

2025年12月·第3套 英语四级长篇阅读（信息匹配）第1篇·36-45 题答案与解析

STATEMENTS & ANALYSIS • 信息匹配题和解析

信息匹配题和解析·36-45 题

本页 36-45 题的段落匹配答案与逐句解析由懒笔记基于2025年12月·第3套 英语四级长篇阅读（信息匹配）原卷逐题核对整理。与试卷排版同一卷面：先是 Directions 与 13 段字母标号长文（逐段附中文翻译）；之后 10 句陈述逐句排列，每句英文陈述后紧接本句解析——陈述句中译、信息所在段落、锚点强弱、定位句中英对照、陈述句与原文的同义改写对照与易混相邻段辨析。

真题卷第3套(2025-12) • 英语四级

Part III Section B

Directions: In this section, you are going to read a passage with ten statements attached to it. Each statement contains information given in one of the paragraphs. Identify the paragraph from which the information is derived. You may choose a paragraph more than once. Each paragraph is marked with a letter. Answer the questions by marking the corresponding letter on **Answer Sheet 2**.

Looking for a job after 45

A) Ageism and long-term unemployment are most damaging for those in the second half of their careers. Changing careers is hard. Getting back into work after you've been laid off is even harder. Those over 45 make up the bulk of the long-term unemployed, in America and elsewhere. Hiring managers admit they are reluctant to hire those over 40 or 45, arguing they probably won't be a good "fit," their experience won't be relevant to the workplace, and they'll be unable or unwilling to learn new skills.

年龄歧视和长期失业对处于职业生涯后半段的人最具破坏性。转行很难。被解雇后重新找到工作更难。在美国和其他地方,45岁以上的人占长期失业者的大部分。招聘经理承认他们不愿雇用40岁或45岁以上的人,理由是他们可能不太"合适",他们的经验与工作场所不相关,而且他们无法或不愿意学习新技能。

B) But the one thing that can really make a difference? More education and training. These are the results from a new study by Generation, a nonprofit founded by former McKinsey consultants. They've just published a global survey on midcareer employment, based on surveys of over 5,000 workers and managers in seven countries.

但真正能产生影响的一件事是什么?更多的教育和培训。这些是Generation的一项新研究的结果,这是一个由前麦肯锡顾问创立的非营利组织。他们刚刚发布了一项关于职业中期就业的全球调查,该调查基于对七个国家5000多名工人和管理者的调查。

C) "Older midcareer workers ... make up the bulk of the long-term unemployed in many countries," Generation's analysts write in their report. Those over 45 comprise over 40% of the long-term

unemployed, for example. And if you're out of work past the age of 45, there's nearly a two in three chance you'll be out of work for over a year, they find. "Midcareer individuals are finding it harder to get jobs," they write. "People age 45+ face persistent and rising pressure in the global job market. They are unemployed for much longer than the average, and their age is indeed one of the greatest barriers to their finding a job."

Generation的分析师在报告中写道:"在许多国家,年龄较大的职业中期工作者.....构成了长期失业者的大部分。"例如,45岁以上的人占长期失业者的40%以上。他们发现,如果你在45岁以后失业,有近三分之二的可能性你会失业超过一年。他们写道:"职业中期的人发现找工作越来越难。45岁以上的人在全球就业市场上面临持续且不断增加的压力。他们失业的时间比平均水平长得多,而且他们的年龄确实是他们找工作的最大障碍之一。"

- D) A substantial part of this, they report, is "widespread ageism" on the part of hiring managers. Although such managers admit that post-45 hires turn out on average to be just as good as or better than younger workers, they still don't want to hire them. "Hiring managers have a strong perception bias against 45+ job candidates — they believe that members of this age group have poor skills and low adaptability," Generation's analysts report.

他们报告说,这在很大程度上是由于招聘经理方面"普遍存在的年龄歧视"。尽管这些经理承认45岁以后雇用的员工平均而言与年轻员工一样好或更好,但他们仍然不想雇用他们。Generation的分析师报告说:"招聘经理对45岁以上的求职者有很强的感知偏见——他们认为这个年龄段的成员技能差,适应能力低。"

- E) The survey results are remarkable. Hiring managers are three times as likely to rate job applicants age 35 – 44 as a better "fit" than those over 45. They rate the post-45 job seekers lower on average on all three measures — even experience — than those ages 18 to 34. This is true even though nearly nine managers in 10 also said their post-45 workers were as good as or better than younger employees in the same jobs.

调查结果令人震惊。招聘经理认为35至44岁的求职者比45岁以上的求职者更"合适"的可能性是后者的三倍。他们对45岁以后的求职者在所有三个衡量标准上的平均评分都低于18至34岁的求职者——甚至包括经验。即使近十分之九的经理也表示他们45岁以后的员工在相同工作中与年轻员工一样好或更好,情况依然如此。

- F) Their biggest fears about hiring those over 45? Managers said they worry that older hires will be reluctant to try new technologies, and will be unable to learn new skills. Besides, the majority of hiring managers are under 45 — and seem reluctant to hire people older than themselves.

他们对雇用45岁以上员工的最大担忧是什么?经理们说他们担心年龄较大的雇员会不愿尝试新技术,并且无法学习新技能。此外,大多数招聘经理都在45岁以下——而且似乎不愿雇用比自己年长的人。

- G) But here's the good news. Older workers who've actively engaged in more education and training relevant to their jobs turn this pretty much on its head. Three-quarters of hiring managers said they'd be more likely to hire an over-45 who had relevant education, training or credentials(文凭). Among those over 45 who'd successfully switched careers, 74% said training helped them get their new job.

