***CAREER***

***Part I***

***Read the text and answer the questions (in writing):***

1.What is the difference between having a job and having a career?

2.What is a career?

3.What does it take?

**Having a career**

Having a job and having a career are two very different things. A job is something you do to make money. You may enjoy the job, work hard at it and do well but you are primarily doing it for the money satisfying your other interests outside of the work environment. A career is something that integrates your desires and interests so that it gives you satisfaction above and beyond the money you make. To have a career means commitment and development but first of all planning. Information is the key: be aware of what's happening around the globe.

***Part II***

***Read the information taken from Wikipedia (***[***https://en.wikipedia.org/wiki/Temporary\_work***](https://en.wikipedia.org/wiki/Temporary_work)***) and make sure you understand the concept (what temporary work refers to, its pros and cons) and the terms.***

1. ***Read and translate the first passage. What are the reasons for increasing temporary jobs?***
2. ***Put down the definition of temporary employment.***
3. ***Give synonyms for temporary employees.***
4. ***What are the pros and cons of temporary work? (put down 3 items in each category)***

|  |  |
| --- | --- |
| ***Pros*** | ***Cons*** |
|  |  |
|  |  |
|  |  |

Because of global competition, advances in technology, and corporate cost-cutting, the fear of losing a job has become a fact of life for many employees, both blue-collar workers and professionals. Many employees who are laid off from full-time jobs can find only temporary jobs or part-time jobs as a replacement.

**Temporary work** or **temporary employment** (also called **odd jobs** or **gigs**) refers to an employment situation where the working arrangement is limited to a certain period of time based on the needs of the employing organization.

Temporary employees are sometimes called "contractual", "seasonal", "interim", "casual staff", "outsourcing", "freelance"; or the word may be shortened to "temps". In some instances, temporary, highly skilled professionals (particularly in the white-collar worker fields, such as human resources, research and development, engineering, and accounting) refer to themselves as consultants.

With the rise of the Internet and gig economy (a labor market characterized by the prevalence of short-term contracts or freelance work as opposed to permanent jobs), many workers are now finding short-term jobs through freelance marketplaces: a situation that brings into being a global market for work.

Temporary workers may work full-time or part-time depending on the individual situation. "Temps" generally receive no health insurance, no retirement pensions, no benefits at all aside from an hourly wage.

**Pros and cons**

**Pros**

Easy hire: Those meeting technical requirements for the type of work are often virtually guaranteed a job without a selection process.

Potential for flexible hours which can lead to happier employees.

Opportunity to gain experience.

Try Before You Buy -Temporary staff allowing a business to 'TRY' a worker as part of their team and to confirm that they are the perfect fit before taking them on board long-term, if needed.

A source of supplemental income.

A way to re-enter the workforce (for retired).

**Cons**

Lack of control over working hours and the potential for immediate termination for refusing an assigned schedule.

Lack of reference as many employers of experienced job positions do not consider work done for a temporary agency as sufficient on a résumé.

Unlike temporary workers hired through a staffing agency, many people in the gig economy don't report their income.

In the US, the hourly wage paid to a temporary worker is 75% to 80% of what direct-hire employees are paid.

 In South Asia and Sub-Saharan Africa, temporary workers often suffer from overworking.

The temporary workforce can become oversaturated, leading to other issues such as wage deflation.

When a company hires internationally, there is no legal precedent for using the laws of either the hiring company's country of origin or the temporary worker's country of origin.

A widening gap between "haves" and "have-nots" in society.

***Part III***

***Watch the video and be ready to complete the task summarizing the main benefits of temping.***

1. ***Before watching make sure you know the following words and expressions:***

to rule out  - (phr.verb) - отказаться, отклонить

uncertainty - неизвестность, неопределённость

(working) trial – испытательный срок

to secure (the job/position) – обеспечивать, получать

to get a foot in the door -  to enter a business or organization at a low level, but with a chance of being more successful in the future.

