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Nine to five

临近毕业，你是否已经逐渐感受到了就业的压力？你是否已经做好充分的准备，蓄势待发？

你知道西方国家的大学生是如何为求职做准备的吗？他们的求职经验是否值得你借鉴和参考？

本单元将带你一窥西方国家“朝九晚五”的生活状态，了解西方大学生是如何从校园走向社会，迎接就业挑战的。在今天的中国，“80后”、“90后”这些深受现代科技影响的“新新人类”已成为就业市场的主力军；在西方，也有同样的一批年轻人正迈出校园，步入职场。虽然彼此之间存在文化差异，但他们同样都面临机遇、选择、挑战……年轻气盛的你，准备好了吗？ Let's go!

First steps along a career path

Lei Ning

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Sometimes friends seek my advice on establishing a career path for their children who have gone abroad for higher education. Although I got my master's degree in the US, I have never worked abroad. My knowledge is indirect and based on that of people I know, my sister in particular.

My sister, Yu, made the decision to quit her job in China and instead went to study law at Duke University, North Carolina. She arrived in the US in mid-August. One month later, she found herself sitting in a classroom being given a lesson on how to find a job. A lot of tips were given, from how to write a résumé to where to attach your name tag during networking.

Two months later, she flew to New York for a job fair, at which she was lucky enough to be offered an internship with a major manufacturing company.

When Yu relayed her news to me, I felt very happy for her and was incredibly proud of what she had achieved. She got a job offer only a few months after landing in a foreign country, and she hadn't even completed her degree or taken the bar exam (律师资格考试). Moreover, the short period in which she had been in the US had barely given her time to familiarize herself with the American way of life; her experience of American culture was very limited and yet here she was, employed by an American company and entrusted with their legal affairs.

The following summer, Yu got her master's in Law and started the internship. Her responsibilities included reviewing legal documents and contracts. As a professional interpreter and translator, I think those are the toughest documents to read, let alone to revise – what a challenge it must have been!

Towards the end of her internship, Yu decided to come back to China to develop her career, although her employer had hinted she would be offered a permanent position after the internship. And so a new round of job hunting began. She travelled back to Beijing and Shanghai for interviews and found her next job before the internship ended. This time, I believe her work experience in the US was very useful in securing her the position.

After 20 months in the US, she came back to China as a senior legal counsel in a multinational company and is well on her way to becoming a legal director.

Based on her story, I guess my advice for young people interested in overseas education is this: It's a good idea to work for some time before you study abroad because you will gain experience and may also be able to save for your tuition fees. Make a career plan early so that you will not miss out on any opportunity because of hesitation or indecision. Lastly, some work experience in the host country is always a plus, even if you think your future is in China.



CULTURE LEARNING

“In order that people may be happy in their work, these three things are needed: They must be fit for it; they must not do too much of it; and they must have a sense of success in it.”

John Ruskin (1819–1900), English art critic, social thinker, and philanthropist (慈善家)

INTRODUCTION

The recent global economic downturn and rising unemployment in most European countries have made the issue of job hunting a top priority for graduates. For undergraduates who want to have the best possible chance of success, this means starting to plan for your career from the start of your course.

Throughout your university studies, it's a good idea to stay alert to careers fairs and employer presentations run by the careers advice centre. These are a unique opportunity to meet the people who work in a company and ask questions to find out what they can offer and what they are looking for. There are also often presentations by alumni from the university who have succeeded in entering a specific career path. They can give you tips for successful job-hunting strategies as well as an authentic insider's view of their profession. If you know which company you would like to work for, it may be worth finding out whether any alumni from your school already work there.

Even in your first year, you may want to think about doing a work placement or internship. This will be a useful addition to your CV (curriculum vitae). It will give you a step up in acquiring the skills necessary for your career and will show employers that you are eager and committed. Placement opportunities are usually during the Easter and summer vacation periods, but there are often also openings in term time on the university campus. Most work placements

are paid, but be aware – some companies have been known to demand long hours and hard work from interns with little reward in the form of payment or potential employment.