但这里有个好消息。积极参与与工作相关的更多教育和培训的年长工作者几乎完全扭转了这一局面。四分之三的招聘经理表示,他们更有可能雇用拥有相关教育、培训或文凭的45岁以上人员。在成功转行的45岁以上人员中,74%的人表示培训帮助他们获得了新工作。

- H) "Midcareer switchers overwhelmingly say that training enabled them to shift to a new career path," the analysts write. And when they asked over-45 candidates about their attitudes, they found that "those who are excited by training are unemployed for less time, receive more job offers, and are more satisfied by the job offers they receive."

分析师写道:"职业中期转行者压倒性地表示,培训使他们能够转向新的职业道路。"当他们询问45岁以上候选人的态度时,他们发现"那些对培训感到兴奋的人失业时间更短,收到更多工作邀约,并且对收到的工作邀约更满意。"

- I) Hiring managers said training was three times more likely to get them to hire applicants over age 45 than, say, government subsidies(补贴). What training are we talking about? Obviously it depends on the job. And, yes, managers are most likely to be impressed by industry qualifications you get in school. These things cost money, and time. But these aren't the only things helpful. Those who had successfully changed careers after 45 told Generation that education and training had been a big help — and that included in-person, on-the-job training, "informal learning," and online courses — with or without certification.

招聘经理表示,培训使他们雇用45岁以上申请者的可能性是政府补贴等措施的三倍。我们说的是什么培训?显然这取决于工作。是的,经理们最有可能对你在学校获得的行业资格印象深刻。这些东西需要花钱和时间。但这些并不是唯一有帮助的东西。那些在45岁后成功转行的人告诉Generation,教育和培训是很大的帮助——包括面对面的在职培训、"非正式学习"和在线课程——无论是否有认证。

- J) If they think we're too old to learn new skills after we're 45, just learning some new skills may have an effect on its own. There's a downside to this. The people least interested in retraining are more likely to come from historically disadvantaged communities, more likely to have low incomes, and are more likely to have the least schooling after getting their high-school diploma or earlier. On average, post-45 job switchers with higher incomes participate in 2.5 training programs each. Those with lower incomes: 0.9 programs on average.

如果他们认为我们在45岁以后太老而无法学习新技能,那么仅仅学习一些新技能本身就可能产生效果。这有一个不利方面。对再培训最不感兴趣的人更有可能来自历史上处于不利地位的社区,更有可能收入低,并且更有可能在获得高中文凭或更早之后接受的教育最少。平均而言,收入较高的45岁以后转行者参加2.5个培训项目。收入较低的人:平均0.9个项目。

- K) Many years ago, I wrote about a study which found that employers are much more likely to hire a college graduate who has some work experience in the industry than a college graduate who took the "right" degree. A bank is more likely to hire a literature graduate who spent their summers working in their local bank than a finance or economics graduate who spent their summers surfing or traveling around Italy. They've learned through long experience. The person who worked in the bank is more likely ready, willing and able to be part of the team and do the job from day 1.

许多年前,我写过一项研究,该研究发现雇主更有可能雇用在该行业有一些工作经验的大学毕业生,而不是获得"正确"学位的大学毕业生。银行更有可能雇用暑假在当地银行工作的文学专业毕业生,而不是暑假冲浪或在意大利旅行的金融或经济学专业毕业生。他们通过长期经验学到了这一点。在银行工作的人更有可能从第一天起就准备好、愿意并能够成为团队的一员并完成工作。

- L) We can rail against "ageism" all we like. It gets us nowhere. And it's easy to forget that employers, like everyone else, are under time pressure and are just trying to solve problems. Any and all "training," including inexpensive and informal training, is going to help resolve their worries about hiring someone over 45. And it has never been easier or cheaper to gain instruction in new skills,

thanks to the internet. Online schools like Udemy and Lynda.com offer sweet deals at sign-up. And courses on YouTube are free.

我们可以随意抨击“年龄歧视”。这让我们一无所获。而且很容易忘记,雇主和其他人一样,都面临时间压力,只是试图解决问题。任何和所有“培训”,包括廉价和非正式的培训,都将有助于解决他们对雇用45岁以上人员的担忧。由于互联网,获得新技能的指导从未如此容易或便宜。像Udemy和Lynda.com这样的在线学校在注册时提供优惠。YouTube上的课程是免费的。

M) Bottom line? Yes, it really can be difficult getting a new job after age 45, let alone changing careers. One of the best things we can do to help ourselves is to go online and learn new, relevant skills. Sadly, the people who most need the help are least likely to take it — which raises a challenge for society as a whole. Not only do we not want to see lives go to waste, but we all benefit if more people are working and fewer are unemployed.

