

# Why Don't They Just Get A Job

## Why Good People Can't Get Jobs

Peter Cappelli confronts the myth of the skills gap and provides an actionable path forward to put people back to work. Even in a time of perilously high unemployment, companies contend that they cannot find the employees they need. Pointing to a skills gap, employers argue applicants are simply not qualified; schools aren't preparing students for jobs; the government isn't letting in enough high-skill immigrants; and even when the match is right, prospective employees won't accept jobs at the wages offered. In this powerful and fast-reading book, Peter Cappelli, Wharton management professor and director of Wharton's Center for Human Resources, debunks the arguments and exposes the real reasons good people can't get hired. Drawing on jobs data, anecdotes from all sides of the employer-employee divide, and interviews with jobs professionals, he explores the paradoxical forces bearing down on the American workplace and lays out solutions that can help us break through what has become a crippling employer-employee stand-off. Among the questions he confronts: Is there really a skills gap? To what extent is the hiring process being held hostage by automated software that can crunch thousands of applications an hour? What kind of training could best bridge the gap between employer expectations and applicant realities, and who should foot the bill for it? Are schools really at fault? Named one of HR Magazine's Top 20 Most Influential Thinkers of 2011, Cappelli not only changes the way we think about hiring but points the way forward to rev America's job engine again.

## Why Don't They Just Get a Job? Revised Edition

\ "An examination of what it means to be poor in America today\" --

## Hand to Mouth

WHY DON'T THEY JUST GET A JOB? describes the journey and the incredible results of Dave and Liane Phillips efforts to help those in poverty find their way to self sufficiency. Under the premise that existing job-readiness programs only focus on job placement and not retention to help the unemployed and underemployed, Dave and Liane Phillips created a poverty to economic self-sufficiency program with an 80% one-year employment retention rate. In the past three years this organization, Cincinnati Works, has brought \$25 million in wages locally to over 1500 families. The not-for-profit offers a complete spectrum of free, lifetime employment services for the entry-level job-seeker to sustain and advance in today's work climate. The model is a winner of the 2009 Manhattan Institute Social Entrepreneur Award. Following its success, Dave Phillips is now volunteering as a consultant for similar programs in other cities.

## Why Don't They Just Get a Job?

From David Graeber, the bestselling author of *The Dawn of Everything* and *Debt*—"a master of opening up thought and stimulating debate" (Slate)—a powerful argument against the rise of meaningless, unfulfilling jobs...and their consequences. Does your job make a meaningful contribution to the world? In the spring of 2013, David Graeber asked this question in a playful, provocative essay titled "On the Phenomenon of Bullshit Jobs." It went viral. After one million online views in seventeen different languages, people all over the world are still debating the answer. There are hordes of people—HR consultants, communication coordinators, telemarketing researchers, corporate lawyers—whose jobs are useless, and, tragically, they know it. These people are caught in bullshit jobs. Graeber explores one of society's most vexing and deeply felt concerns, indicting among other villains a particular strain of finance capitalism that betrays ideals shared

by thinkers ranging from Keynes to Lincoln. “Clever and charismatic” (The New Yorker), *Bullshit Jobs* gives individuals, corporations, and societies permission to undergo a shift in values, placing creative and caring work at the center of our culture. This book is for everyone who wants to turn their vocation back into an avocation and “a thought-provoking examination of our working lives” (Financial Times).

## **Bullshit Jobs**

A deeply-reported examination of why “doing what you love” is a recipe for exploitation, creating a new tyranny of work in which we cheerily acquiesce to doing jobs that take over our lives. You're told that if you “do what you love, you'll never work a day in your life.” Whether it's working for “exposure” and “experience,” or enduring poor treatment in the name of “being part of the family,” all employees are pushed to make sacrifices for the privilege of being able to do what we love. In *Work Won't Love You Back*, Sarah Jaffe, a preeminent voice on labor, inequality, and social movements, examines this “labor of love” myth—the idea that certain work is not really work, and therefore should be done out of passion instead of pay. Told through the lives and experiences of workers in various industries—from the unpaid intern, to the overworked teacher, to the nonprofit worker and even the professional athlete—Jaffe reveals how all of us have been tricked into buying into a new tyranny of work. As Jaffe argues, understanding the trap of the labor of love will empower us to work less and demand what our work is worth. And once freed from those binds, we can finally figure out what actually gives us joy, pleasure, and satisfaction.

