A Good Job is Hard to Find

July 21, 2000 – Too much time is spent worrying about creating jobs, any jobs, and not enough about making them fulfilling. The result is too many people working at jobs well below their potential, frustrated and dissatisfied. It all adds up to a tremendous social waste, says the director of CPRN's Work Network, Graham Lowe – waste that an economy trying to improve its productivity record cannot afford.

Lowe has written about our failure to design jobs that take advantage of the true potential of the workforce in his book *The Quality of Work* (Oxford, 2000), and about what we need to do about it. Now he has written an article for the Alberta periodical *Alberta Views* (May-June edition), in which he examines the gap between the rhetoric and the reality of the Alberta government's human resource policy. The government is right to highlight investment in Alberta's workers, says Lowe, but it also needs to turn its attention to creating the kinds of job opportunities a highly skilled workforce needs.

Between 20 and 30 percent of Alberta workers say their training and experience aren't used in their jobs today. Lowe calls that "the rate of underemployment" and he says it won't improve until the province develops policies focussed on making the workplace a site of "continuous learning knowledge and innovation."

To read the complete article click here.

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