底线?是的,45岁以后找新工作确实很困难,更不用说转行了。我们能为自己做的最好的事情之一就是上网学习新的相关技能。可悲的是,最需要帮助的人最不可能接受帮助——这给整个社会带来了挑战。我们不仅不想看到生命被浪费,而且如果更多的人工作、更少的人失业,我们所有人都会受益。

陈述句与逐句解析

36. Hiring managers believe unemployed workers over 45 lack good skills and are less adaptable.

招聘经理认为45岁以上的失业者缺乏良好的技能且适应能力较差。

【答案】 **D** 段 (强锚点)

【锚点】 技能差+适应力低

【定位】 Hiring managers have a strong perception bias against 45+ job candidates — they believe that members of this age group have poor skills and low adaptability

招聘经理对 45 岁以上的求职者抱有强烈的偏见——他们认为这一年龄群体的成员技能差、适应力低。

【改写】 lack good skills ↔ **poor skills**

反向短语+名词化的同义替换

less adaptable ↔ **low adaptability**

形容词比较级↔抽象名词

【辨邻】 **F** 段 F Managers said they worry that older hires will be reluctant to try new technologies, and will be unable to learn new skills. 只覆盖“学技能”一面, 未提及 less adaptable 对应的“低适应力”评价, 属典型的“只覆盖局部”。

Managers said they worry that older hires will be reluctant to try new technologies, and will be unable to learn new skills.

37. Switching to a new career is difficult and getting reemployed after a layoff is even tougher.

转换到新职业是困难的,而在裁员后重新就业则更加艰难。

【答案】 **A** 段 (强锚点)

【锚点】换职业+被裁后再就业

【定位】Changing careers is hard. Getting back into work after you've been laid off is even harder.
换工作是难的。被裁员后重新找到工作就更难。

【改写】Switching to a new career is difficult ↔ **Changing careers is hard**

动词与形容词的同义替换

getting reemployed after a layoff is even tougher ↔

Getting back into work after you've been laid off is even harder

动名词搭配+形容词比较级的同义

38. People from poor neighborhoods tend to have the least interest in retraining.

来自贫困社区的人往往对再培训最缺乏兴趣。

【答案】J 段（强锚点）

【锚点】穷社区+最不愿再培训

【定位】The people least interested in retraining are more likely to come from historically disadvantaged communities, more likely to have low incomes, and are more likely to have the least schooling after getting their high-school diploma or earlier.

对再培训最缺乏兴趣的人更可能来自历史上处境不利的社区，更可能收入低，更可能教育程度仅到高中或更低。

【改写】People from poor neighborhoods ↔ **come from historically disadvantaged communities**

poor neighborhoods↔disadvantaged communities 的同义替换

the least interest in retraining ↔ **The people least interested in retraining**

形容词与名词的形式互换

39. Hiring managers who are not yet 45 years old seem unwilling to hire people their senior.

尚未满45岁的招聘经理似乎不愿意雇用比他们年长的人。

【答案】F 段（强锚点）

【锚点】未满 45 的招聘经理+不愿招更年长者

【定位】Besides, the majority of hiring managers are under 45 — and seem reluctant to hire people older than themselves.

此外，大多数招聘经理本身不满 45 岁——并且似乎不愿意聘用比他们年长的人。

【改写】Hiring managers who are not yet 45 years old ↔ **the majority of hiring managers are under 45**

not yet 45↔under 45 同义

unwilling to hire people their senior ↔ **seem reluctant to hire people older than themselves**

senior↔older than themselves 的同义替换

【辨邻】 **D** 段 D they still don't want to hire them 讲的是经理对 45+ 求职者的偏见，并未提到题干强调的 not yet 45 years old 即经理本身的年龄因素。

Although such managers admit that post-45 hires turn out on average to be just as good as or better than younger workers, they still don't want to hire them.

40. Some analysts find age 45+ jobless workers are most likely to be unemployed for more than a year.

一些分析师发现45岁以上的失业者最有可能失业超过一年。

【答案】 **C** 段（强锚点）

【锚点】 失业超过一年

【定位】 And if you're out of work past the age of 45, there's nearly a two in three chance you'll be out of work for over a year, they find.

他们发现，如果你过了 45 岁又失业，那么你将有近三分之二的概率失业超过一年。

【改写】 age 45+ jobless workers ↔ if you're out of work past the age of 45

名词化↔条件从句的等值

most likely to be unemployed for more than a year ↔

there's nearly a two in three chance you'll be out of work for over a year

概率短语↔最高级形容词的等值

Some analysts find ↔ they find

they 指代分析师的明确化

41. People who had succeeded in career change after 45 told a nonprofit organization they owed a great deal to the education and training they had received.

那些在45岁后成功实现职业转换的人告诉一家非营利组织,他们很大程度上归功于所接受的教育和培训。

【答案】 **I** 段（强锚点）

【锚点】 成功转职者+告诉非营利组织+归功培训

【定位】 Those who had successfully changed careers after 45 told Generation that education and training had been a big help — and that included in-person, on-the-job training, "informal learning," and online courses — with or without certification.

那些 45 岁后成功转换职业的人告诉 Generation：教育和培训给了他们很大帮助——这些培训包括面对面的、在岗培训、“非正式学习”以及在线课程——有无证书都算。

【改写】 People who had succeeded in career change after 45 ↔

Those who had successfully changed careers after 45

名词短语↔副词+动词的等值

told a nonprofit organization ↔ **told Generation**

专名↔属性的跨段回溯等值

they owed a great deal to the education and training they had received ↔

education and training had been a big help

owed a great deal to↔had been a big help 的同义替换

【辨邻】 **G** 段 G Among those over 45 who'd successfully switched careers, 74% said training helped them get their new job. 只给出比例，未指明对话对象，缺少题干强调的"告诉一个非营利组织"这一动作。

Among those over 45 who'd successfully switched careers, 74% said training helped them get their new job.

