The effects of low SES and chronic stress on the employability of hard to place veterans
The Human Social Code “BUCET”

- B – belonging
- U – understanding
- C – control
- E – self enhancement
- T – trust

http://youtu.be/43RAscd1fXE/
Chronic stress: Affected areas in the brain

- Prefrontal cortex general area
- Amygdala general area
- Hippocampus general area
The Hippocampus – plays a role in the memory process.
The PFC – plays a role in the executive functioning process (decision-making).
The amygdala – plays a role in the sympathetic nervous system (alert/danger center).
Affects of Low SES on the Cognitive Control System

LOW SES → CHRONIC STRESS → Hippocampus, PFC, Amygdala
Low SES status and language development is complex
Mounting evidence suggests that Low SES is correlated with Language Impairment Speech Impairment
What characterizes the *LOW SES* code

- High levels of salivary cortisol
- Low memory capacity (affects language processing and development)
- Increased amygdala response activity – heightened and constant alertness
- Limited PFC utilization
What characterizes the LOW SES CODE

- A tough façade
- A mentality that indicates a willingness to survive at the expense of others
- A reluctance to smile – b/c life is not fun
- A feeling of isolation and being negatively stereotyped

http://youtu.be/kT4jQld_FiE
What characterizes the LOW SES code

- Fear of being vulnerable
- Random violence
- The threat of violence
- Increased activation of the sympathetic nervous system – *Fight or Flight*
What characterizes the LOW SES CODE

• Most interpersonal communication understanding is derived through relationship and context, resulting in increased ambiguity and lower “other” understanding.
• Emotion recognition is limited due to a restricted vocabulary.
• Increased “feel it – deal it” behavior manifestations.
How does low SES influence the world of work?

- Many individuals who are affected by low SES conditions exhibit the following behaviors in the workforce:
  - Impulsivity
  - Poor team work skills
  - Limited communication skills
  - Poor work ethic
  - Limited personal life management
More than 600,000 employers commented on low SES populations and indicated the following workplace deficiencies:

- Written Communications = 80.9 percent
- Professionalism/Work Ethic = 70.3 percent
- Critical Thinking/Problem Solving = 69.6 percent
- Oral Communications = 52.7 percent
Practically everyone has to check a piece of themselves at the work door.

The longer you work – and stay faithful to the little things – the more equity you will earn.

Placing emphasis on Employment Retention skills pre–employment.

Utilizing intervention assistance from HVRP Job Readiness specialists to demystify invisible contemporary work ethic rules.
The unwritten work ethic principle

“You will judge yourself by your intent, whereas others will judge you by your behavior.”

Unknown
The Big Four Work Ethic principles

The Big Four employer based non-verbal skills

◦ Getting to work on time
◦ Being at work everyday when scheduled
◦ Following the supervisor’s instructions
◦ Getting along with co-workers

These factors are how employers evaluate work ethic within the first month of employment.
Employment Retention Defined

- The willingness and ability of a new employee to adopt roles, relationships, and routines that align with the unwritten and often invisible principles of work ethic.
CODE Shifting

- Individuals have the ability to adapt to new environments and different communication codes.
- Neuroplasticity – the brain has the ability to grow throughout the life span.
- Pruning – if you do not use it you will lose it.
- Adopt and Adapt – Code shifting agility is vital to survival.
The ability to understand, utilize, and interpret multiple communication codes, depending on the environment and the communication context.
**Employability Theory**

**EMPLOYABILITY**

- **Adaptability**
  - Work experience
  - Boundaryless spirit

- **Career Identity**
  - Vocational Self concept
  - Job matching traits

- **Human & Social Capital**
  - Self efficacy
  - Who you know and who knows you
Understanding how individuals currently view the role of employment is important to the establishment and maintenance of positive employment routines and habits that ultimately result in a positive work ethic.

The goal of this employment value orientation scale is to help readers evaluate the individual value placed on employment.
Employment Value Orientation Scale

5 = Cooperative orientation (helping self and others in the work environment)
2 = Individualistic orientation (interested in self over others in the work environment)
0 = Competitive orientation (highest discrepancy between helping self over others in the work environment)
EEOC’s New Criminal Record Guidance – April 25, 2012

- Issued updated enforcement guidance on employers’ use of arrest and conviction records when making hiring decisions
- Call for employers to assess applicants on an individual basis rather than excluding everyone with a criminal record through a blanket policy
EEOC’s New Criminal Record Guidance – April 25, 2012

- Guidance provides significantly more detail and direction for employers.
- Provides specific recommendations for how employer criminal record policies should be designed to comply with Title VII
- Can be found at: http://www.eeoc.gov/laws/guidance/arrest_conviction.cfm
References


References


