

The Unified Employment Theory™

by Glenn Olien - ©1997

$$\text{CTP} = \text{Q33TF}$$

Employment Transition Potential = Quality of 33 Transition Factors

The Unified Employment Theory™ unites the bewildering of array ideas concerning the process of getting a good job into one easily understandable concept. Five statements and a chart create the basis of the theory.

- * **Those seeking or having the most employment supports have the greatest potential of getting a good job.**
There are 33 employment supports. Employment supports assist a person in getting a good job. They provide the experiences, the physical, mental, and emotional basis to employment. The chart lists all the employment supports.
- * **Those not seeking employment supports will not get a good job.**
- * **Those having “paid-for” supports in all areas of their lives rarely have a good job.**
“Paid-for Supports” occur when someone (or a system) is paying for the support.
- * **Most employment supports deteriorate in direct proportion to the amount of time unemployed.**
- * **The weaker the economy the greater the need for diverse employment supports.**

There are three types of employment supports:

- * **Paid-for employment supports.**
These cost money. They stop working when the payment stops. Examples: government employment programs, unions, training institutes, private sector employment services, associations, employment counselling, transportation, telephone and address.
- * **Unpaid or “natural” employment supports.**
These are people who provide assistance. They do not require payments, and their support can last a lifetime. Examples are: mentors, family, friends, business associates, networking contacts, past employers, fellow workers, support groups, and people you seek out for support.
- * **Personal attributes.**
These are traits such as personality, education, work history, self-esteem, motivation, appearance, age, health, attitude, resume, certificates, job search skills, aptitude, career plan and the ability to relocate.

Characteristics of Employment Supports

Ability to Relocate is the willingness and ability to go where a job is located.

Shade in 100% if ready, willing and able to relocate for the job.

Age determines certain qualities of a person. Each age brings different benefits and drawbacks.

Shade in 100% if the qualities related to the age match the qualities required by the job.

Appearance is the look of a person when compared to the look of people working in the occupation.

Shade in 100% if your appearance matches the appearance of others doing the job.

An Address is the place an employer can communicate with a potential employee.

An address is one of the basic supports. Most people take it for granted. However, an address may be a barrier when it is out-of-town, general delivery, a motel, a friend's place, or if it keeps changing.

Shade in 100% if your address does not raise a concern with employers.

Aptitude is the natural ability or talent for a specific job.

Shade in 100% if you have the talent, natural ability or the capacity to learn the skills of the job.

Assessments are the evaluation of a person's employment attributes.

Shade in 100% if assessments have been done and are useful.

Associations related to employment are organizations of employers, professionals, or other organizations of people connected by employment.

Shade in 100% if you belong to associations critical for the job.

Attitude to the employment is the mental and emotional feelings about a specific job.

Shade in 100% if attitude is perfect for the job.

Career Plan is a devised course of action for a person to progress in a chosen occupation.

Shade in 100% if this is a written document that makes sense.

Certificates are documents verifying a person have completed certain skills to qualify for a specific employment task.

Shade in 100% if you have the certificates required by the job.

Co-workers are past, present or possibly future employed people willing and able to advocate for the job seeker.

Shade in 100% if you have asked past, present, and future co-workers for support in getting a job.

Education is the knowledge a person requires to do a specific job.

Shade in 100% if you have the education and the practical knowledge to do the job.

Employers are the organizations and people hiring and signing the pay cheques.

Shade in 100% if you have contacted all the employers in the community for a specific job.

Employment Agencies find employees for employers or help people develop their employment supports.

Shade in 100% if using government and private employment agencies.

Employment counselling helps a person develop employment supports.

Shade in 100% if using government and private employment counselling.

Family is any group of people willing to support, does not necessarily refer to relatives.

Shade in 100% if asking for support from all “family” members.

Friends are people who are attached to each other by respect and affection.

Shade in 100% if you have asked all your friends for support.

Government Programs are provincial and federally funded activities helping with training and employment.

Shade in 65% if involved with an employment program. (The success rate of standard employment programs is approximately 65%.)

Health is the ability to do the functions of a specific job.

Shade in 100% if capable of functioning in all aspects of a specific job.

Institutions are places offering employment related training.

Shades in 100% if institutions you have attended are required by the job.

Job Search Techniques are the customary ways of looking for a job.

Shade in 100% if you have learned job search techniques and are applying them on a weekly basis.

Mentors are trusted counsellors or guides.

Shade in 33% for each mentor.

Networking is the exchange of information and services among individuals or groups.

Shade in 100% if actively seeking the support of members of a network on a regular basis.

Non-Profit Societies are organizations that are not conducted for the purpose of making a profit.

Shade in 100% if using the services of non-profit societies and also volunteering.

Personality is the spectrum of characteristics that are relevant to a specific job.

Shade in 100% if your personality matches those already employed in the job.

Resumes are short accounts of a person's work history and qualifications.

Shade in 100% if resume is short and work history and qualifications match the specific job.

Seeking Employment Supports is the attempt to obtain the benefits from employment supports. Most importantly, it is asking other people for their support in finding a good job.

Shades in 100% if seeking all the employment supports that are relevant to a specific job.

Self Esteem is valuing and regarding yourself and your skills in relation to a specific job.

Shade in 100% if you highly regard yourself and your employment skills and abilities.

Support Groups are organized groups of people willing to take sides with, tolerate, and uphold members of the group.

Shade in 100% if you belong to a group that supports people seeking employment supports.

Telephone is an employer's primary method of contacting a potential employee.

Shade in 100% if telephone contact is easy and reliable for an employer to use.

Transportation is the means of getting to a job or a job coming to the person.

Shade in 100% if there exists a reliable means of getting to a specific job or job interview.

Unions are organizations of employees.

Shade in 100% if you belong to union where seniority is the basis for hiring

Work Experience is the amount of time observing or practicing the skills required for a specific job.

Shade in 100% if you have completed all the practice required to successfully do all the duties of the job.

The 33 Employment Supports Unified Employment Theory®

Types of Employment Supports

Paid-for-Support

Unpaid Natural Support

Personal Attributes

