

## Economic Growth Region 11

*Serving Dubois, Gibson, Knox, Perry, Posey, Pike, Spencer, Vanderburgh and Warrick Counties*

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## Did you know....

More than 74% of domestic violence offenders have easy access to their partner's workplace with 21% indicating they had contacted the victim at work in violation of protective orders, data revealed.

### DOMESTIC VIOLENCE IN THE WORKPLACE

The Occupational Health and Safety Administration (OSHA) has said that some two million American workers are victims of workplace violence each year, and a separate national survey found that 64% of domestic violence victims said their work performance was significantly impaired.

This data was at the center of the presentations by law enforcement and domestic abuse counselors during WorkOne's June monthly business seminars in Evansville and Jasper on the topic of "Workforce Violence." The seminar outlined indicators of possible abuse to increase the awareness of co-workers, supervisors and employee assistance personnel to the telltale indicators, including tardiness, diminished performance and inability to concentrate.

OSHA's data shows that about one in five occupational fatalities can be attributed to workplace violence, and the

most recent statistics showed that women are twice as likely as men to be victims.

The impact on business was driven home by the fact that a U.S. Bureau of Labor Statistics report showed that nearly one in four large private industry companies reported at least one incident of domestic violence, including threats and assaults.

As a reminder that the impact has already been felt locally, law enforcement representatives reviewed the details of a 1981 shooting incident at a local company where two people were killed and three were injured, as well as an incident in 1996 at a large manufacturer where an employee was shot and killed while reporting to work. A 2008 incident in Henderson, KY, involved the killing of five people and injuries to one individual by a worker who had previously told his girlfriend that he was "going to kill his boss and/or himself."

### RECHARGED BUSINESS SERVICES COMMITTEE

Grow Southwest Indiana Workforce Board has charged the Business Services Committee to identify areas of focus for the new Program Year. The Committee led by Sue Habig, Human Resources Manager, Kimball Electronics Group is made up of Business and Human Resources Professionals, Economic Development Officials, and business resource agency representatives. The scope of work for the Committee is to ensure the delivery of high quality services to employers through outreach activities, coordination of resources optimizing opportunities for delivery of services to employers; and serving employers as a one-stop resource for employment support services.

The Committee is turning its focus to matching qualified candidates to open jobs. The effectiveness of this goal will be assessed by increased job placements by the Employment Specialists of job ready candidates, timely referrals made to hiring managers, and increased successful On-the-Job Training placements. The Committee will help identify solutions to common needs among business sectors by pooling resources to help build a pipeline for industries experiencing high-growth. Through these goals, WorkOne becomes a vital business part-

ner by acting as an extension of the Human Resources department.

The Business Services Committee will also focus on shifting the public's view of WorkOne Southwest from an unemployment office to an employment office through promotion of services offered and continuous improvement activities to enhance the level of satisfaction of customers. Elaborating on the goals, Habig explains, "From an employer's perspective, I see WorkOne as a supplier. Suppliers are our partners, an extension of our company. WorkOne must share our commitment to providing quality candidates in a timely manner to meet our customer's expectations. The role of the Employment Specialist will change. It will be a mindset change from what is done today."

Another goal of the Business Services Committee is to expand membership to companies in targeted sectors consisting of advanced manufacturing and logistics, health-care, energy and customer service. A diverse Committee make up allows input from the various sectors to help make a greater impact on the creation of a skilled workforce.

### HOOSIER INITIATIVE FOR RE-ENTRY PROGRAM STATS

The Hoosier Initiative for Re-Entry (HIRE) program started in April 2012 and is a joint effort between WorkOne, the Department of Correction and Hoosier businesses to educate and train individuals who have recently been released and are committed to secure gainful employment. Through the HIRE program more than 600 Hoosier offenders have been hired by over 200 participating Indiana employers. Locally, over 140 offenders have been placed in to gainful employment.

More than 20,000 offenders are released from Indiana prisons each year. Nearly 40 percent of ex-offenders return to prison within three years – the rate increases to 60 percent if they remain unemployed. The approximate cost to house an inmate is \$20,000 per year; the average time served is 7.8 years in Indiana. To date, the positive effect of HIRE on the Hoosier economy is estimated to be over \$8 million. More information regarding the program is available at <http://www.in.gov/dwd/2732.htm>.

### Upcoming Events:

#### Business Seminars: Unemployment Insurance Updates & Issues Discussion

• July 11, 2013  
WorkOne Southwest  
700 E. Walnut St.  
Evansville, IN 47710  
7:30am-9am CST  
To register please contact Gina Hertel  
[ghertel@dwd.in.gov](mailto:ghertel@dwd.in.gov)

• July 25, 2013  
VU Jasper Campus  
850 College Ave  
Jasper, IN 47546  
7:30am-9am EST  
To register please contact  
Nancy Schroering  
[nlschroering@gmail.com](mailto:nlschroering@gmail.com)

For more information on how to handle domestic violence in the workplace contact:

Brandi Watson  
Outreach Coordinator  
Albion Fellows Bacon Center  
812-422-5622 or  
1-800-339-7752

#### Contact:

For more information on mentioned programs please contact:

Sara Huelsman  
[sara.huelsman@workonesw.org](mailto:sara.huelsman@workonesw.org)

812-492-4509 (ofc)  
812-430-6459 (cell)