H 段 H Midcareer switchers overwhelmingly say that training enabled them to shift to a new career path 是作者对结论的概括式转述，没有题干的"told a nonprofit organization"动作链条。

Midcareer switchers overwhelmingly say that training enabled them to shift to a new career path

42. Older workers who actively pursue more education and training have a good chance of being hired.

积极寻求更多教育和培训的年长工作者有很大机会被雇用。

【答案】 **G** 段 (强锚点)

【锚点】 积极教育培训+较好录用机会

【定位】 Three-quarters of hiring managers said they'd be more likely to hire an over-45 who had relevant education, training or credentials(文凭).

四分之三的招聘经理表示，他们更愿意聘用接受过相关教育、培训或拥有相关文凭的 45 岁以上者。

【改写】 Older workers who actively pursue more education and training ↔

Older workers who've actively engaged in more education and training relevant to their jobs
pursue↔engaged in 同义替换

have a good chance of being hired ↔

Three-quarters of hiring managers said they'd be more likely to hire an over-45 who had relevant education, training or credentials

高比例+more likely to hire↔a good chance of being hired

【辨邻】 I 段 I Hiring managers said training was three times more likely to get them to hire applicants over age 45 than, say, government subsidies(补贴). 用"培训 vs 补贴"对比, 主语落在"训练"而非"求职者机会"。

Hiring managers said training was three times more likely to get them to hire applicants over age 45 than, say, government subsidies(补贴).

43. A new study finds that more education and training helps midcareer individuals find a new job.

一项新研究发现,更多的教育和培训有助于职业中期人士找到新工作。

【答案】 B 段 (强锚点)

【锚点】 一项新研究+教育培训助力中年人找工作

【定位】 But the one thing that can really make a difference? More education and training. These are the results from a new study by Generation, a nonprofit founded by former McKinsey consultants.

但真正能起作用的是什么呢? 更多的教育和培训。这是来自 Generation——一家由前麦肯锡顾问创立的非营利组织——的一项新研究的结果。

【改写】 A new study finds that more education and training helps midcareer individuals find a new job ↔

More education and training. These are the results from a new study by Generation findings↔results from 的等值

midcareer individuals find a new job ↔ midcareer employment

中年人就业话题的同义指代

【辨邻】 G 段 G Three-quarters of hiring managers said they'd be more likely to hire an over-45 who had relevant education 用具体比例展开研究结论, 并未用"A new study"这种结论引子词。

Three-quarters of hiring managers said they'd be more likely to hire an over-45 who had relevant education, training or credentials(文凭).

44. Owing to the internet, it is now more convenient than ever to receive training in new skills.

由于互联网的存在,接受新技能培训现在比以往任何时候都更加便利。

【答案】 L 段 (强锚点)

【锚点】 互联网+训练新技能从未如此便捷

【定位】 And it has never been easier or cheaper to gain instruction in new skills, thanks to the internet.

多亏了互联网, 学习新技能从未如此容易或便宜。

【改写】 Owing to the internet ↔ **thanks to the internet**

Owing to↔thanks to 同义介词短语

more convenient than ever ↔ **has never been easier or cheaper**

never+比较级↔more 比较级 than ever 等值

receive training in new skills ↔ **gain instruction in new skills**

receive↔gain; training↔instruction 的同义替换

【辨邻】 **I** 段 I education and training had been a big help — and that included in-person, on-the-job training, "informal learning," and online courses 列举了培训方式, 但 Owing to the internet 这一核心锚点在 I 段缺席。

education and training had been a big help — and that included in-person, on-the-job training, "informal learning," and online courses — with or without certification.

45. People over 45 stimulated by training suffer shorter periods of unemployment, get more job offers and have greater satisfaction in them.

接受培训激励的45岁以上人群失业时间更短,获得更多工作机会,并对工作有更高的满意度。

【答案】 **H** 段 (强锚点)

【锚点】 受培训刺激者+三项收益

【定位】 And when they asked over-45 candidates about their attitudes, they found that "those who are excited by training are unemployed for less time, receive more job offers, and are more satisfied by the job offers they receive."

当他们询问 45 岁以上候选人的态度时,发现"那些因培训而兴奋的人失业时间更短、获得更多录用、对所收到的录用更满意"。

【改写】 People over 45 stimulated by training ↔ **those who are excited by training**

stimulated↔excited 同义形容词

suffer shorter periods of unemployment ↔ **are unemployed for less time**

shorter periods of unemployment↔unemployed for less time 等值

get more job offers ↔ **receive more job offers**

get↔receive 同义动词

have greater satisfaction in them ↔ **are more satisfied by the job offers they receive**

名词化↔形容词的等值

【辨邻】 **G** 段 G Three-quarters of hiring managers said they'd be more likely to hire an over-45 who had relevant education, training or credentials 只覆盖"更易被录用", 没有题干的"失业时间更短+offer 更多+满意度更高"三项收益。

Three-quarters of hiring managers said they'd be more likely to hire an over-45 who had relevant education, training or credentials(文凭). Among those over 45 who'd successfully switched careers, 74% said training helped them get their new job.