## **Work Won't Love You Back**

I'm a HUGE fan of Alison Green's “Ask a Manager” column. This book is even better! Robert Sutton, author of *The No Asshole Rule* and *The Asshole Survival Guide* “Ask A Manager is the book I wish I'd had in my desk drawer when I was starting out (or even, let's be honest, fifteen years in)” - Sarah Knight, New York Times bestselling author of *The Life-Changing Magic of Not Giving a F\*ck* A witty, practical guide to navigating 200 difficult professional conversations Ten years as a workplace advice columnist has taught Alison Green that people avoid awkward conversations in the office because they don't know what to say. Thankfully, Alison does. In this incredibly helpful book, she takes on the tough discussions you may need to have during your career. You'll learn what to say when: · colleagues push their work on you - then take credit for it · you accidentally trash-talk someone in an email and hit 'reply all' · you're being micromanaged - or not being managed at all · your boss seems unhappy with your work · you got too drunk at the Christmas party With sharp, sage advice and candid letters from real-life readers, *Ask a Manager* will help you successfully navigate the stormy seas of office life.

## **Ask a Manager**

*Being Homeless* presents the stories of homelessness as told from the perspectives of the clients, the staff, and a researcher at an emergency shelter. Drawing on in-depth interviews, shelter documents, and historical analysis, the author underscores the necessity for a more comprehensive response to the needs of homeless people.

## **Being Homeless**

A revised and updated edition of the career advancement guide that advocates working smarter, not harder, from one of America's premier career consultants. Do your job, do it well, and you'll be rewarded, right? Actually, probably not. According to career guru Donald Asher, advancement at work is less about skillsets and more about strategy. The revised and expanded edition of *WHO GETS PROMOTED, WHO DOESN'T, AND WHY* details exactly what puts one employee on the fast track to an exceptional career, while another stays on the treadmill to mediocrity. Whether you're new to the workforce, repairing a recession-damaged career, or feeling stagnant and overlooked at work, this book is your ticket to advancement. Learn: ? why timing is more important than talent ? how corporations actually make promotion decisions ? how to avoid

career mistakes you don't even know you're making ? what women in the workforce particularly need to know ? and the twelve proven strategies for promotion regardless of your industry and experience If you want to know how to control your career destiny, the solution is to work smarter, not harder. WHO GETS PROMOTED, WHO DOESN'T, AND WHY will help you do just that.

## **Who Gets Promoted, Who Doesn't, and Why, Second Edition**

Grand Prize Winner of the 2014 Great Southwest Book Festival and Silver Medal Winner of the 2014 Global Ebook Awards - Homeless Hero: Understanding the Soul of Home considers the human mission to know the soul and navigate life experiences. Tapscott's book explores humanity in a way that is vibrantly vivid and personally accessible to the reader. Many questions that we have probably asked ourselves at one time or another are addressed: what is homelessness, why does it exist, are they just on drugs, how do I help, when is helping really enabling, and why does it bother me so much in the first place? Here is a compilation of experiences from Tapscott's experimental journey into life on the streets, his own volunteer work, and his fascinating interviews with individuals utilizing and individuals working for the social service system. Homeless Hero is a case study, an experiment, an adventure, and a multi-layered examination of American society that seeks to help you expand your understanding of homelessness and more importantly your own humanity.

## **Homeless Hero**

Peter Cappelli, Wharton management professor and director of Wharton's Center for Human Resources, debunks the arguments and exposes the real reasons good people can't get hired. Named one of HR Magazine's Top 20 Most Influential Thinkers of 2011, Cappelli points the way forward to rev America's job engine again.