In your final year you may want to focus on more specific job application skills. The careers advice centre usually has a library where you can research information about potential employers, and it usually offers free workshops and talks to help you with your job applications. Workshops focus on topics such as identifying your key strengths, improving your interview skills, writing an impressive CV, and developing your presentation skills. You can also practise tests such as the online psychometric testing (心理测试) that is becoming increasingly popular with company recruiters. It's a good idea to learn how to tailor your CV to each specific job application. Any concrete examples of having learnt and applied skills that you will need in your future career will give you a boost and make your CV stand out from the crowd.

Finally, there are many websites that offer information and advice about job placements, job hunting, and job application skills. Checking these sites regularly will help you keep up to date with the latest trends and the types of jobs that are most in demand. There are also professional networking sites where you can not only learn about job fairs and job opportunities, but also pick up tips from insiders in the field.

CULTURE POINTS

Integrated Course

Active reading (1) ▼

1 Generation Grunt

The term *Generation Grunt* is used in an ironic manner in this passage, but it is not a widely used expression. It is intended to parallel the terms *Generation X* and *Generation Y*, and describes a generation that has lost the ability to express itself (ie people grunt instead of speaking). This term may be used to refer to the new generation of teenagers that have grown up with text messages, emails, and the Internet, all of which are changing the way we communicate.

“X一代”（Generation X）和“Y一代”（Generation Y）最早都是由美国最具影响力的新闻周刊《时代》杂志提出的。“X一代”指出生在美国20世纪60年代中期到70年代末期的一代人。随着美国战后经济复苏、科技迅猛发展，这一代人在青少年时期普遍经历了价值观的动荡与重整。他们崇尚个人主义，具有独立思考的能力和批判精神，如今已成为各行各业的精英。“Y一代”又称为“互联网一代”（Net Generation），是指20世纪80年代后出生的人。这一代人的童年与互联网、数字信息化的发展同步，可谓是新媒体熏陶孕育出的一代。在中国，由于改革开放之后经济迅猛发展，每隔十年，整个社会就会显露出新的时代特征。因此，在讨论中国的社会现象时，人们常用“70后”（post-70s）、“80后”（post-80s）、“90后”（post-90s）来指代不同时期出生的人。



Young people with smartphones

2 University careers service

The university careers service is a careers advice centre that offers free advice on job hunting and work-related training. There is usually a resource centre where you can research different careers and companies. You can make an appointment to see an advisor, who will be able to help you take steps towards a career. The careers service may also organize workshops and talks on topics such as how to improve your interview skills or give a presentation. They also organize careers fairs, where you can meet employers and submit your CV.

3 Civil Service Fast Stream

The Civil Service Fast Stream is a way for graduates to join a career track that offers rapid promotion. Fast Streamers will spend around four years in paid postings throughout a range of Civil Service departments to prepare them for managerial roles. The programme attracts over 20,000 applicants each year, who compete for fewer than 1,000 available positions. Graduates in any subject can apply, provided they have achieved a 2:1 or above, and can be of any age. The starting annual salary of around £28,000 rises to over £45,000 for a middle-management position. The Civil Service Fast Stream is ranked among the top five places to work, according to *The Times Top 100 Graduate Employers*. A job within the UK Civil Service has generally been considered to be secure and have good promotion prospects, and there is a great deal of competition to pass the Civil Service entrance exams. However, recent government spending cuts have meant that many civil servants have been made redundant (被解雇的; 被裁员的), and most departments have implemented a pay rise cap.