one week’s notice – уведомление об уходе, поданное за неделю

1. ***Go to*** [***https://youtu.be/o-esuIVbycw***](https://youtu.be/o-esuIVbycw)
2. ***Match (write down the whole sentences into your copybook and translate them):***

|  |  |
| --- | --- |
| 1,Many candidates rule out temping because of  | 1. for those extended days as well.
 |
| 2,A very large percentage of candidates convert | b) a working trial. |
| 3,Temping is like | c) your CV and enhance your chances. |
| 4,The interview process can | d) into permanent roles. |
| 5,You can add new skills into | e) uncertainty that it brings. |
| 6,As you are paid on an hourly rate you get paid | f) be much quicker often with less competition. |

***Part IV***

***Read the beginning of the article devoted to temporary work and be ready to answer the questions:***

***What are the main characteristics of the situation?***

***What are the main concerns?***

***Is the situation  similar to the one in Russia?***

**THE RISE OF THE PERMANENT TEMP ECONOMY**

By [Erin Hatton](http://opinionator.blogs.nytimes.com/author/erin-hatton/)

 JANUARY 26, 2013

Politicians across the political spectrum herald “job creation,” but frightfully few of them talk about what kinds of jobs are being created. Yet this clearly matters: According to the Census Bureau, one-third of adults who live in poverty are working but do not earn enough to support themselves and their families.

A quarter of jobs in America pay below the federal poverty line for a family of four ($23,050). Not only are many jobs low-wage, they are also temporary and insecure. Over the last three years, the temp industry added more jobs in the United States than any other, according to the American Staffing Association, the trade group representing temp recruitment agencies, outsourcing specialists and the like.

Low-wage, temporary jobs have become so widespread that they threaten to become the norm. But for some reason this isn’t causing a scandal. At least in the business press, we are more likely to hear plaudits for “lean and mean” companies than angst about the changing nature of work for ordinary Americans.

How did we arrive at this state of affairs? Many argue that it was the inevitable result of macroeconomic forces — globalization, deindustrialization and technological change — beyond our political control. Yet employers had (and have) choices. Rather than squeezing workers, they could have invested in workers and boosted product quality, taking what economists call the high road toward more advanced manufacturing and skilled service work. But this hasn’t happened. Instead, American employers have generally taken the low road: lowering wages and cutting benefits, converting permanent employees into part-time and contingent workers, busting unions and subcontracting and outsourcing jobs. They have done so, in part, because of the extraordinary evangelizing of the temp industry, which rose from humble origins to become a global behemoth....

For more comprehensive  picture, explore <http://opinionator.blogs.nytimes.com/2013/01/26/the-rise-of-the-permanent-temp-economy/?_r=0>

***Part V***

***Read the extract about today's job market. Do you agree with the author? What did job seekers use to expect? What has changed so far? What other features can you think of?***

**Today's job market features**

Today, the relationship between employers and employee is very different than it was in the past. It provides more opportunities for job seekers.

Not too long ago, job seekers could expect to find a job with a good company and stay there for their entire work life. Also, employees in many career pathways expected their employers to take care of them — give raises, promotions, and benefits when earned, and let employees work at the company for as long as they wanted. In that era, job loss was not common.

Today, workers in all types of careers change jobs and employers more often. Companies do not "take care" of their employees as they used to. And employees are more likely to be laid off through no fault of their own. But it is not all bad news for employees.

|  |  |
| --- | --- |
| **How it used to be:** | **How it is today:** |
| 1. Employees did not plan to change jobs or companies too often. Employers did not trust those who change jobs every few years. | 1. Employees tend to change jobs every few years. Each move brings more skills and opportunities. |
| 2. Employer = Caretaker. Companies laid off workers only when things were really bad. Workers planned to be in one full-time job long term. | 2. Layoffs are more common. Workers see themselves as contractors, and employers as customers. Part-time and temporary positions are more common. |
| 3. Employees stayed with one employer for a long time to get good benefits. Employers paid benefits based on how long you worked and your wage. | 3. Employees take their retirement savings with them when they change jobs. Workers are in charge of their own retirement plans. |

https://careerwise.minnstate.edu/exoffenders/find-job/todays-job-market.html

***Part VI***

 **Today's job market for graduates**

***1. Before reading make sure you know the words and expressions:***

*to apply for a job, job application, applicant, job hunting, to send off a CV, can afford to be much choosier, an interview, be overly familiar, dressed too casually, alumni associations, networking, to secure you a job, to get onto the career ladder*

