



Family and Consumer Sciences

BUILDING STRONG FAMILIES IN THE 21ST CENTURY



• THE CHALLENGE •

Many low-wage workers, especially those who have been out of the workforce

or have had unstable work histories, have special challenges as they try to fit into a work environment that has different rules and expectations than they are accustomed to. This is especially true for people who come from more than one generation of poverty. As outlined in Ruby Payne's 1998 book, "A Framework for Understanding Poverty," they may exhibit one or more unproductive behaviors that result in job loss.

Ohio State University research revealed that many working mothers find a lack of reliable child care, undependable transportation, and other personal and family barriers may increase their tardiness or absenteeism and may cause them to lose their jobs. Of course, employer behaviors also matter. As researcher Randy Hodson tells in "Dignity at Work" (Cambridge University Press, 2001), managers' leadership, communication, commitment to job security, and absence of employee abuse are the biggest factors in predicting worker attitudes and harmony.





For more information or to partner with us on OSU Extension's Healthy Finances programming, please contact your county Extension Educator in Family and Consumer Sciences, or our state specialist in this area:

Sharon Seiling, Extension State Specialist
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• OSU EXTENSION'S RESPONSE •

Our employment success programs target both new employees and managers of those new employees through partnerships with businesses and non-profit agencies. Our programs are geared to:

- Help newly employed Ohioans and those entering the workforce see the job from their bosses' perspective, and help managers see the job from their employees' perspective.
- Assist newly employed Ohioans in pinpointing barriers to success on the job, and train them in the use of problem-solving strategies to discover ways to overcome those barriers.
- Guide new employees in developing strategies for managing work-life responsibilities.
- Provide training in interpersonal and supervisory skills for front-line managers to help them increase worker productivity.

• BENEFITS FOR OHIOANS •

Program participants will:

- Build interpersonal and other soft skills for the workplace.
- Reduce number of work days they are absent or tardy.
- Make informed employment decisions.
- Retain employment.
- Manage work and family responsibilities.
- Increase productivity.
- Investigate benefit options and make informed choices.
- Increase job satisfaction.
- Identify and use social and community resources to support employment.
- Develop an employment plan for the long-term.
- Enhance front-line manager's supervisory skills that will increase workers' productivity.

OSU Extension embraces human diversity and is committed to ensuring that all educational programs conducted by Ohio State University Extension are available to clientele on a nondiscriminatory basis without regard to race, color, age, gender identity or expression, disability, religion, sexual orientation, national origin, or veteran status.

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