## **Why Good People Can't Get Jobs**

In a tough market, it pays to understand the hidden truths known only to recruitment specialists. This book reveals how the job market really works, and how to break the rules to find a great job. It offers deep insights, smart advice and pulls apart the dull, textbook advice that lets so many candidates down.

## **Just the Job!**

A compilation of multiple case histories of single women of various ages who all work for the same company in New York City. He never reveals who the company is (after decades of thought and a little research, I think I figured it out), but that isn't important. What IS important is the lives of these women, how they feel about their lifestyle, how they feel about their work, how they feel about the company, and how they feel about each other! If you ever sensed that the faces we wear in public have little to do with who we really are and how we really feel, this book will solidify that feeling. All of the women are very unique, some you admire, some you pity, some you dislike. But all are fascinating. It's a flashback to the 1970's and the early stages of the women's liberation movement. It will leave you wondering where these women are today and what became of their lives.

## **The Girls in the Office**

The 20th anniversary edition of this celebrated performing arts industry yearbook. This well-established and respected directory supports actors in their training and search for work in theatre, film, TV, radio and comedy. It is the only directory to provide detailed information for each listing and specific advice on how to approach companies and individuals, saving hours of further research. From agents and casting directors to producing theatres, showreel companies, photographers and much more, this essential reference book

editorially selects only the most relevant and reputable contacts for the industry. Covering training and working in theatre, film, radio, TV and comedy, it contains invaluable resources such as a casting calendar and articles on a range of topics from your social media profile to what drama schools are looking for to financial and tax issues. With the listings updated every year, the Actors' and Performers' Yearbook continues to be the go-to guide for help with auditions, interviews and securing/sustaining work within the industry. Actors' and Performers' Yearbook 2025 is fully updated and includes a new foreword by Artistic Director and Chief Executive of The Big House Theatre Company, Maggie Norris, and four new industry new interviews, giving timely advice in response to today's fast-changing industry landscape.

## **Actors' and Performers' Yearbook 2025**

Presents a guide for those interested in pursuing a career in the performing arts, with advice and tips on assessing interests and skills, setting goals, planning career actions, searching for a job, networking, and pursuing success in the workplace.

## **Career Coach**

Originally published 1987 *Schooling Ordinary Kids* looks at the 'invisible majority' of ordinary working-class pupils. The book explains why these pupils are now at the centre of a major educational crisis surrounding the soaring rates of youth unemployment. The book is a timely examination of educational inequalities, unemployment, and the new vocationalism. Drawing extensively the study of schools in the urban centre of South Wales the book highlights the need for an alternative politics of education, if we were to meet the educational challenge of the late-twentieth century. The new vocationalism is revealed here as a policy for inequality both politically and in the classroom.

## **Routledge Revivals: Schooling Ordinary Kids (1987)**

Compiled, edited, and newly revised by Ralph Ellison's literary executor, John F. Callahan, this Modern Library Paperback Classic includes posthumously discovered reviews, criticism, and interviews, as well as the essay collections *Shadow and Act* (1964), hailed by Robert Penn Warren as "a body of cogent and subtle commentary on the questions that focus on race," and *Going to the Territory* (1986), an exploration of literature and folklore, jazz and culture, and the nature and quality of lives that black Americans lead. "Ralph Ellison," wrote Stanley Crouch, "reached across race, religion, class and sex to make us all Americans."

## **The Collected Essays of Ralph Ellison**

This is an updated edition of the story of the gang scene in East L.A. and Father Gregory Boyle's innovative ministry and economic development efforts in the area.

