



## Recruiting Veterans to be Ohio Teachers

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# State of Schools/Teachers in Ohio

- 88.6% of Ohio students attend Public Schools
- Ohio ranks 21st in the nation for K-12 education, 46th for equitable distribution of funding; 40th in starting teacher salaries
- Ohio Administrative Code - district student-to-teacher ratio should be 25-to-1
- 2023 ODE analysis - student-to-teacher ratios by region, district type, grade level and subject area, found ratios upwards of 100-to-1, especially in the Southeast, Southwest and West regions of the state.
- Attrition rising, recruitment falling
- Since 2020, a total of 16,012 Ohio public-school teachers left - 9,000+ in 2021



# Teacher Attrition in Ohio

## High attrition especially in urban districts in Ohio's southwest & west

Teacher attrition rates for 2021 by JobsOhio region\* and school district type.

Region	Rural	Town	Suburb	Urban	Total
Central	12.2%	9.9%	9.0%	11.8%	10.7%
Northeast	9.4%	8.3%	7.0%	10.5%	8.8%
Northwest	9.3%	8.3%	8.0%	10.8%	9.1%
Southeast	9.5%	9.6%	+	8.4%	9.2%
Southwest	10.5%	8.8%	9.5%	14.5%	10.8%
West	9.0%	10.5%	9.2%	13.5%	10.6%

\*ODE uses geographic regions defined by JobsOhio. More info at [jobsohio.com/ohio-regional-network](http://jobsohio.com/ohio-regional-network)

+Data for southeast suburban data is unavailable because there is only one district in the region.

Source: [Ohio Department of Education](#) • [Get the data](#) • Created with [Datawrapper](#)

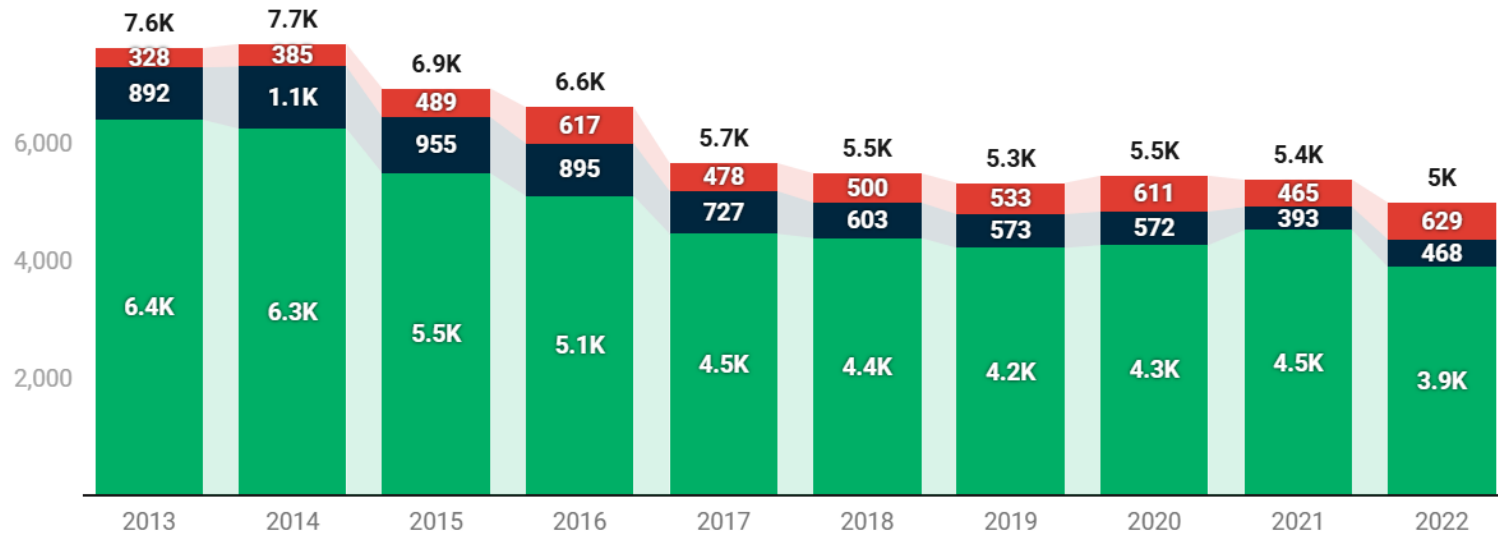


# Teacher Recruitment Decreasing

## The number of newly licensed teachers in Ohio is decreasing

Number of newly licensed teachers in Ohio by accreditation pathway 2013-2022.

