

## Economic Growth Region 11 Serving Dubois, Gibson, Knox, Perry, Posey, Pike, Spencer, Vanderburgh and Warrick Counties

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### Did you know....

- Indiana ranks 9th in the nation in jobs added since July 2009
- Indiana added 54,700 jobs over the past year- ranking in at 10th in the nation

### INTERVIEWING: KEEPING IT LEGAL

Companies have to tread lightly to avoid violating legal boundaries during the interview process, and changes in Equal Employment Opportunity Commission guidelines related to criminal background checks and the growing influence of social media have made the process more challenging. Evansville attorney James Casey, a partner in the Evansville law firm of Ziemer, Stayman, Weitzel & Shoulders with more than 30 years of practice in the labor & employment law, litigation and mitigation, shared some helpful insights in these areas during the Quarterly Business Seminar held at Vincennes University's Gibson County Center for Advanced Manufacturing & Logistics. Casey reviewed an EEOC guidance document issued last April that addressed the "Consideration of Arrest and Conviction Records in Employment Deci-

sions" as it relates to the Civil Rights Act of 1964. He pointed out that the EEOC directive concluded that an employer's use of an individual's criminal history in making employment decisions may, in some instances, violate the prohibition against employment discrimination, and in certain circumstances, there may be reason for an employer not to rely on the conviction record alone when making an employment decision. Casey provided details of Indiana's "Second Chance Law," enacted in 2011 to address the issue of restricted access to records of convictions for certain misdemeanors and Class D felonies. He also provided information on an NLRB memorandum concerning social media cases. The NLRB approved social media policy as it relates to steps in the hiring process was outlined and discussed.

### SNAPSHOT: INDIANA JOB GROWTH

A review of the January employment report, the most recent job-related data from the Indiana Department of Workforce Development, showed that the state's labor force grew by nearly 14,000 people, the largest monthly increase since November 1993. Since the low point of employment in July 2009, Indiana added 182,200 private sector jobs, which is an increase of 7.9%, as compared to the national average of 4.9%. The top sectors with growth since 2009 included manufacturing, with an increase of 61,000 or 14.35%; professional & business services, with an increase of 48,300 or 18.9%; trade, transportation & utilities, with an increase of 26,900 or 4.9%. Following in the growth sector rankings were private education & health services; leisure and hospitality; and construction.

At the top of the listing of sectors experiencing job growth over the previous year, manufacturing growth more than tripled the national rate, while trade, transportation & utilities significantly outpaced the national rate and leisure and hospitality growth nearly doubled the national rate. The data showed Indiana ranks tenth in the nation in jobs added over the past year. At the top of the ranking was Texas, followed by California, Florida, New York, and North Carolina. Indiana ranks fifth in the nation in the rate of growth since the July 2009 low point of employment, and ninth in the nation in jobs added since that date. The analysis of manufacturing growth nationwide revealed that Indiana ranks second in jobs added over the past year.

### Upcoming Events:

#### Business Seminars: Effective Techniques for Conflict Resolution

- April 4, 2013  
WorkOne Southwest  
700 E. Walnut St.  
Evansville, IN 47710  
7:30am-9am CST  
To register please contact Joe Rappe  
[jrappe@dwd.in.gov](mailto:jrappe@dwd.in.gov)
- April 25, 2013  
VU Jasper Campus  
850 College Ave  
Jasper, IN 47546  
7:30am-9am EST  
To register please contact Nancy Schroering  
[nschroering@vinu.edu](mailto:nschroering@vinu.edu)

### 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)

### CAREER DEVELOPMENT CONFERENCE DISCOVERS AT-RISK YOUTHS' TALENTS

A Regional Career Development Conference was held March 7 for the students in the Jobs for America's Graduates (JAG) program. The (JAG) program is designed to help at risk youth learn life skills but also ingrain in them employability skills they may not see in their day-to-day life. This program is currently in three High Schools in Region 11: Tell City H.S, Vincennes Lincoln, and Pike Central. The Career Development Conference is comprised of competitive events which provide students the opportunity to showcase their mastery of the JAG Competencies and the work related skills that relate to these competencies, such as leadership, interviewing, public speaking, community involvement and decision-making skills. These events are judged by business representatives and community leaders giving the students an opportunity to showcase their talents to a more captive audience. The winners of the Regional events move on to compete at the State Career Development Conference in Indianapolis on April 19th against the winners from the other Regional events. If your company would like to visit a JAG classroom or learn more about the JAG program please contact Sara Huelsman at [sara.huelsman@workonesw.org](mailto:sara.huelsman@workonesw.org).