## **The Railroad Telegrapher**

Urban ethnography is the firsthand study of city life by investigators who immerse themselves in the worlds of the people about whom they write. Since its inception in the early twentieth century, this great tradition has helped define how we think about cities and city dwellers. The past few decades have seen an extraordinary revival in the field, as scholars and the public at large grapple with the increasingly complex and pressing issues that affect the ever-changing American city—from poverty to the immigrant experience, the changing nature of social bonds to mass incarceration, hyper-segregation to gentrification. As both a method of research and a form of literature, urban ethnography has seen a notable and important resurgence. This renewed interest demands a clear and comprehensive understanding of the history and development of the field to which this volume contributes by presenting a selection of past and present contributions to American urban ethnographic writing. Beginning with an original introduction highlighting the origins,

practices, and significance of the field, editors Mitchell Duneier, Philip Kasinitz, and Alexandra Murphy guide the reader through the major and fascinating topics on which it has focused -- from the community, public spaces, family, education, work, and recreation, to social policy, and the relationship between ethnographers and their subjects. An indispensable guide, *The Urban Ethnography Reader* provides an overview of how the discipline has grown and developed while offering students and scholars a selection of some of the finest social scientific writing on the life of the modern city.

## **G-dog and the Homeboys**

" This book is for the techs in the field dealing with this bullshit every day and it's for the property managers and owners scratching their heads, wondering why their techs are quitting left and right. This book will open your eyes to why experienced techs are walking away and why new ones just ain't trying to do this shit no more. \"

## **Congressional Record**

Warren Commission Report is the result of the investigation regarding the assassination of United States President John F. Kennedy. The U.S. Congress passed Senate Joint Resolution 137 authorizing the Presidential appointed Commission to report on the assassination of President John F. Kennedy, mandating the attendance and testimony of witnesses and the production of evidence. After eleven months of the investigation the Commission presented its findings in 888-page final report. The key findings presented in this report were that President Kennedy was assassinated by Lee Harvey Oswald, that Oswald acted entirely alone and that Jack Ruby also acted alone when he killed Oswald two days later. The Commission's findings have proven controversial and have been both challenged and supported by later studies.

## **Migratory Labor in American Agriculture**

This book is concerned with the ethnic experience of Chinese secondary school children living in Northern Ireland. The author analyses two sub-groups of Chinese children: those with parents coming from Hong Kong and those with parents coming from Mainland China. The purpose of this study is to investigate how these apparently 'Chinese' children feel about their ethnic identity. By drawing upon Bourdieu's concepts of habitus, and a cultural studies' approach to ethnicity and identity in general, the author examines the characteristics of cultural specificity and heterogeneity. Methodologically, the author has chosen an ethnographic approach. Prominence is given to the definitions, perspectives and voices of the children themselves by conducting open-ended, indepth and informal interviews and by doing so on an extended basis. The whole process continued for two and half years. Close attention was paid to the children's immediate circumstances, their parental occupations and their general social and cultural conditions.

## **The Urban Ethnography Reader**

When hurt imposes its crabby will on our lives, many of us lock up the scars in our \"private journals.\" We write down stuff that is for our eyes only. It's a safe place to hide our fears, failures, and frustrations with ourself, our friends, and even God. Journals are never meant to be read to the world, because if we did, they would reveal who we really are. Nobody really wants to undress their soul in front of others, to be made fun of-me included. Somewhere behind the halleluiahs, praise the Lords, and God is good stuff, there is this real place that only our journals have enough grace to accept. It's a place where 1+1 doesn't equal 2. It's a place where you mix red and blue and get gray. It's a place where you are mad at God and feel He's mad at you. That's what journals hold, the stories of our lives-not the way we always want them but the way they really are. When God invited me to write a book exposing \"my journal\" to the world, I politely rejected Him. Okay, not really politely. I balked, \"There is no way I am ever going to reveal what I spent a lifetime concealing. God, I'm a pastor and these stories don't make me look good; as you know, some don't even make me look like a Christian. God, how about you and I make a deal? On my forty-seventh book, I will let the

world snoop around in my journal, but not my first.\" I refused to hand over the key to my journal, knowing God would just blab it to the whole world. \"I will not write a book that makes me look way more human than holy.\" That all changed one day when five strangers walked into McDonald's and tried pouring ketchup ...