■ In-state university preparation programs ■ Out-of-state university preparation programs ■ Alternative Pathways Programs



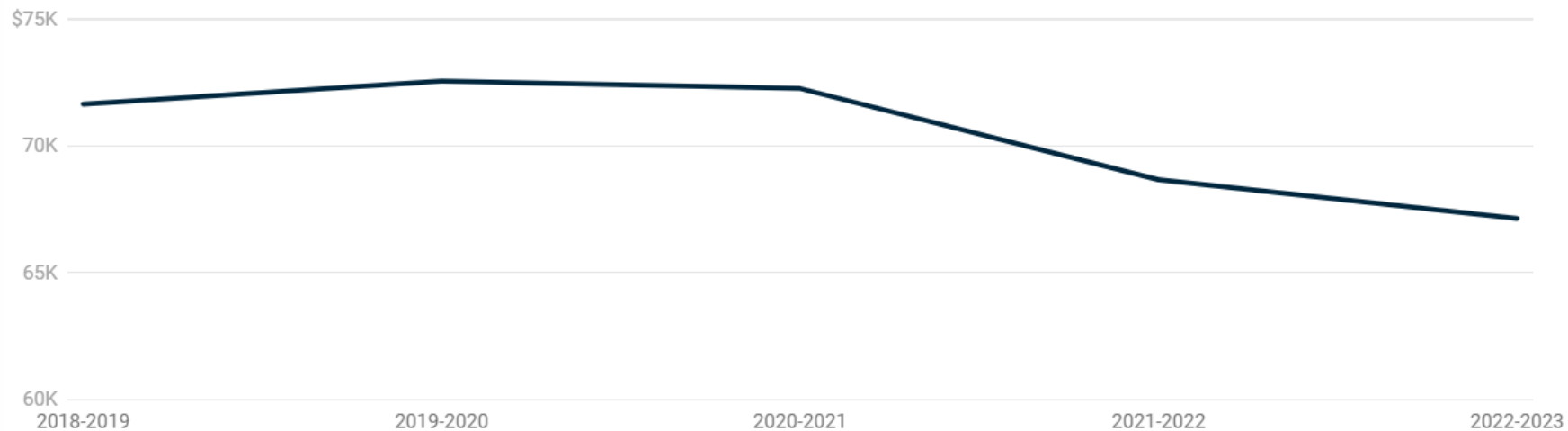
Source: [Ohio Department of Education](#) • [Get the data](#) • Created with [Datawrapper](#)



# Teacher Salary in Ohio

## Average salary for Ohio teachers has decreased since 2018 adjusting for inflation

Average Ohio teacher salary by school year, in 2022 dollars



Wages adjusted to 2022 dollars using the CPI-U.

Source: [Ohio Department of Education](#) • [Get the data](#) • Created with [Datawrapper](#)



# Solutions?

- Improve conditions for teachers (pay, working conditions)
- Diversify the educator pipeline (SkillBridge)
- Expand options for licensure
- Support staff increases
- Bus Drivers
- School nurses
- School counselors
- School psychologists
- Focus on academic achievement
- Utilize test scores to solve inequities in schools
- Kindergarten readiness
- Graduation rates
- College credit