现代国家公务员制度最早起源于19世纪工业革命之后的英国。近几十年来,英国的公务员制度进行了多次大幅度的改革。如今,英国公务员已告别终身制的“金饭碗”,而是需要与政府部门签订合同书并接受定期的全方位绩效考评。从1998年开始,英国政府扩大实施“公务员快速通道”(Civil Service Fast Stream)的录用计划,使具有潜力和实力的人员可以在短时间内达到理想的职位。中国现代公务员制度形成于20世纪80年代,1994年首次开展国家公务员考试。近几年来,由于国家政策改革,公务员报考“热潮”正在逐渐消退。

Active reading (2) ▼

4 Inland Revenue

The Inland Revenue in the UK (Internal Revenue Service, or IRS, in the US) was the government department responsible for collecting taxes. In 2005, it merged with Her Majesty's Customs and Excise to become HM Revenue & Customs (HMRC). Income tax for employees in Britain is deducted automatically from your salary, along with payments for National Insurance (which pays for benefits such as State Pension, Contribution-based Jobseeker's Allowance, and Maternity Allowance). If you're self-employed, you have to fill in a self-assessment tax return every year with information on your business earnings and other income that you have to pay tax on, such as rental income. This is used to work out how much tax and National Insurance you have to pay.

In the US, employees have social security and income tax deducted from their monthly pay cheque. At the end of the year, however, they fill out individual income tax returns and calculate their taxes, including details of tax deductions for living expenses and other items such as mortgages or health insurance (the same applies to self-employed people). The forms are then sent to the IRS. If you have paid too much tax for any reason, you may receive a tax rebate (税金退款).

5 Student finance

Student finance is available in several forms. Government assistance is available for any student in the UK who wants to go to university but may not be able to afford all of the costs. This is usually measured by using students' parents' income and is called a means test (收入状况调查). Eligible students can receive a grant for all or some of their tuition fees, plus additional money for living costs. This grant does not have to be repaid. Students who do not qualify for this assistance may choose to apply for a student loan, which is administered by a government-run company, the Student Loans Company. These loans have a low interest rate and have to be repaid when the graduate has found work and earns over a certain income. Loans are usually deducted directly from graduates' salaries. Many students try to find part-time work during their studies to help pay for their accommodation and other living costs and reduce the size of the student loans that they need to take out.

6 Retirement age

In the past, the retirement age in the UK (the age when you can receive State Pension) was 60 for women and 65 for men. In 2018, this will increase to 65 for women. In 2020, it will increase to 66 for both men and women, and between 2026 and 2028, it will be 67. In future, the retirement age may increase to 70 or higher. The main reason for this is the increase in life expectancy (<人的> 预期寿命), which means that the government cannot afford to pay for State Pension. At retirement age, people who have worked the qualifying number of years and paid into the State Pension plan can regularly receive State Pension based on the amount they have contributed. The basic State Pension in 2016 was £119.30 per week and required a minimum of 30 years of contributions. Those who have not contributed for the required number of years may receive a smaller pension based on their contributions. Those who have contributed more can receive a larger pension.

In the US, people who reach 62 can start receiving Social Security retirement benefits, but most people also need a private pension (usually subsidized through their employer) in order to meet living costs.

Enjoying retirement

7 Tuition fees

The tuition fees for an undergraduate university course in the UK average between £6,000 and £9,000 per year for UK and EU students. Fees are higher for non-EU residents. If parents earn enough, they usually help pay for their children's studies; but in many cases, young people need to take out a loan as well, and many get a part-time job. Although students tend traditionally to move away from home to attend university, rising costs have meant that many are trying to save money by attending university in their home town and living at home.

高等学校学费政策不仅事关一个国家的教育发展，同时也是社会公平与公正的杠杆。自 20 世纪 90 年代以来，英国在学费政策方面进行了一系列的调整，学费呈现出不断上涨的趋势。1997 年英国政府宣布实施高等教育收费政策，最初的收费标准为每年 1,000 英镑。近些年，由于要削减财政赤字，英国政府决定将学费上限提高至 9,000 英镑，由此曾导致不少学生上街游行表示抗议。



Demonstrators passing the Houses of Parliament to participate in a protest against student loans and in favour of free education, November 19, 2014

