualities than you? Hover over the light rectangles to read more about other people.

	Introvert	Blended Energizer	Extrovert
Specialist			
Liaison			
Generalist		✔	

Blended Generalists enjoy teamwork and networking with others. They tend to make excellent advocates because they can communicate with anyone.

## Types of Work that Interest You

[View Career Matches](#)

You expressed interest in these three areas based on the activities you would enjoy.

**Social**

You're most interested in work that is helping and supportive.

**Investigative**

You're most interested in work that is intellectual and theoretical in nature.

**Enterprising**

You're most interested in work that is persuasive and competitive.



Filter by Educational Investment: All, 0-3yrs, 4yrs, 5+yrs

Sort by Fit Type: Overall Fit, Aptitude Fit, Interest Fit

### Speech and Language Pathologist

Edu Investment: 6+  
Proj Openings: 63k  
Avg Salary: 77k

Strong Overall Fit

### Exercise Physiologist

Edu Investment: 4+  
Proj Openings: 3k  
Avg Salary: 50k

Strong Overall Fit

### Occupational Therapist

Edu Investment: 6+  
Proj Openings: 53k  
Avg Salary: 82k

Strong Overall Fit

### Elementary and Secondary School Education Administrator

Edu Investment: 6+  
Proj Openings: 64k  
Avg Salary: 93k

Strong Overall Fit

★ Save Career

Educational Investment

## How You Get There

● Minimum Education ● On the Job Training

6+ YRS

6 yrs

Number of Job Openings: Low, High

Click a state for more info

Commonly Held Degrees

Master's Degree	Bachelor's Degree	Doctoral or Professional Degree
71%	19%	9%

[Educational Summary](#) | [On-the-Job-Training](#) | [Licensing](#) | [Certification](#)

Occupational Therapists need an advanced degree from an accredited occupational therapy program. Most enter the occupation with a master's in occupational therapy, a small number of programs offer doctoral degrees. Admission to occupational therapy programs generally requires a bachelor's degree and specific coursework, including biology and physiology. Many programs also require applicants to have volunteered or worked in an occupational therapy setting. Master's programs generally take two years to complete, doctoral programs take longer. Some schools offer a dual degree program in which the student earns a bachelor's degree and a master's in five years. Part-time programs that offer courses on nights and weekends are also available.

## Aptitude & Interest Fit Analysis

### How This Career Fits You

This graph shows how good of a fit you are on an aptitude by aptitude basis. You'll want your aptitude score to match up with the ideal fit, otherwise it might be too challenging or not stimulating enough for you.

● Your Aptitudes ○ Aptitude Rankings for This Career

[Learn More](#)

### National salary guide and projected job openings for this career:

Projected 10yr openings: <b>52,600</b>	Average growth rate for all careers is 6.5%	Growth rate: <b>26.5%</b>
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Salary Guide (Based on U.S. National average)

<b>\$53k</b>	<b>\$82k</b>	<b>\$116k</b>
Starting	Average	Top

Positions Held

As of 2014 114,600	
As of 2024 145,100	

### A Day in the Life

Occupational Therapists treat patients with injuries, illnesses, or disabilities through the therapeutic use of everyday activities. They help these patients develop, recover, and improve the skills needed for daily living and working.

As an Occupational Therapist you will typically spend your work day providing activities and goals to patients with various disabilities—for example, helping an autistic child play or helping an older person with poor memory learn to use the computer. You will create treatment plans, educate patients' families on how to accommodate the disability, and record patient activities and progress for evaluation, billing, and reporting to physicians. You will introduce patients to adaptive equipment, such as wheelchairs and eating aids, and show them how to use it. You may also work in a mental health setting.