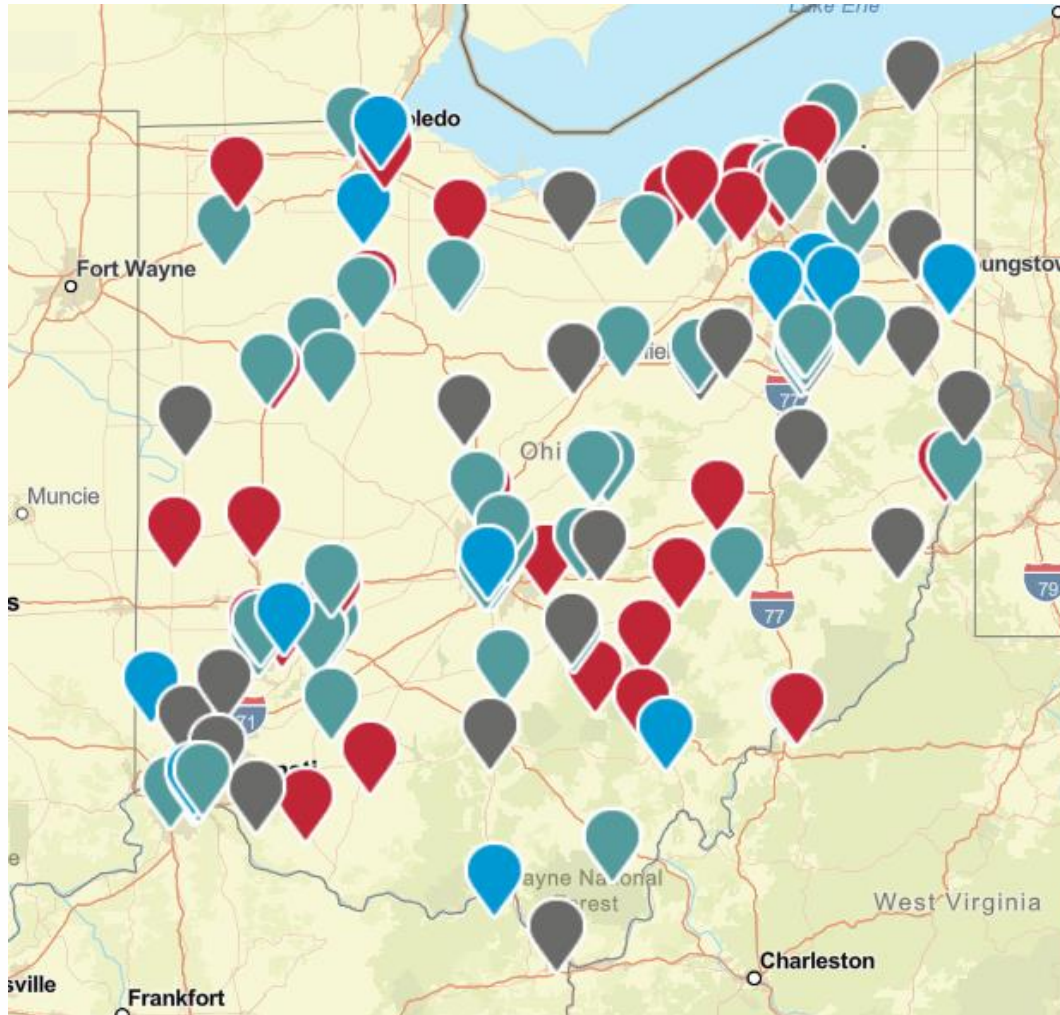
# SOCHE Overview

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.



# College and University Partners



- **128 Partners**
  - 2 Year
  - 4 Year
  - Private
  - Public
  - Independent





# K-12 and Industry Partners



- 300+ K-12 School Districts
- 400+ Employers
  - Tech
  - Manufacturing
  - Skilled Trades
  - Healthcare
  - Defense
  - Aerospace
  - Supply Chain
- Across the State



# SOCHE

Strategic Ohio Council for Higher Education

**ANNUAL IMPACT 2024**

TO LEARN MORE,  
CONTACT  
SOCHE TODAY!