8 The 2008 Crash

The 2008 Crash was a sudden and dramatic drop in the value of stocks, which happened after months of trouble in the housing and credit markets on Wall Street and in financial markets around the world. One of the causes of the crash was the banking practice of bundling mortgages with other loans and debts into collateralized debt obligations (CDOs, 担保债务凭证), which banks sold to investors (other banks). In other words, loans that had a very poor rating (were unlikely to be repaid) were bundled together with other loans to give a higher overall rating. This practice encouraged banks to give loans to house buyers who could never repay. When the housing market collapsed, banks were left with hundreds of billions of dollars of loans that would never be repaid and they had to be bailed out (帮助……摆脱困境) with government money. The result was an economic recession that brought massive numbers of redundancies and foreclosures (<因未能如期清偿债务>取消<抵押品>赎回权), and saw unemployment rise to about ten per cent in the US and the EU.

Listening and Speaking

Inside view ▼

Conversation 1

1 Samuel Johnson

Samuel Johnson (1709–1784) was one of the most famous writers of the 18th century, a time when London was starting to become a major metropolis. He was a prolific writer but is most famous for compiling the first comprehensive dictionary of the English language. Unlike previous dictionaries, his dictionary contained the derivation of each word; this became a model for later dictionaries. He is also known for the biography written about him by James Boswell in 1791. The quote on Page 2 of the Listening and Speaking book is from an exchange with Boswell on the excitement of living in London, and the complete quote is: “Why, Sir, you find no man, at all intellectual, who is willing to leave London. No, Sir, when a man is tired of London, he is tired of life; for there is in London all that life can afford.”



Samuel Johnson

Outside view ▼

2 Job listing

Job listings can be found in newspapers and online. Most newspapers publish a variety of jobs each day. Some newspapers, such as *The Guardian*, have certain jobs on specific days, for example, media jobs on Mondays, education and academic jobs on Tuesdays, and so on. There are also many websites such as www.targetjobs.co.uk and www.jobs.ac.uk that list jobs in specific careers. Job adverts usually specify the qualifications and experience required, as well as the job duties and responsibilities. Salary and benefits are sometimes mentioned, although this may be discussed later at an interview. Job applications nowadays are often made online.

Job listings in newspapers



3 Career counsellor and professional job coach

A career counsellor usually works in a school or college and offers a free advisory service. Most career counsellors have a degree in counselling. Their job is to help students to think about their interests, talents, and abilities so that they can find the career that is best for them. In addition, they offer advice on how to achieve career goals and help students with school or job application procedures. A professional job coach or counsellor generally works in an independent professional advice centre, and provides services that people have to pay for. They may run training sessions for groups or individuals to help them improve specific skills. These can include job-hunting skills, such as interviewing, as well as specific job skills, such as leadership skills for managers, or public relations skills for business owners. Their clients may be students, people who are unemployed, or those looking for a career change.

4 Social worker

Social workers help people to cope with problems such as poverty, domestic violence, and drug addiction, and in some circumstances they will help students who are having trouble at school. Many social workers give counselling and support and find resources for people who need them. In the UK and the US, social workers often work to help implement government social policy, for example, child welfare policy. Social workers may also work for a charity as paid employees or as volunteers. A professional social worker usually holds a degree or diploma in social work, either at undergraduate or postgraduate level. The degree usually includes subjects such as Psychology, Education, Philosophy, Sociology, and Economics.



Social workers



5 Bed and breakfast

A bed and breakfast or B&B is a type of guesthouse found in Europe and North America. B&Bs are usually quite small (typically 4–11 rooms), run by the owner, and cheaper than a hotel. They do not have all the facilities of a hotel (such as a 24-hour reception or a restaurant), but they are normally friendly and comfortable. The price includes breakfast, but not lunch or dinner. In the UK, breakfast usually consists of fried bacon, sausages, mushrooms, eggs, toast, cereal, fruit juice, and tea or coffee. It's easy to find bed and breakfasts online, and many sites let you read reviews posted by previous guests. This type of accommodation is popular with tourists and business people on a smaller budget.