13 个段落各讲了什么

逐段一句主旨 + 该段最具区分度的「信息指纹」，是逐句回扫定位的工作台。

- A 总起段：年龄歧视与长期失业对 45 岁以上职场人士打击最大；招聘经理对 40-45 岁以上者抱有不屑录用的态度，认为他们不合适、经验过时、不愿学新技能。

信息指纹 切换职业难+被裁后再就业更难

- B 引出关键变量：教育与培训能真正起作用；介绍一项由 Generation（前麦肯锡顾问创立的非营利组织）所做的、覆盖七国五千多名工人与经理的全球中年就业新调查。

信息指纹 新研究：更多教育培训助中年人找工作

- C 用数据说明 45 岁以上人群在长期失业中的占比与持续时长——超过 45 岁失业，有近三分之二的概率失业时间超过一年。

信息指纹 失业超一年的近三分之二概率

- D 把上述现象归因于招聘经理对 45+ 求职者的“广泛年龄歧视”——经理们承认这群人入职后表现并不差，但仍认为他们技能差、适应力低，故不愿录用。

信息指纹 技能差+适应力低的偏见

- E 调查数据：招聘经理把 35-44 岁评为“合适”的概率是 45+ 的三倍，对 45+ 在经验等三项上的评分甚至低于 18-34 岁，尽管近九成经理也承认 45+ 员工实际表现不输年轻人。

信息指纹 评分对比的三倍与三项指标

- F 招聘经理对 45+ 的最大顾虑是不愿试新技术、学不了新技能；并指出大多数招聘经理本身不满 45 岁，似乎不愿招比自己年长的人。

信息指纹 经理多在 45 岁以下且不愿招比自己年长者

G 好消息：主动参与与工作相关的教育与培训的年长求职者，能扭转上述偏见——四分之三的经理表示更愿意录用持有相关教育、培训或文凭的 45+ 者；74% 成功转职者承认培训帮了他们。

信息指纹 四分之三经理因培训愿录用 45+ 者

H 中年转职者压倒性地表示培训让他们能换赛道；对培训抱热情的 45+ 候选人失业时间更短、收到的录用更多、对工作满意度更高。

信息指纹 热衷培训者失业更短+offer 更多+满意度更高

I 经理认为培训促成录用 45+ 者的可能性是政府补贴的三倍；行业资质最受认可，但非正式学习、在职培训、在线课程同样有帮助。

信息指纹 成功转职者向 Generation 称培训帮了大忙

J 学新技能本身就有效果；但最不愿参加再培训的人，往往来自历史上处境不利的社区、低收入、教育程度最低；高收入与低收入者参加培训的项目数差距明显。

信息指纹 最不愿再培训者来自弱势社区

K 用银行招聘中文学专业有暑期银行经验者胜过金融专业去意大利游历者的例子，说明雇主重视相关实践经验，倾向能即刻上手做事的人。

信息指纹 银行宁招有实习的文学生不招游历的金融生

L 光是抗议年龄歧视没用；雇主在解决时间压力下的问题，任何培训都有助消除他们对录用 45+ 者的顾虑；多亏互联网，学习新技能从未如此便捷便宜。

信息指纹 多亏互联网，学新技能从未如此容易便宜

M 结尾段：45 岁后找新工作确实难；上网学相关新技能是最好的自救方式；最需要帮助的人最不愿接受帮助，这对社会是更大挑战。

信息指纹 结尾呼吁与社会挑战

SENTENCE INSIGHTS • 句子精讲

27 句真题句逐层精讲

下列真题句各有独立的句子解析页——中文翻译、结构树逐层拆解、成分与时态、考点讲解与真题高频词。点击句子进入完整解析。

Getting back into work after you've been laid off is even harder.

A段，第3句

本句包含动名词短语作主语、系表结构、时间状语从句等多种成分，且状语从句嵌入主语内部，形成了一个较典型的易错点。练习者需要区分主句谓语和从句谓语、判断状语从句的归属，对成分划分能力有较好的训练效果。

Those over 45 make up the bulk of the long-term unemployed, in America and elsewhere.

A段，第4句

主谓宾加地点状语的简单句是常见句式，但过于基础，在四六级或考研真题中此类句子通常作为长难句的某一分句出现，独立作为完整考句的代表性不高，学习迁移价值一般。

These are the results from a new study by Generation, a nonprofit founded by former McKinsey consultants.

B段，第2句

主系表结构配合介词短语定语和同位语，是四六级阅读中常见的信息介绍句式，同位语和后置定语的叠加使用具有较强的代表性，掌握后可迁移到大量类似长句的理解中。

They've just published a global survey on midcareer employment, based on surveys of over 5,000 workers and managers in seven countries.

B段，第3句

简单句配合现在完成时及后置定语的结构，在四六级和考研阅读中较为常见；学习者掌握后可应用于识别类似的时态加修饰结构，具有一定的可迁移性。

"Older midcareer workers ... make up the bulk of the long-term unemployed in many countries," Generation's analysts write in their report.

C段，第1句

直接引语作宾语、主句报道信息来源的结构在新闻报道类文章中非常常见，也是四六级和考研阅读中的典型句式。学生掌握这种结构后可以应对大量类似的报道引述句，迁移性强。

And if you're out of work past the age of 45, there's nearly a two in three chance you'll be out of work for over a year, they find.

C段，第3句

本句结构在四六级和考研阅读中非常典型:there be 存在句 + 条件状语从句 + 省略关系词的定语从句,这种组合频繁出现在学术性和新闻性文本中。掌握本句的分析方法可以迁移到大量类似句子,代表性强,因此典型性较高。

They are unemployed for much longer than the average, and their age is indeed one of the greatest barriers to their finding a job.

