

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.
- 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.
- 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."
- 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.
- 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.
- 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.
- 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.

- 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."
- 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.
- 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.
- 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.
- 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.
- 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.
36. Hiring managers believe unemployed workers over 45 lack good skills and are less adaptable.
37. Switching to a new career is difficult and getting reemployed after a layoff is even tougher.
38. People from poor neighborhoods tend to have the least interest in retraining.
39. Hiring managers who are not yet 45 years old seem unwilling to hire people their senior.
40. Some analysts find age 45+ jobless workers are most likely to be unemployed for more than a year.
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.
42. Older workers who actively pursue more education and training have a good chance of being hired.

- 43. A new study finds that more education and training helps midcareer individuals find a new job.
- 44. Owing to the internet, it is now more convenient than ever to receive training in new skills.
- 45. People over 45 stimulated by training suffer shorter periods of unemployment, get more job offers and have greater satisfaction in them.