Listening in ▼

Passage 1

6 Malcolm Gladwell and *Outliers: The Story of Success*

Malcolm Gladwell (1963–) is a Canadian journalist, best-selling writer, and speaker. He lives in New York and has written five books: *The Tipping Point: How Little Things Can Make a Big Difference*, *Blink: The Power of Thinking Without Thinking*, *Outliers: The Story of Success*, *What the Dog Saw: And Other Adventures*, a collection of his journalism, and *David and Goliath: Underdogs, Misfits, and the Art of Battling Giants*. All five books were *The New York Times* best-sellers. Gladwell's books and articles often discuss research in the social sciences, particularly in the areas of sociology, psychology, and social psychology. Although he is not an expert in these areas, he writes about them in a style that is accessible and entertaining.

In his book *Outliers: The Story of Success*, Gladwell attempts to explain the success of extraordinarily successful people. He challenges the view that success is solely dependent on a person's ambition, intelligence, or hard work, and examines the idea that a person's environment can also affect one's opportunity for success. As well as quoting examples of famous successful people, he gives an example from his own life: His Jamaican mother, Joyce, was a descendant of African slaves. One of his ancestors was saved from a life of brutal slavery by becoming the mistress of a white plantation owner. Generations later, this circumstance perhaps played a part in giving Gladwell the opportunity to become successful and famous. Summarizing his book, Gladwell notes that success "is not exceptional or mysterious. It is grounded in a web of advantages and inheritances, some deserved, some not, some earned, some just plain lucky."

Passage 2

7 Dress down Friday

Dress down Friday or casual Friday may be part of a company's staff code. Many companies have a dress code; this could be shirts and ties for men, for example, and for women, no bare legs, no sandals (凉鞋), and no sleeveless blouses. During the 1990s, however, perhaps partly due to the influence of start-up companies that wanted to emphasize a friendly, collaborative atmosphere, mainstream companies began to introduce dress down Fridays – one day of the week when workers don't have to dress up for work. Instead of wearing formal shirts and suits, employees can show how relaxed they feel at work by dressing down – wearing casual clothes. Jeans, sandals, flip-flops (人字拖鞋), and T-shirts are fine, as are light-coloured trousers and sometimes even shorts. Overall, dress codes for work have become more casual in recent years, but it still pays to dress smartly for work and managers are usually more impressed by those who dress "smart casual" than by those in wrinkled jeans and T-shirts.