***2. Read the text and translate the underlined sentences in writing (provide English and Russian variants).***

**THEN VS NOW: HOW TODAY’S JOB MARKET**

**DIFFERS TO THAT OF YOUR PARENTS**

By Karen Glen

Thursday, 20/09/2018

How different do you think applying for jobs is today compared to when your parents were sending off CVs in the hope of securing their first post-uni jobs? Surely not that much has changed in the last few decades when it comes to job applications? Well, apart from the fact that your parents might have had to rely on job listings in the newspaper and snail mail to send off their CVs, the overall format of applying for jobs follows a similar pattern. That said, there are some key differences in terms of the approach job applicants must adopt in order for them to adapt to the current job market.

**A more competitive job market has forced today’s applicants to change their approach to job hunting**

The job market of today is much more crowded than that of twenty or thirty years ago. For one, there are many more applicants per position, many of which now hold university degrees. Not only that, but you’re up against applicants from all over the world. Employers today can afford to be much choosier when selecting job candidates than those of the 70s and 80s. This is quite different to your parents, who might have all but sailed into a job so long as they held a degree. But that doesn’t mean you don’t have the ability to plan a brilliant career. All it takes is an understanding of today’s job market challenges and how to overcome them.

**Things are less formal today, but professionalism is still required when applying for jobs**

Back in your parents’ day, turning up to an interview with a briefcase and a freshly pressed suit would have been the norm—regardless of whether they were applying for a position at a mechanics or a bank. And terms of address would have been more formal too—in spoken and written correspondence. Today, you probably wouldn’t begin an email with ‘Dear Sir’ or wear a three-piece suit for an interview at a design agency, but that doesn’t mean you can or should be overly familiar or not put effort into your appearance. It’s better to err on the side of too formal when dressing for an interview than turning up dressed too casually. If you’re unsure, ask your interviewer about any dress codes they expect of interviewees.

**Thanks to job sites, social networks, and alumni associations, networking has become an integral part of job hunting**

Your parents probably had far fewer means of searching for jobs than you do. The job sites and forums, social media networks and alumni associations have opened up many channels through which to find work—which is a blessing, but it also means today’s job applicants need to invest a lot more time and energy into networking if they’re to find and secure a decent job. Why? Because you can bet that the other 10 (or more!) applicants vying for the same position as you, are also investing in networking too. Seek out people who work, or have worked, in your industry of choice. This is fantastic for research in preparation for interviews and will introduce you to people offering further job opportunities.

**Having a university degree is only the first step towards forging a career**

Thirty years ago, having a degree was enough to secure you a job that might begin a career spanning decades. Today’s job market is quite different. Having a degree is no longer seen as a golden ticket into any job you fancy, but a given. Stellar grades and the glittering reputation of your university are nice to have on your CV, but definitely not a free pass into that dream job. Many of today’s graduates find themselves underemployed and working in jobs that don’t require a university education. So what does it take to get onto the career ladder? Employers want to see strong evidence of soft skills—like communication, leadership, analytical and team working skills —and self-awareness, relevant work experience and a dedication to your own career path.

https://blog.curriculosolutions.com/then-vs-now-how-todays-job-market-differs-to-that-of-your-parents

***3. Enumerate today's job market specifics for college graduates (at least 4).***

***4. Translate into English in writing:***

1.Сегодня рынок труда более конкурентный. 2.Больше кандидатов на позицию, поэтому работодатели намного более разборчивые. 3. Многое менее формально, но также ценится профессионализм. 4. Это касается одежды, манеры обращения. 5. Но не следует быть слишком фамильярным. 6. Налаживание связей стало неотъемлемой частью поиска работы. 7. Это означает, что кандидаты должны вкладывать больше времени и энергии в налаживание связей. 8. Наличие университетской степени – только первый шаг в выстраивании карьеры, это не гарантирует надежной работы. 9. Необходимо развивать мягкие навыки (способность общаться, лидерские качества, умение работать в команде, самосознание). 10. Ценится опыт работы и преданность выбранному делу.