C段，第6句

并列句结构在考试中较常见，但本句的两个主句都是简单的系表结构，没有体现定语从句、状语从句等更典型的复杂句式。作为并列句的入门例句有代表性，但迁移价值中等。

A substantial part of this, they report, is "widespread ageism" on the part of hiring managers.

D段，第1句

主系表结构配插入语是考试阅读中的常见句式，尤其插入语标注来源的用法在学术和新闻语境中频繁出现；介词短语作后置定语也是典型用法，有一定代表性和迁移价值。

Although such managers admit that post-45 hires turn out on average to be just as good as or better than younger workers, they still don't want to hire them.

D段，第2句

本句是四六级和考研阅读中极为常见的让步转折句式:"Although ... , 主句 still ..." 是标准的让步状语从句结构,且让步状语从句内部又嵌套宾语从句,符合学术文章和议论文中常见的多层嵌套表达。掌握这种结构后可大量复用于理解和写作类似的让步转折句。

Hiring managers are three times as likely to rate job applicants age 35 – 44 as a better "fit" than those over 45.

E段，第2句

倍数比较结构 (three times as likely ... as ... than) 是四六级和考研阅读中的高频句式，后置定语和比较分句省略也是常考点，句子的结构模式具有很强的代表性和迁移价值。

This is true even though nearly nine managers in 10 also said their post-45 workers were as good as or better than younger employees in the same jobs.

E段，第4句

让步状语从句中嵌套宾语从句是学术阅读和考试（如考研、四六级）中非常高频的句式结构。

Besides, the majority of hiring managers are under 45 — and seem reluctant to hire people older than themselves.

F段，第2句

句中包含并列谓语、两个表语(一个介词短语、一个形容词加不定式短语)、全句状语,以及不定式内部的宾语和定语,成分种类较为丰富,适合练习划分并列谓语和复杂表语结构。

Older workers who've actively engaged in more education and training relevant to their jobs turn this pretty much on its head.

G段，第2句

限制性定语从句嵌入主语中间、对主语进行限定的结构，是四六级和考研阅读中的高频句式。这种结构考查学生识别关系代词、划分从句边界以及在复杂主语后准确定位主句谓语的能力，是长难句理解的典型考点，掌握后可大量复用。

Three-quarters of hiring managers said they'd be more likely to hire an over-45 who had relevant education, training or credentials(文凭).

G段，第3句

这是学术和新闻英语中极其典型的“调查结果/观点陈述”句式，掌握其嵌套结构对阅读理解非常有帮助。

Among those over 45 who'd successfully switched careers, 74% said training helped them get their new job.

G段，第4句

该句型在四六级和考研真题中高频出现：主句陈述调查结果 + 宾语从句说明内容 + 介词短语状语
嵌套定语从句限定范围，是典型的学术报道或调查类句式。掌握后可迁移至大量类似真题句型，代表性强。

And when they asked over-45 candidates about their attitudes, they found that "those who are excited by training are unemployed for less time, receive more job offers, and are more satisfied by the job offers they receive."

H段，第2句

这种‘背景从句 + 主句 + 复杂宾语从句’的结构在学术英语和真题中极为常见，具有很强的代表性。

Hiring managers said training was three times more likely to get them to hire applicants over age 45 than, say, government subsidies(补贴).

I段，第1句

"say/think/believe等+宾语从句"是四六级和考研阅读中的高频句式，倍数比较结构(three times more...than)也是常考点。整句结构(陈述+比较)在真题中反复出现，学会后可大量迁移到类似表达，典型性很强。

Obviously it depends on the job.

I段，第3句

简单句在真题中虽常见，但本句结构过于基础（主谓 + 介词短语状语 + 副词状语），不涉及考试高频的从句嵌套、并列、倒装、强调等典型句式，学习后迁移价值有限。

Many years ago, I wrote about a study which found that employers are much more likely to hire a college graduate who has some work experience in the industry than a college graduate who took the "right" degree.

K段，第1句

本句成分丰富且包含典型易错点：主句有时间状语、主谓宾结构；定语从句既作名词修饰又在从句内充当主语；宾语从句内含比较级结构（"more likely to hire... than..."）和不定式；两个定语从句分别修饰不同先行词。学生可练习识别多层修饰关系、区分 "who" 在不同从句中的作用、分析比较结构中的成分归属，训练价值很高

It gets us nowhere.

L段，第2句

本句虽短，但涉及双宾语结构（"get + 间接宾语 + 直接宾语"），对基础学习者有一定练习价值：需要区分两个宾语的语义角色和位置关系。同时，"nowhere" 在此名词化使用，可帮助学生理解副词充当宾语的用法。

And it has never been easier or cheaper to gain instruction in new skills, thanks to the internet.

L段，第5句

"It is/has been + 形容词 + to do" 是四六级和考研阅读中的高频句式，且句中结合了现在完成时、比较级、原因状语等常考要素；掌握本句结构后，学习者可将其迁移到大量类似表达中，典型性较强。

Bottom line? Yes, it really can be difficult getting a new job after age 45, let alone changing careers.

M段，第1句

"It can be + 形容词 + doing sth" 句型在四六级和考研阅读中高频出现，是表达 "做某事是.....的" 的典型结构。形式主语 + 动名词真正主语的组合格外常见，掌握后可大量迁移。"let alone" 引导递进强调也是地道用法，结构代表性强。

Not only do we not want to see lives go to waste, but we all benefit if more people are working and fewer are unemployed.