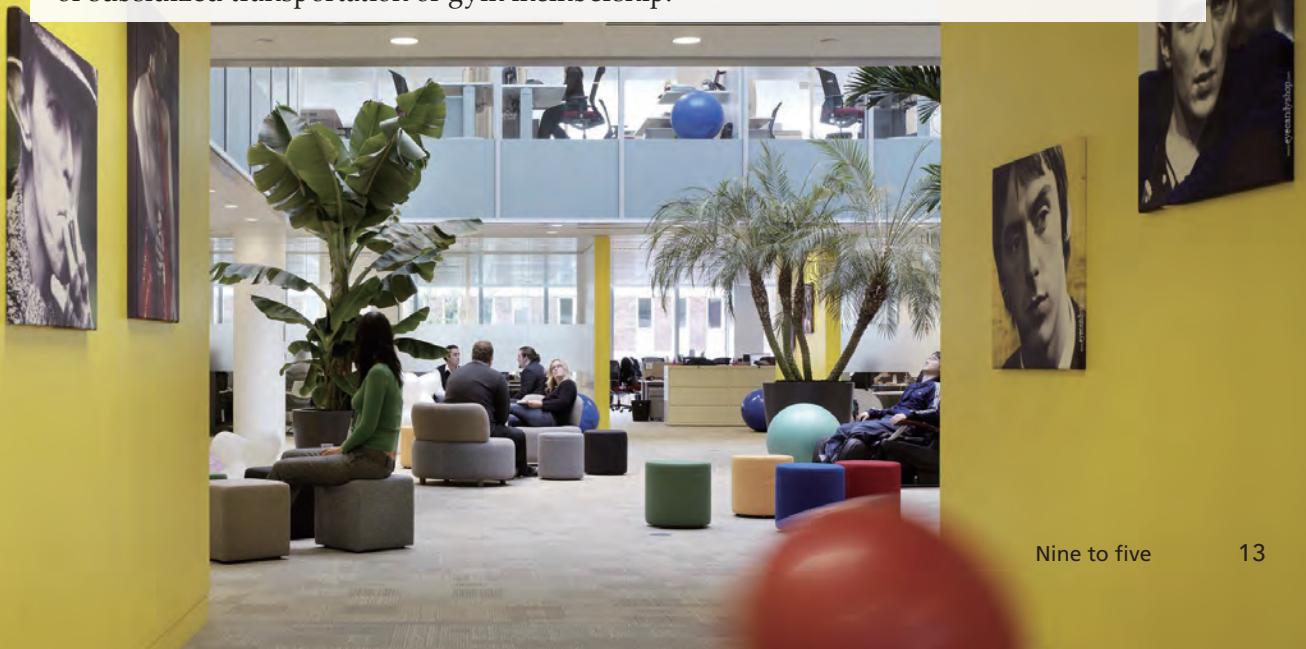
8 Working conditions in the UK

Working conditions in the UK vary from company to company, but the normal office working hours are 9.00 am to 5.00 or 6.00 pm. There may be one or two tea breaks of 20 minutes each and a lunch break of 30 minutes to one hour. For shops and restaurants, hours can vary and often include shift work (轮班), but legally employees should not be required to work more than 48 hours a week. There is a minimum hourly wage of £7.20 for workers aged 25 and over, £6.70 for workers aged 21–24, and £5.30 for workers aged 18–20. Apprentices under the age of 19 or in their first year may receive a lower rate. The minimum wage is revised annually. Employees may choose to work overtime for extra payment. Some shops and offices require workers to work overtime without extra payment (for stocking shelves, or closing up cash registers, for example) as long as it is within the legal number of weekly hours. The minimum wage does not apply to au pairs (指和一个外国家庭同住并帮忙看孩子或料理家务,以换取语言学习机会的姑娘) or nannies, who work in the family home and usually receive food and lodging as part of their compensation.

Workers in the UK receive either a wage (weekly payment) or a salary (monthly payment). They can receive a range of possible company benefits in addition to their normal wages and salaries. Benefits vary depending on the employer but can include: sick leave (receiving normal payment when you are sick, which only requires a sick note from the doctor if you are absent from work for more than seven days); paid holiday (a minimum of 28 days per year, usually including bank or public holidays <法定假日>); private health insurance paid fully or partly by the employer; free or subsidized childcare for young children; or fees paid for education or training.

In addition to these benefits, there may also be “perks” (<工资以外的>额外津贴), such as use of a company car, expenses paid for hotels and meals when travelling for business, and free or subsidized transportation or gym membership.

除了工作时长和福利待遇外,工作环境往往也是求职者找工作时考虑的方面之一。国内外的心理学研究一致表明,工作环境是影响生活幸福感的一大要素。国际劳工组织前任总干事胡安·索马维亚(Juan Somavia)于1999年首次提出“体面劳动”(decent work)的概念,以维护劳动者的人格尊严,保证受雇者在自由、平等、安全的环境下工作。事实上,为了减小员工的压力,目前国内外已有不少企业通过改变办公区墙壁及办公桌的颜色以调整员工情绪,或是在办公区播放一些轻松、舒缓的音乐,以保证员工在工作时身心愉悦。



CULTURE FOCUS



Work placements and internships

大学生参加实习究竟是利大于弊还是弊大于利？这个问题需要具体问题具体分析。有些实习工作可以成为未来成功的阶梯，帮助学生找到毕业之后的发展方向；而有些则形同鸡肋，让人无法从中受益。如今，无论在中国还是英美，找一份实习工作的过程同毕业后找工作大同小异，都需要经过网上申请、提交简历、笔试、面试等甄选环节。

Completing an internship or work placement is a common component of many degree courses at universities in the UK and the US, and is an excellent opportunity to break into a particular field. There are many reasons for doing an internship. One is to get practical experience in a specific job, which will give you an advantage when applying for positions and show employers that you are serious and committed. Another is that it can be a good way to find out if a job is right for you. Taking part in the day-to-day activities of the company can give you a true picture of what it is like to work there. Work placements can also open the door to employment opportunities. If you show enthusiasm and adaptability, your employer may decide to hire you full-time.