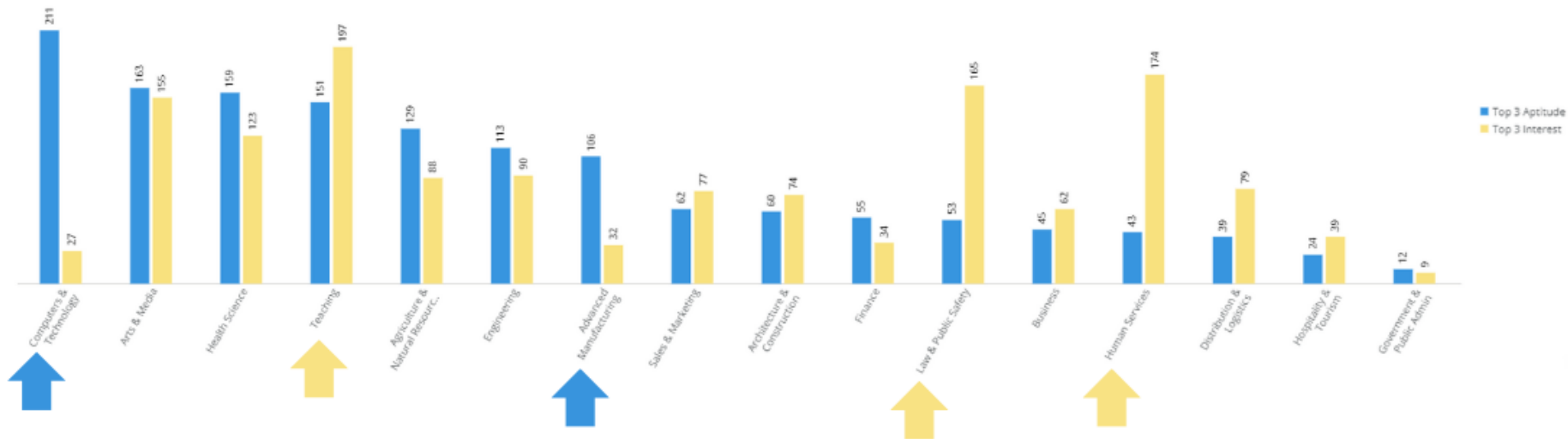
# CREATING CAREER AWARENESS BASED ON APTITUDE

## EXPOSURE GAPS

### Exposure Gap

Expand the chart to filter by gender or ethnicity

Aptitude vs Interest



# Career Experiences and Pathways: 11-12

- Students are guided into a pathway
  - CTE, Advanced Studies, CCP
- Creating Career Experiences for ALL students
- Work-Based Learning
- Job Shadowing
- Field Trips





# SOCHE Overview

Non-profit founded in 1967 SOCHE, focused on **engaging** with colleges, universities, K-12, and industries to transform the economy through **education and employment**.

Annually, employs hundreds of interns (High School through Postdoctoral) in businesses of all types to include government agencies.

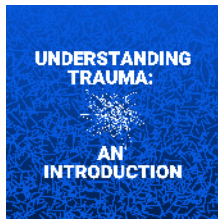






# SOCHE Portfolio

Professional Development



Councils & Committees

**SOCHE** Webinars

## Vision:

An educated, employed, and engaged citizenry

High School  
+  
College Students  
=  
Tomorrow's  
Workforce

Workforce Development



Cross Registration

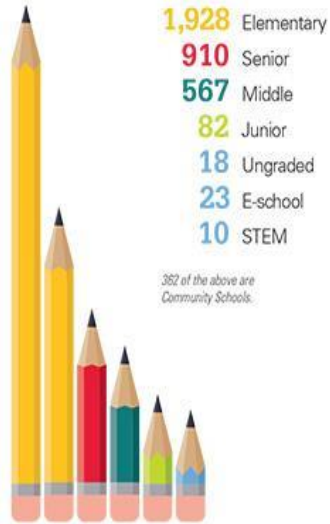




# The Pipeline -- The Reality -- The Opportunity

## Schools

Public Schools – 3,505



## Ohio School Enrollment & Financial Information

Total No. of Students  
**1,682,031**

No. of Community School Students **118,311**

Total State Support of Elementary & Secondary Education **\$10.2 billion**

Public School Average Total Expenditure Per Pupil **\$11,038**

No. of Homeschool Students **28,539**

No. of Graduates **113,370**

Public School Graduates Attending Public Colleges in Ohio **48,749**

Grade Level	Students
Preschool (ages 3-5)	35,488
Kindergarten	113,804
1st Grade	128,460
2nd Grade	130,014
3rd Grade	132,293
4th Grade	128,445
5th Grade	125,814
6th Grade	129,237
7th Grade	129,981
8th Grade	130,764
9th Grade	141,595
10th Grade	133,081
11th Grade	112,857
12th Grade	108,292
Ungraded	1,906

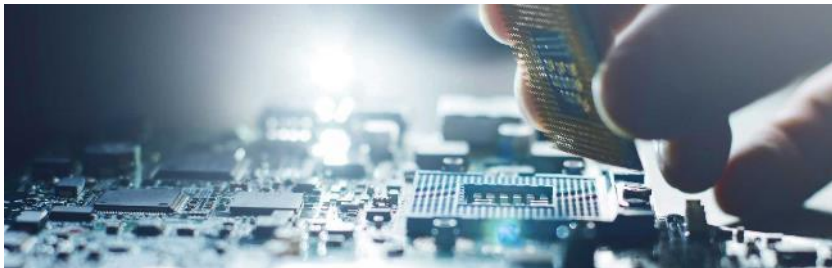


- ~220,000 Juniors & Seniors in Ohio are in the pipeline every year
  - ~43% elect **College** path
  - ~57% enter **Career** path (~65,000 enroll in On-the-Job-Training...)
- ~400K College students in our State



# Why Hire Interns – Practice says....

- Reduce Brain Drain
  - 85% of Ohio High School Seniors stay in Ohio for College (US is at 81%)
  - 69% of Ohio's College Graduates stay in Ohio
- Which college grads stay in Ohio?
  - 61% of Engineers
  - 63% of Scientists
  - 71% of Business Professionals