## **Public Papers of the Presidents of the United States**

Established in 1911, The Rotarian is the official magazine of Rotary International and is circulated worldwide. Each issue contains feature articles, columns, and departments about, or of interest to, Rotarians. Seventeen Nobel Prize winners and 19 Pulitzer Prize winners – from Mahatma Ghandi to Kurt Vonnegut Jr. – have written for the magazine.

## **The Death of Apartment Maintenance Why Nobody Wants This Job Anymore Just 5 minutes of Your Day, #1**

Why Mommy Swears is the much anticipated new novel from Gill Sims, author of the hilarious Why Mommy Drinks and online sensation Peter and Jane.

## **The Warren Commission Report**

Have you ever felt like you are all alone and like no one understands what you are going through? I have felt this way for my entire adult life because I have been dealing with a loved one being addicted to opiates. Out of nowhere, the love of my life, the man I had been with for 12 years died multiple times in front of my eyes. I had no understanding of why. I thought, “why me?” I have repeatedly asked myself, “If I had known the signs, would it have changed the outcome?” Life is short, and trying to understand and be open to the idea that this epidemic is still around us may just save somebody’s life and help others. It is time to speak out and not be silent anymore. This does not have to be the end. It just has to be the end of the problem, and the beginning of the solution. I want to help people who are also battling opiate addiction in a loved one, and to let them know that they are not alone. There are many ways to get through it.

## **Options to Improve and Expand Federal Prison Industries**

It is often assumed that picturebooks are for very young readers because of their emphasis on the illustrations and their scarcity of text; however, there are increasing numbers of picturebooks where the age of the implied reader is questionable. These are picturebooks whose controversial subject matter and unconventional, often unsettling style of illustration challenge the reader, pushing them to question and probe deeper to understand what the book is about. In addition to the book challenging the reader, the reader often challenges the book in an attempt to understand what is being said. These increasingly popular picturebooks work on many different levels; they are truly polysemic and worthy of in-depth analysis. They push the reader to ask questions and in many instances are intrinsically philosophical, often dealing with fundamental life issues. Challenging and Controversial Picturebooks examines these unconventional, non-conformist picturebooks, considering what they are, their audience and their purpose. It also considers: Children’s and adults’ thoughts on these kinds of picturebooks. How challenging and unsettling wordless picturebooks can play with the mind and promote philosophical thought. What creates non-conformity and strangeness ... is it the illustrations and their style, the subject matter or a combination of both? Why certain countries create, promote and accept these picturebooks more than others. Why certain picturebooks are censored and what factors are in play when these decisions are made. The role of publishers in translating and publishing these picturebooks. Children’s creative and critical responses to strange, unsettling and often disturbing visual texts. This inspiring and thought-provoking volume explores the work of a number of highly respected, international picturebook experts and includes an exclusive interview with the legendary Klaus Flugge, Managing Director of Andersen Press, one of the few remaining independent children’s book publishers in England. It is an

indispensable reference for all interested in or working with picturebooks, including researchers, students in higher and teacher education, English advisors/inspectors, literacy consultants and classroom teachers.

## **Ethnicity, Children & Habitus**

Maria Martin is a small woman with a big heart and a strong mind who always looks for the good in people. A teacher who loves to share her passion for learning with her high school students, Maria never imagines that one day she will become a victim of a phenomenon more common than she ever realizes. In 2000 after Maria accepts a teaching job at the Penn Area Vocational Technical School, she begins keeping a diary as a way to record events she hopes will help her become a better teacher, role model, and person. Maria's love for her daughter, Alonna, and her rewarding job bring her a good life until she begins to receive flowers on a regular basis from a married male coworker she barely knows. Alan Pierce has set his sights on Maria, an unwilling participant in his well-known sexual escapades. As his advances escalate, Maria soon finds herself in the midst of a nightmare infused with verbal intimidations, vandalism, and a physical assault. In this compelling story based on true events, one woman must rely on her inner strength to rise up above the heartless, malicious behavior of her tormentors and seek justice for all.

## **Veterans' Employment Regarding Civilian Credentialing Requirements for Military Job Skills**

Pouring Ketchup

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