Julie, a journalism graduate, says: "After graduation, I started looking for jobs in my chosen field of journalism without any success. Eventually, I decided to try an internship as a way of getting some hands-on experience. I contacted my tutor from university and she helped me find a placement. Soon after I started, my manager told me there was a job opening and asked if I would like to apply for it."

Not all internship experiences are positive, but even difficult experiences can help you learn – as Tim, a marketing undergraduate, found: “I did an internship during the summer vacation of my second year. It was arranged by the placement service at my university as part of my studies. It wasn’t paid, but I would get two credits for completing the programme. It started off well – my line manager explained that I would start with some easy, menial (枯燥的) tasks, but later I would be given some more challenging work. Unfortunately, that never happened. All my time was spent running around making coffee and photocopying. Still, I didn’t want to leave as I would have lost the credits. It was my worst summer ever, but I realized that I had to learn to be persistent.”

Many companies use internships as a way of trying out new recruits before hiring them, giving employers a chance to assess their all-round job skills in a working environment.

“We usually take two or three interns every summer,” says Marie Harrison, a human resources manager. “You can usually tell right away how interested they are in the job. The qualities we look for are basically enthusiasm, initiative, the ability to follow instructions, and other things such as ‘Are they punctual?’, ‘Do they dress smartly?’, ‘Are they good at communicating and cooperating?’. I would say that in one out of every three cases, we usually offer a full-time position at the end of the internship.”

So, how do you go about getting an internship? The best place to start is your university careers advice centre or career guidance counsellor. Another place to look is on the Internet. There are several websites dedicated to matching up interns and employers.

If you cannot find a placement that suits you, the best thing to do is research companies and ask if they would like to take you on as an intern. An unpaid internship can often turn into a paid one, and still give you the benefit of hands-on experience to add to your CV. The important thing is to choose an internship in something you are really interested in, show enthusiasm, and stick with it even if it’s boring at first.



- 1 What are the similarities and differences in roles and expectations between Chinese and Western interns?
- 2 What are the similarities and differences in expectations between Chinese and Western employers?
- 3 How would you feel about doing an internship as part of your studies in China? What do you think you could learn?
- 4 How would you try to show initiative or enthusiasm as an intern in a Chinese company? How do you think this would be different in a Western company?



Hot major vs good jobs

随着中国经济的飞速发展，金融、语言、计算机等专业曾一度成为莘莘学子争相考取的“热门专业”。以北大光华管理学院为例，该学院曾接连数年网罗全国各省 1/5 的高考状元，由此可见经济类专业在中国高等教育中是何等受宠。然而近些年来，由于就业市场日趋饱和，“热门专业”的毕业生在求职过程中遭遇了不小的寒流。事实上，具备良好的个人素质和修养、过硬的专业知识和技能才是找到好工作的前提。在一个良好的学习环境中扎实地度过四年的大学生活也许比选择一个所谓的“热门专业”更为重要。

Choosing a career path is an important decision in life. Most people would agree that you should, ideally, choose a job that you find enjoyable and that makes the best use of your talents. However, it is also important to choose a job that will ultimately lead to a good career.

In China, high school students choose which major to take when they apply for university. For many, the main priority is finding a good job after graduation. There is a tendency to believe that certain majors are more likely to lead to a desirable job and, as a result, students can end up studying subjects that don't actually interest them. However, a recent survey found that employment levels for graduates of "hot majors" are in some cases lower than

for other majors. This is due partly to the oversupply of students graduating from the more popular majors, which results in greater competition for available jobs and a higher chance of disappointment. Some experts suggest that students apply for more specialized vocational (职业的) courses which would make future employment more certain. This would mean that students would have to narrow down their career choices at an earlier stage of their education.

