

Economic Growth Region 11

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

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Did you know....

- Team leaders represent the highest behavioral risk in an organization
- Nine former IRS employees were prosecuted for unemployment fraud in Indiana

GET SKILLS TO WORK

WorkOne is participating in a coalition aimed at serving area veterans by matching them with jobs and building an accelerated training plan to prepare them for high-demand skills. Also joining in the concerted veteran support effort – titled “Get Skills to Work” – are Alcoa, the Tri-State Manufacturing Alliance and Ivy Tech. The program will assist veterans who are transitioning from active duty into the job-seeking population. Skills-matching is made possible through a virtual Military Manufacturing Badge, and accelerated training is customized to manufacturing careers. Not only will this initiative provide new opportunities to our heroes as they return from active duty, but it will also support the effort to identify the skilled workforce that is needed by today’s advanced manufacturing business segment. All veterans are assigned a Military Occupational Code (MOC) which classifies the job they performed in the

service. Until recently, most companies had no easy way to verify the MOC of job-seeking candidates to determine if they possess the skills and abilities needed in civilian jobs. New Internet-based technology supports the Military Manufacturing Badge, so job-matching is just a mouse-click away. Some returning veterans may not have the skills required for immediate employment, or they may wish to up-skill through their GI Bill benefits before seeking employment. The training component in “Get Skills to Work” focuses on accelerated training toward a manufacturing career through Ivy Tech classes. This leads to college credit and national industry certification in production through eight weeks of study. The first class starts in August, 2013. Information about joining in this worthwhile effort is at www.getskillstowork.org.

LEADERSHIP DEVELOPMENT AND HIRING RISK

In our age of behavioral interviewing, validated assessments, panel interviews and background checks, the odds may seem low that a hire could go wildly wrong—but it can. Even with high-quality employee and leadership development, the risk from poor hiring may not be mitigated. Leadership development often focuses first on decision making and communication skills because the two go hand in hand. Making quality decisions is critical, but so is communicating those decisions and translating them into appropriate actions throughout the organization. (This is where personal credibility and influence play an important role; they can help achieve results, but if they’re missing there often is no forward movement on initiatives.) After decisions are made at the executive and sen-

ior management levels, relaying them to team members becomes crucial because team communication affects quality outcomes. On average, about 12 percent of people employed in managerial and professional roles will create risk for their employer through their decision quality and their communication quality. Developing a culture where ethical behaviors are valued and individuals feel free to communicate infractions and risky behaviors is important to minimize the potential for negative outcomes. There is strategic value at the intersection between talent management and risk management, in that quality hires make and communicate quality decisions that result in quality outcomes for the organization. To read the full article click [here](#).

INDIANA UNEMPLOYMENT FRAUD

Over the past week two Indiana residents and former United States Internal Revenue Service (IRS) employees have been sentenced for unemployment insurance fraud. These convictions, as well as those and other arrests listed below are the culmination of an ongoing Indiana Department of Workforce Development (DWD) investigation into IRS workers based in Indiana filing for and receiving unemployment insurance benefits while working full-time.

The investigation began in the spring of 2012 when the IRS informed DWD personnel several employees were receiving benefits while working for the federal agency. DWD receives wage reports and new hire data from employers documenting who is employed and receiving compensation. DWD uses this information to ensure people are not collecting unemployment insurance benefits while working. Through these statements, IRS personnel were able to determine some of their Indiana-based employees were working full-time while collecting benefits and notified DWD investigators of the activity.

Upcoming Events:

Business Seminars: Workplace Violence

- June 6, 2013
WorkOne Southwest
700 E. Walnut St.
Evansville, IN 47710
7:30am-9am CST
To register please contact Joe Rapp'e
jrappe@dwd.in.gov

- June 27, 2013
VU Jasper Campus
850 College Ave
Jasper, IN 47546
7:30am-9am EST
To register please contact Nancy Schroering
nschroering@vinu.edu

Healthcare Reform in Indiana: A Reality Check as Deadlines Approach

- June 20, 2013
Vincennes University
Gibson Campus
7:30am—9am CST
To register please contact Tammy Slinker
office@gibsoncountychamber.org

Click [here](#) to access the presentations from EHRA's recent Hire a Hoosier Veteran summit.

Contact:

For more information on mentioned programs please contact:

Sara Huelsman
sara.huelsman@workonesw.org

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