M段，第4句

本句覆盖了倒装结构 ("Not only do we...")、感官动词 + 宾语 + 宾补 ("see lives go to waste")、条件状语从句、主系表并列结构等多种成分类型；倒装和感官动词的宾补结构是易错点，适合作为成分划分练习；并列与嵌套的混合也有助于训练分句归属判断。

People from poor neighborhoods tend to have the least interest in retraining.

第38题 题干

主谓宾结构是考试高频句型，tend to do 的搭配、介词短语作定语、最高级修饰名词等都是常考点。虽然本句没有从句等更复杂的典型结构，但作为简单句的代表，其成分搭配模式（尤其是介词短语定语、最高级用法）在真题中反复出现，具有一定迁移价值。

Hiring managers who are not yet 45 years old seem unwilling to hire people their senior.

第39题 题干

限制性定语从句修饰主语是考试阅读中的常见句式，主系表加形容词不定式的表语结构也较为典型，学习后可应用于类似句型的分析。

People who had succeeded in career change after 45 told a nonprofit organization they owed a great deal to the education and training they had received.

第41题 题干

本句的结构——主句主语带定语从句、主句谓语接宾语从句、宾语从句内部再嵌套定语从句——是四六级和考研阅读中高频出现的复杂句式。定语从句修饰主语、宾语从句作动词宾语、关系代词省略等均为常考语法点。掌握这种多层嵌套句式的拆解方法，可以迁移应用到大量真题句子中，具有很高的典型性和复用价值。

Owing to the internet, it is now more convenient than ever to receive training in new skills.

第44题 题干

形式主语"it is + 形容词 + to do"是四六级和考研阅读中的高频句式，非常典型。比较结构"more...than ever"也是常见表达。掌握本句的分析方法后，可以直接迁移到大量类似句型（如it is important to...、it is difficult to...等），实用性强。

HIGH-FREQUENCY • 真题高频词

本篇出现的 83 个英语四级真题高频词

下列单词既在本篇真题中出现，又是 **英语四级** 历年真题的高频词（在该考试真题中出现的句子数均不少于 8）。每个词标注本篇 出现次数与该考试真题句频，点击可查看该词的释义、音标、词形与真题例句。

hire A2

v. 雇用

本篇22次 · 真题 35 句

likely A2

adj. 很可能的

本篇12次 · 真题 224 句

career B1

n. 职业

本篇8次 · 真题 119 句

unemployed B1

adj. 失业的

本篇8次 · 真题 14 句

average A2

adj. 平均的

本篇5次 · 真题 89 句

least A2

det. 最少的

本篇4次 · 真题 84 句

generation B2

n. 一代人

本篇4次·真题44句

graduate B1

n. 毕业生

本篇4次·真题34句

relevant B2

adj. 相关的

本篇4次·真题22句

analyst B2

n. 分析师

本篇4次·真题14句

online A2

adj. 在线的

本篇3次·真题145句

better A1

adj. 更好的 (good 的比较级)

本篇3次·真题139句

income B1

n. 收入

本篇3次·真题39句

reluctant B2

adj. 不情愿的

本篇3次·真题14句

less A1

det. 较少的

本篇2次·真题224句

global B2

adj. 全球的

本篇2次·真题81句

individual B2

adj. 单独的

本篇2次·真题79句

rate A2

n. 速度

本篇2次·真题78句

pressure B1

n. 心理压力

本篇2次·真题63句

internet A2

n. 互联网

本篇2次·真题55句

employer B1

n. 雇主

本篇2次·真题52句

unable A2

adj. 不能的

本篇2次·真题27句

applicant B2

n. 申请人

本篇2次·真题 22 句

admit B1

v. 承认 (事实、错误等)

本篇2次·真题 20 句

switch A2

v. 转换

本篇2次·真题 16 句

candidate B1

n. 候选人

本篇2次·真题 14 句

actively B1

adv. 积极主动地

本篇2次·真题 13 句

unemployment B2

n. 失业 (状态)

本篇2次·真题 11 句

successfully B1

adv. 成功地

本篇2次·真题 10 句

informal B1

adj. 非正式的, 随意的

本篇2次·真题 8 句

would A1

aux. (will 的过去式) 将要, 会

本篇1次·真题 466 句

employee A2

n. 雇员, 员工

本篇1次·真题 194 句

benefit B1

n. 好处

本篇1次·真题 169 句

effect A2

n. 影响

本篇1次·真题 156 句

local A2

adj. 当地的

本篇1次·真题 150 句

tend B1

v. 倾向于, 往往会

本篇1次·真题 137 句

learning A1

n. 学习

本篇1次·真题 120 句

lack B1

v. 缺少

本篇1次·真题 115 句

base A2

n. 基础

本篇1次 · 真题 95 句

community B1

n. 社区

本篇1次 · 真题 81 句

challenge B1

n. 挑战

本篇1次 · 真题 80 句

organization B1

n. 组织

本篇1次 · 真题 76 句

measure B1

v. 测量

本篇1次 · 真题 68 句

gain B1

v. 获得;赢得

本篇1次 · 真题 64 句

suffer B1

v. 遭受 (痛苦、疾病、损失等)

本篇1次 · 真题 64 句

argue B1

v. 争论

本篇1次 · 真题 58 句

enable B1

v. 使能够

本篇1次 · 真题 58 句

solve A2

v. 解决 (问题、困难)

本篇1次 · 真题 58 句

engage B2

v. 参与;从事

本篇1次 · 真题 57 句

publish B1

v. 出版, 发行 (书籍、杂志等)