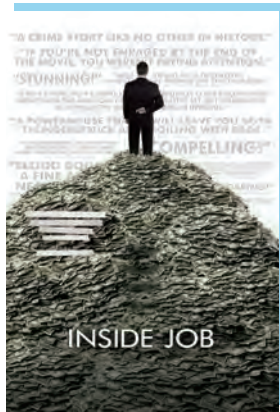
In the UK, students also have to choose their field of specialization when they apply for university. In fact, their choices are even more specialized as they usually study only one or two subjects at degree level. There has been some debate about whether it is a good thing to have to choose so early. In the US, on the other hand, although most students have an idea of the career they wish to pursue before starting college, they do not usually have to choose their majors until after the first year. This gives them time to try out various subjects and find out what suits them best. US degrees are credit-based and therefore more flexible as you can continue until graduation with a relatively wide range of subjects. Specializing too early may be problematic, but not specializing enough can endanger one's job prospects.

Education does not necessarily end once a graduate has obtained employment. Professional development at various stages of one's career is becoming more important too. In China, it is becoming less common for an employee to stay with one employer all their working life, climbing an established career ladder. In future, graduates may rarely stay on a single career path. In the US, this has been the case for some time. Workers are generally willing to move to another company, another part of the country, or even change profession in order to seek better job opportunities. In the UK, the recent economic downturn has meant that employees who are made redundant are more likely to need training or retraining if they are to find another job. It is becoming necessary for individuals to develop an individualized career path that may include changing jobs or careers at several points in their lives.



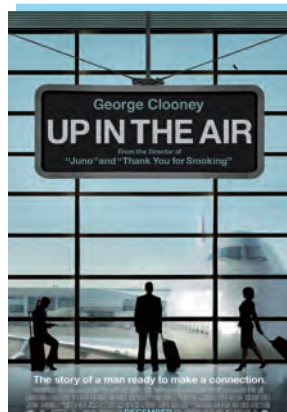
- 1 What is the main priority for most Chinese students when they choose their majors?
- 2 How do Chinese students choose their careers? What kind of advice do they get? How important is family when they make decisions about future careers?
- 3 How do Chinese students go about finding jobs after graduation? Do you think finding a job is about what you know (your skills and knowledge), or who you know (your connections)?
- 4 How are patterns of career development changing in China? Would you like to work for one company for your whole career?
- 5 In the West, many people change jobs several times in their lives. What reasons can you think of for this? What do you think the advantages and disadvantages of this are for a career?

CULTURE LINKS



Inside Job (2010)

This documentary about the 2008 financial crisis is directed by Charles H. Ferguson. The film explores how changes in the policy environment and banking practices helped create the financial crisis.



Up in the Air (2009)

George Clooney plays a consultant who flies around the US telling companies which employees they should make redundant. When he faces being fired himself, he has to reconsider his job and lifestyle. *Up in the Air* is both a biting satire and a moving drama.



Office Space (1999)

Perhaps the ultimate anti-work comedy, *Office Space* follows three IT workers who can't stand their jobs, company, or manager. As a round of layoffs approaches, they decide to take revenge on the company. This smart, funny film captures everything irritating about the modern workplace.



What Color Is Your Parachute? 2016: A Practical Manual for Job-Hunters and Career-Changers (2015)

This book is a guide to organizing and managing your job search. It gives fresh insights into CVs, networking, interviewing, salary negotiation, and how to start your own business. It also explains how to use social media tools in your job search.



<http://www.monster.com/career-advice>

This is a job search website that has hundreds of vacancies and a lot of helpful information about writing CVs, preparing for interviews, and job-hunting strategies.

<http://www.ratemyplacement.co.uk>

This is a website where you can find out about work placements and internships in the UK.