

Economic Growth Region 11

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INDIANA'S SECOND CHANCE LAW

Under the new law, which is a revision of the "Second Chance Law" enacted by the 2012 Legislative Session, individuals who are convicted of misdemeanors or class D felonies can request to have their criminal records expunged (not just sealed) after five years (or eight years in the case of a class D felony).

Those convicted of sexual and violent crimes, such as murder and manslaughter, are not eligible to have their records expunged. The release of expunged criminal records, other than law enforcement officials acting in their official capacity, is prohibited without a court order. A violation of the statute's anti-discrimination provision under HEA 1482 is defined as a Class C infraction. For this reason, Indiana employers are encouraged to review their non-discrimination policies and employment applications to determine whether revisions are necessary to ensure compliance with the new law. For this reason, companies are urged to consult an employment law attorney for the appropriate

language to place on an employment application.

It is critically important for Indiana employers to execute this change as soon as possible since the law is already in effect. If your organization employs individuals in Indiana, as well as other states that do not require the new application language, you may want to create multiple external employment applications. This law provides offenders a greater opportunity to find employment. Multiple studies have found, and countless individuals statewide can attest, that having a criminal record severely limits getting a job. If an individual has demonstrated they have learned from their mistakes and gone through the necessary process (and waiting period) this law can truly provide a "second chance."

To read the full article click [here](#). For questions or concerns contact the Indiana Human Rights Commission at (317) 232-2600 or visit: www.in.gov.

MYTHS OF RECRUITMENT AND RETENTION

Competing for quality, qualified candidates is a tough mission for any recruitment professional. Keeping the best employees once you've found them can be even tougher. Michael J. Szakaly, Ed. D., Resource Development Specialist with the University of Southern Indiana's Division of Outreach and Engagement, shared some valuable strategies and explored 10 myths of talent retention during the WorkOne Southwest August business seminar series. Szakaly cautioned that the first critical component is having a good HR team and a mentor network that can pair new hires with seasoned professionals who are aware of the company's core goals, values and workplace culture.

The first myth Szakaly explored is that money is the "number one" way to motivate employees. Not true, he said. A sense of value that comes with involvement in decision-making and inclusion in development of the work process is a priority for most employees. Younger members of the workforce are especially sensitive to a sense of "place" or involvement in the community. They want to know that what they do professionally is making a contribution on a grander scale.

Second on the list of myths is the belief that to motivate people, don't let them in on the bad news. Szakaly said that the workforce needs to know when things are good, and also when challenges are looming. Rumor and suspicion can undermine productivity and performance.

He went on to discount the myths that people are just grateful to have a job and employees need to be pushed to perform. He also said the absence of expressed employee concerns does not indicate that morale is good and telling employees what you expect of them, letting them do it their way and the rewarding or reprimanding accordingly does not offer enough structure to employee performance and will not always get the job done sufficiently. Szakaly explained that all employees do not respond positively when asked to "participate" in work-related decision-making. He also advised that participation in training programs will not automatically increase employee productivity since training is most often undertaken to correct or stop behaviors.

Did you know....

- Indiana's Second Chance Law was signed into effect on July 1, 2013 by Gov. Mike Pence
- Most employees don't really know what motivates them but many can explain what keeps them at a job

Upcoming Events:

Business Seminars: Changes in Immigration Law That Affect Your Business

• Sept. 5, 2013
WorkOne Southwest
700 E. Walnut St.
Evansville, IN 47710
7:30am-9am CST
To register please contact Gina Hertel
ghertel@dwd.in.gov

• Sept. 26, 2013
VU Jasper Campus
850 College Ave
Jasper, IN 47546
7:30am-9am EST
To register please contact Nancy Schroering
nschroering@workonesouthwest.org

Job Fair

• Sept. 26, 2013
Vincennes University
Indiana Center for Applied Technology (ICAT)
1500 N. Chestnut St.
Vincennes IN 47591
For more information and to register visit:
<http://bucshon.house.gov/event/vincennes-job-fair>

Contact:

For more information on mentioned programs please contact:

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