本篇1次 · 真题 50 句

shift B1

v. 移动

本篇1次 · 真题 49 句

workplace B1

n. 工作场所

本篇1次 · 真题 48 句

interested A1

adj. 感兴趣的

本篇1次 · 真题 40 句

majority B2

n. 大多数, 大部分

本篇1次 · 真题 40 句

satisfaction

B2

n. 满意

本篇1次·真题 27 句

indeed

B1

adv. 确实, 的确 (强调肯定)

本篇1次·真题 25 句

participate

B1

v. 参加

本篇1次·真题 25 句

senior

B1

adj. 级别高的

本篇1次·真题 25 句

former

B1

adj. 以前的, 从前的

本篇1次·真题 24 句

willing

B1

adj. 愿意的, 乐意的

本篇1次·真题 22 句

tough

B1

adj. 困难的

本篇1次·真题 20 句

widespread

B2

adj. 广泛的

本篇1次·真题 20 句

perception

C1

n. 看法

本篇1次·真题 19 句

pursue

B2

v. 追求

本篇1次·真题 17 句

elsewhere

B1

adv. 在别处

本篇1次·真题 16 句

employment

B1

n. 工作

本篇1次·真题 16 句

bias

B2

n. 偏见

本篇1次·真题 15 句

neighborhood

B1

n. 街区

本篇1次·真题 14 句

obviously

B1

adv. 显然, 明显地

本篇1次·真题 14 句

schooling

B2

n. 学校教育

本篇1次·真题 14 句

stimulate

B2

v. 刺激

本篇1次 · 真题 14 句

economics

B2

n. 经济学

本篇1次 · 真题 13 句

found

A1

v. find 的过去式和过去分词

本篇1次 · 真题 12 句

consultant

B2

n. 顾问

本篇1次 · 真题 11 句

finance

B2

n. 财政

本篇1次 · 真题 11 句

remarkable

B2

adj. 非凡的

本篇1次 · 真题 11 句

resolve

B2

v. 解决 (问题、困难)

本篇1次 · 真题 11 句

convenient

B1

adj. 方便的

本篇1次 · 真题 10 句

literature

B2

n. 文学

本篇1次 · 真题 9 句

barrier

B2

n. 障碍物

本篇1次 · 真题 8 句

disadvantaged

B2

adj. 处于不利地位的, 弱势的

本篇1次 · 真题 8 句

persistent

B2

adj. 坚持不懈的

本篇1次 · 真题 8 句

seeker

B2

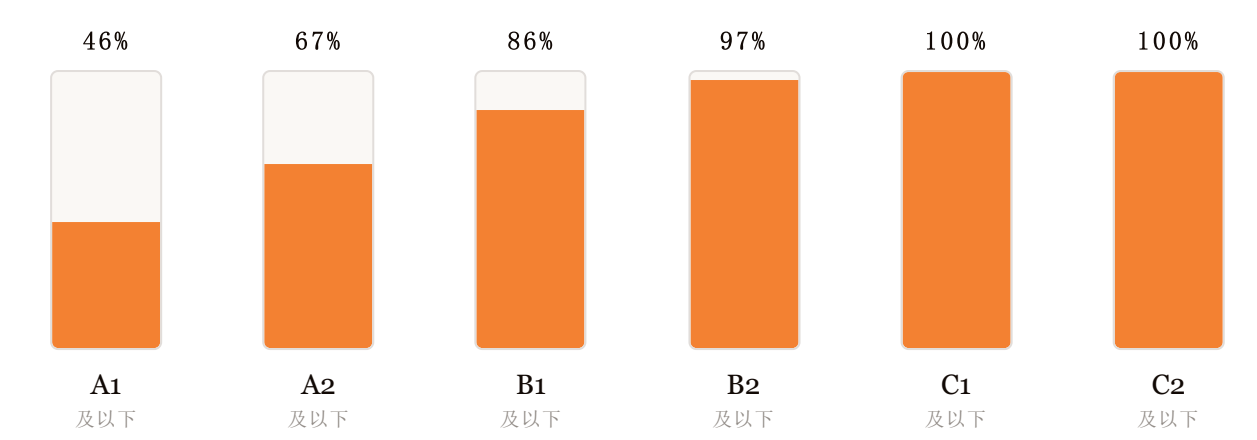
n. 寻求者

本篇1次 · 真题 8 句

VOCABULARY · 词汇难度分布

全文 292 词按 CEFR 难度累积覆盖

全文去重后共 292 个单词，按欧框 CEFR 等级统计。每根柱表示「该等级及以下」的累积占比 (CDF)，最右一柱为 100%。B2 以上 (C1/C2) 为高阶词，本篇共 10 个 · 约 3%。



每柱为「按 CEFR 等级及以下」的累积覆盖率 (CDF) · 数据为全文去重词 292 个 · 末柱为 100%

去重总词数

292

B2 以上难词

3%

B1 及以下覆盖

86%

英语四级 2025年12月·第3套 · 全卷构成

Part I	写作	题目解析 →
Part II	听力	与2025年12月第1套共用 · 题目解析 →
Part III Section A	完形填空（选词填空）	题目解析 →
Part III Section B	长篇阅读（信息匹配）	本题
Part III Section C	阅读理解（四选一）	题目解析 →
Part III Section C (2)	阅读理解（四选一）	题目解析 →
Part IV	汉译英（段落翻译）	题目解析 →