

## Economic Growth Region 11

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

[www.workonesouthwest.com](http://www.workonesouthwest.com)

### GROWING SOUTHWEST INDIANA'S WORKFORCE

Grow Southwest Indiana Workforce Board (GSIWB) in partnership with Radius Indiana, has earned a University of Indianapolis Center of Excellence in Leadership of Learning (CELL) grant of \$75,000. CELL established the Education-Workforce Innovation Network (EWIN) grants to address the need for the alignment of Indiana's K-12, post-secondary and workforce needs.

As part of the grant, GSIWB and Radius, Indiana, are creating county-based Workforce and Education Advisory Councils in each of the counties in their regions (GSIWB: Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh and Warrick) (Radius, Indiana: Crawford, Daviess, Dubois, Greene, Lawrence, Martin, Orange, and Washington

counties) as well as Regional Advisory Councils to proactively engage with the business community throughout the area to address the growing need for workers with specific skill sets.

To better understand current strengths, challenges and opportunities of the Region, GSIWB in concert with county-based Workforce Advisory Councils. These Councils are addressing critical workforce pipeline needs including education and workforce alignment, collaboration to leverage successful programs, and identification of resource or program gaps.

To get involved or for questions, please contact Kim Mosby – Workforce and Education Partnership Manager at 812-453-8867.

### INTERNSHIP INCENTIVES FOR EMPLOYERS

Indiana INTERNnet has partnered with the Indiana Commission for Higher Education to expand EARN Indiana which provides students with financial needs access to resume-building paid internships. Nearly 1,000+ internships are regularly posted to Indiana INTERNnet's website, the addition of the new EARN Indiana positions gives qualifying students professional experience and networking opportunities, readying them for a career after graduation. Indiana INTERNnet's website provides EARN Indiana with the Internet-matching technology tool to help students find relevant positions and employers post meaningful internship opportunities—for free!

Employers with approved positions receive

state matching funds – up to 50 percent of a student's hourly rate, which must meet minimum wage requirements – in exchange for hiring EARN eligible students. Now, all employers (both non-profit and for-profit) are encouraged to submit positions for EARN Indiana participation. EARN Indiana is a revamp of Indiana's previous work-study program. The catalyst was a report containing recommendations for improving the state work-study program. Recommendations centered on using the work-study funding to promote experiential learning to help students cultivate career opportunities. More information, along with specific criteria, is available at [Indiana INTERNnet](http://IndianaINTERNnet).

### Did you know....

- May and June 2013 only 48 internship opportunities were made available to Region 11 college students through Indiana INTERNnet
- As reported in April 2012, half of all college graduates in 2010-11 were unemployed or dramatically underemployed

### Upcoming Events:

#### Business Seminars: Employee Pay, Perks, Rewards & Myths

• August 1, 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)

• August 22, 2013  
VU Jasper Campus  
850 College Ave  
Jasper, IN 47546  
7:30am-9am EST  
To register please contact Nancy Schroering  
[nschroering@workonesouthwest.org](mailto:nschroering@workonesouthwest.org)

#### Growing Your Business Seminar Series

• August 7, 2013  
Ivy Tech Community College  
3501 N. First Ave  
Evansville IN 47710  
Registration: 7:30am CST  
Seminar sessions: 8am- 12pm CST  
For more information and to register visit:  
<http://bucshon.house.gov> or call 812-465-6484

#### Job Fair

• August 6, 2013  
CK Newsome Center  
100 Walnut St.  
Evansville IN 47713  
1pm-5pm CST  
(Employers may setup between 11am-1pm)  
Visit <http://bucshon.house.gov/event/evansville-job-fair>

### GENERATIONAL EXPECTATIONS AMONG FOUR GENERATIONS IN THE WORKPLACE

America is facing a situation it has never seen before: Four generations in the work place. As a result, employers find themselves trying to meet a diverse set of expectations, especially when it comes to designing benefit programs. It's a considerable challenge, and a very real one in a workplace where Gen Y/Millennials and their Gen X peers work alongside aging Boomers and even pre-Boomers who plan to hang around longer than their predecessors.

While this diverse workplace has an impact on virtually every aspect of an organization, it's in the HR department where it can be most challenging. HR professionals must create benefit packages that can please everyone from new hires raised on doc-in-a-box medicine to older workers with increasingly complex health needs, and from young up-and-comers who aren't thinking much beyond tomorrow to sandwich-generation professionals who are pinching pennies to care for young children and older parents. By recognizing these - and many other differences – HR teams can begin to evolve from a culture that simply manages inter-generational conflict to one that embraces and leverages the strengths that comes from hiring a range of ages.

For the full article visit [Inside Indiana Business Perspectives](#).