 (937) 258-8890

 soche@soche.org



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

## COMMUNITY

**\$7.5**  
BILLION

Impact on Economy

**30+**  
THOUSAND

Degrees & Certifications

**200+**  
THOUSAND

Students Enrolled

## EMPLOYERS



**300+** Companies Served

**3,000+** Job Seeker Résumés

**10,000+** Veterans Served

**2,000+** Student Intern  
Applications

## STUDENTS



**600+** High School Students  
Employed

**200+** College Students  
Employed

**\$3M** Student Wages

**70%** Offered Full Time Jobs

## HIGHER EDUCATION

**3,417**

Webinars Viewed

**80+**

Professional Development Events

**18+**

Communities of Practice

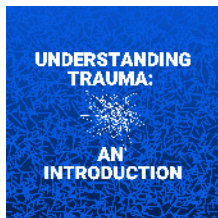
**100+**

Masters & PhD Students Hosted



# SOCHE Portfolio

Professional Development



Councils & Committees

**SOCHE** Webinars

**Vision:**

An educated, employed, and engaged citizenry

High School  
+  
College Students  
=  
Tomorrow's  
Workforce

Workforce Development

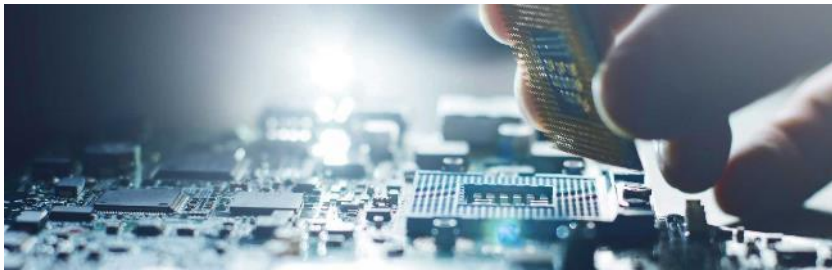


Cross Registration



# 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 HIGHER EDUCATION SOCHE APPLICANTS

**1563**

TOTAL 2024  
SOCHE APPLICANTS  
REPRESENT



**38**



**STATES\***

PLUS PUERTO RICO



**149**  
INSTITUTIONS



**7**

**COUNTRIES**

BANGLADESH, INDIA,  
PAKISTAN, PHILIPPINES,  
SWEDEN, GHANA, AND  
CHINA

**123**

MAJORS

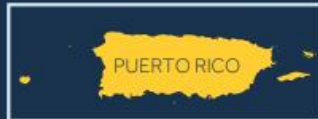


**115**

MINORS



■ STATES REPRESENTED  
BY APPLICANTS



# 2024 HIGH SCHOOL SOCHE APPLICANTS

**787**

TOTAL 2024  
SOCHE HIGH SCHOOL  
APPLICANTS



**27**

COUNTIES  
IN OHIO



**157**  
CITIES



**8**

STATES

CALIFORNIA,  
ILLINOIS, KENTUCKY,  
NORTH CAROLINA,  
OHIO

CAREER INTERESTS

**62**



## TOP 5 CURRENT CAREER INTERESTS



# Department of Defense SkillBridge

## Background

Opportunity for military service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. SkillBridge connects service members with industry partners in real-world job experiences.

## What can a SkillBridge intern do?

You name it – teach, administration, logistics, IT, maintenance, program management, human resources, security, engineer, scientist, healthcare, trades, pilot, air traffic control, etc, etc, etc.....





# Department of Defense SkillBridge

## How does it work?

- SOCHE is a SkillBridge provider and is willing to partner with employers to include ODEW for SkillBridge internships
- Organizations can apply to be a SkillBridge provider at <https://skillbridge.osd.mil/industry-employers.htm>
- Military members around the world find employers on the DoD SkillBridge website and reach out asking for an internship
- Participating employer must develop a training plan for the military member - DoD approves the training plan
- Military member spends 4-6 month on internship, while still in the military
- Pay and benefits are covered by DoD
- Opportunity for upskilling (Tech Cred) and gap filling while in SkillBridge



## SKILLBRIDGE CHECKLIST

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### SOCHE WILL:

- Arrange meeting with military member who is interested in SkillBridge internship in K-12 and learn of their geographic and topical interests as well as collecting their resume.
- Contact applicable Ohio K-12 school that has previously expressed interest in participating in SkillBridge and hosting a military intern.
- After the connection is made with K-12 school and interest is determined, SOCHE will send resume to school for review.
- Send SkillBridge letter of acceptance to the military member.
- Send SkillBridge training plan to the military member.