[https://www.ohiohighered.org/sites/default/files/hei/sp18\\_grads\\_0.pdf](https://www.ohiohighered.org/sites/default/files/hei/sp18_grads_0.pdf)

- Demand/Competition for Talent
- Fuel Ohio's In-Demand Jobs
- Ohio needs world-class talent to attract/retain companies



# Why Hire Interns – Research says.....

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

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

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



Source: National Association of Colleges and Employers (NACE)



**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.



# 2024 HIGH SCHOOL SOCHE APPLICANTS

**787**

TOTAL 2024  
SOCHE HIGH SCHOOL  
APPLICANTS



**27**

COUNTIES  
IN OHIO



**157**  
CITIES



**8**

STATES

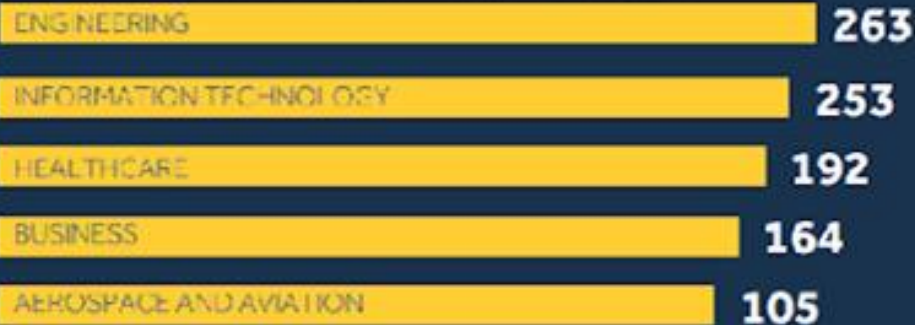
CALIFORNIA,  
ILLINOIS, INDIANA,  
NORTH CAROLINA,  
OHIO

CAREER INTERESTS

**62**



## TOP 5 CURRENT CAREER INTERESTS





# Paid Internships Opportunities



## Occupations:

- Aerospace
- Accounting/Finance
- Agriculture
- Automotive
- Biology, Chemistry, and Physics (all sciences)
- Business Operations
- Computer and Cyber Security
- Engineering (all fields)
- Marketing/Graphic Design
- Information Technology
- Logistics
- Manufacturing
- Neuroscience
- Construction
- Healthcare

## Intern Schedule

- 5 - 15 hours/week during school year (High School)
- 15 - 25 hours/week during school year (College)
- Full-time in summer
- In-person, remote, and hybrid options
- Short-term projects

## Co Op Schedule

- Full-time for a semester
- In-person, remote, and hybrid options





# Example SOCHE*Intern* Employment Partners

- **Wright-Patterson Air Force Base (STEM)**
  - Air Force Research Laboratory (AFRL)
  - Air Force Institute of Technology (AFIT)
- **Regional Partners (STEM and Non-STEM)**
  - Montgomery County Environmental Services
  - City of Dayton Water Department
  - City of Dayton Aviation
  - Dysinger Inc.
  - Wright Brothers Institute
  - CDO Technologies
  - Pole Zero
  - CareSource
  - PQ Systems
  - Dayton Children's Hospital/Kettering Health
  - State Farm
  - KBR
  - Chapel Electric
  - And many more.....



# Partnering with SOCHE is easy

## **Step 1: (Form Partnership)**

- SOCHE and Business agree to work together to provide a student with an internship opportunity

## **Step 2: (Define Internship)**

SOCHE works with **Business** to:

- Prepare Business for hosting a high school or college student
- Develop job description
- Define work conditions

## **Step 3: (Find Talent)**

SOCHE works with **School** to:

- Ensure skill expectations are realistic
- Find qualified candidates for Business to interview
- Coordinate hired student's class schedule

## **Step 4: (Manage Employment Cycle)**

- **SOCHE** manages onboarding, orientation, hiring, payroll actions, taxes, and insurance
- **SOCHE** invoices business monthly for the hours the intern works
- **Business** focuses on providing intern meaningful work and guidance
- **School** focuses on developing student through coursework
- **Student** continues internship and employment opportunities through SOCHEIntern and DAGSI programming and no transfer fees to convert to business payroll



# Financial Support for Companies who Hire High School Interns

Supplement's student's salary by at least 50% and up to 75%

Builds relationships with companies across the region

Exposes students to career opportunities

Builds "pods" around each school for internship opportunities

Creates tomorrow's workforce with today's interns



OHIO INTERN ACADEMY

AT STRATEGIC OHIO COUNCIL  
FOR HIGHER EDUCATION

Grants made possible:

- Engineering & Science Foundation of Dayton
- Ohio College Tech Prep
- ODE
- DOE



Questions?