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### SCHOOL WILL:

- Contact military member to set up interview
- Determine if the military member's skillset, timeline, and desires fit the needs of the K-12 school.
- Make the decision whether or not to move forward with the military member SkillBridge internship.
- Build a school IT account and email for the military member to ensure access to K-12 school systems.
- Give BCI and FBI background check information documents to military member.
- Verify phone number, birth month/day for K-12 school directory.
- Collect college transcripts from military member.
- Collect a copy of driver's license and social security card of the military member.
- Conduct educator search/ODEW.
- Ensure applicant has valid license or is capable of earning alternative license, to teach the applicable.

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### APPLICANT WILL:

- Provide approved SkillBridge application to SOCHE representatives (have dates readily available)
- Meet with school for interview.
- Complete any certifications and background checks needed to fulfill the position requirements from school.
- Complete SOCHE training plan
- Follow the guidelines provided by the school for daily operations.
- Complete SkillBridge Survey upon completion of internship



## QUICK LINKS

- » [Information for Schools about Military-Connected Students](#)
- » [Students and Families Affiliated with the Military](#)
- » [Ohio Educators with Military Connections](#)

[Ohio Military Veteran Educators Program](#)

[Eligibility](#)

[Ohio Military Veteran Educators Program](#)

[Frequently Asked Questions](#)

[EmpowerVetEd: Supporting Military in Educator Prep Programs Grant](#)

[Ohio Military Veteran Educators Program Recruiting Initiative](#)

SkillBridge

# SkillBridge

## SkillBridge in Ohio Schools

The SkillBridge program provides schools with a unique opportunity to address staffing needs by connecting with a diverse pool of highly skilled, disciplined, and motivated military service members. This program allows transitioning service members to gain valuable civilian work experience in classified or certificated roles while serving as interns during their final 180 days of active duty, with their salary fully covered by the military throughout the internship.

### SKILLBRIDGE INTEREST FORM

Schools interested in hosting SkillBridge interns are encouraged to complete the [SkillBridge Interest Form](#).

For more information, service members and school staff can contact [ohiomvep@education.ohio.gov](mailto:ohiomvep@education.ohio.gov).

### Credentialing

SkillBridge interns with a bachelor's degree and a GPA of 2.5 or higher have the opportunity to pursue the [Alternative Resident Educator License](#) at no cost.

### Hiring Bonus

Public school districts that hire a service member following their SkillBridge internship may be eligible for the [Military Recruit Award](#). This award offers a \$3,000 bonus to the service member and a \$1,500 bonus to the hiring school district.

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# Example of SkillBridge Success - GCCC

- Do you want an ambitious, highly qualified, self-starting, independent, employee with years of professional experience in a career field that wants to be in education?



# Position

- GCCC had been looking for a Coordinator that would support with the following initiatives
  - Consistent Career Coaching
    - Resumes
    - Cover Letters
    - Mock Interview
    - Leadership Development
  - Student Supports – Perkins V related
    - Military – Purple Star
    - Non-traditional mentoring
    - Socio-Economically Disadvantaged
  - Community Outreach
    - Open House
    - Signing Day
    - Hiring Fair
    - Special Events
  - Summer Career Awareness
    - STEM Camp
    - Air Camp
    - Adult Training
  - Be a positive connector with our communities



# Process



Dr. Barlow sent  
GCCC a resume



Initial  
Conversations



6 month  
internship



Hiring of position



Onboarding and  
Mentorship



Success!



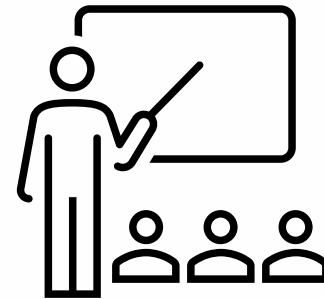
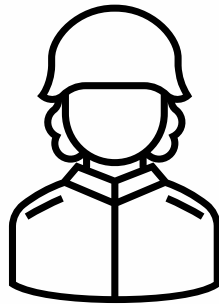
# Results

- From her experience and knowledge
  - Comes with the right questions
  - Has a systems mindset
  - Understands bureaucracy and procedures and can navigate it well
  - Bring a wealth of personal connections and knowledge from WPAFB and her own life to the table



# Future Connections

- CTE: STEM, IT, and Health Sciences
- Other positions?





# Perspective of a SkillBridge Superstar

- The perspectives of the unknowns
- No two journeys will look the same
- Wait.....am I a civilian now?



Questions?

