



See Workers as Workers, Not as a College Credential

不应以大学文凭作为招聘员工的唯一标准

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531 Words

In one of the richest nations on earth, the path to **prosperity** has narrowed significantly in recent decades — especially for those without a college education. More than 62 percent of Americans ages 25 and up do not hold **bachelor's** degrees, and the earnings gap between those with a college education and those without one has never been wider. In 2021, the difference between the **median** earnings of younger workers with bachelor's degrees and workers of the same age with high-school diplomas only was \$22,000 — the largest since the Federal Reserve Bank of New York began tracking earnings in 1990. That's happening **even as** the cost of college **spirals** upward, putting it out of reach for many. This has **fueled** anxiety, **bitterness** and a sense of **alienation** among the millions who see themselves as **shut out of** an economy that does not value them.

在美国，世界上最富有的国家之一，近几十年来，通往富裕的道路明显变窄，对那些没有接受过大学教育的人来说情况更甚。在 25 岁及以上的美国人中，超过 62% 的人没有学士学位，受过大学教育的人和没有受过大学教育的人之间的收入差距从未如此之大。2021 年，拥有学士学位的年轻工人与只有高中文凭的同龄工人之间的收入中值差距为 22,000 美元，这是自 1990 年纽约联邦储备银行开始跟踪收入以来的最大差距。与此同时，大学学费也在螺旋式上升，使许多人无力负担。这加剧了数百万人的焦虑、愤懑和疏离感，他们认为自己被排斥在一个不重视自己的经济体之外。

Making college more affordable is important, but there are other keys to the doors of opportunity as well. With an **executive order** issued on Jan. 18, his first full day as governor,

prosperity [prəˈsperəti] *n.* 兴旺，繁荣，昌盛 | Our future prosperity depends on economic growth. 我们未来的繁荣昌盛依赖经济的发展。

bachelor ['bætʃələ] *n.* 学士学位，学士；单身汉，未婚男子 | a Bachelor of Arts / Engineering / Science 文学士；工程学士；理学士

median ['miːdiən] *n.* 中位数 *adj.* 中间值的；中间的

even as 正当，恰好在……时候 | Even as he shouted the warning the car skidded. 他正在高喊注意时，汽车就打滑了。

spiral ['spairəl] *v.* 螺旋式上升（或下降） *n.* 螺旋形 | The damaged plane spiralled to the ground. 受损的飞机盘旋坠地。

fuel ['fjuːəl] *v.* 加强，刺激 *n.* 燃料 | His words fuelled her anger still more. 他的话火上浇油，使她更愤怒了。

bitterness ['bitərnəs] *n.* 怨恨，苦味，苦难 | The pay cut caused bitterness among the staff. 降低工资使职员们十分愤懑。

alienation [ˌeɪliəˈneɪʃn] *n.* 疏离感，疏远 | Unemployment may

Josh Shapiro of Pennsylvania used one of them: He **eliminated** the requirement of a four-year college degree for the vast majority of jobs in the state government, a change similar to one that Maryland and Utah made last year. This demonstrates both good policy and good leadership, representing a concrete change in hiring philosophy that stops reducing people to a credential and conveys that everyone — college-educated or not — has experience and worth that employers should consider.

让学生能上得起大学很重要，但还有其他打开机会大门的钥匙。1月18日，宾夕法尼亚州州长乔希·夏皮罗上任的第一天发布了一道行政命令，他就运用了其中一把钥匙：他取消了州政府中绝大多数职位对四年制大学学位的要求，这一改变类似于马里兰州和犹他州去年做出的改变。这既体现了良好的政策，也体现了优秀的领导力，代表了招聘理念的具体变化，不再将人简化成一纸证书，而是传达出每个人——无论是否受过大学教育——都有雇主应该考虑的经验价值。

The decision was driven in part by the realities of a tight labor market. Unemployment in Pennsylvania is 3.9 percent — close to the national average of 3.5 percent — and lower than it was before the pandemic. Public and private employers have been struggling to find qualified **applicants**, **prompting** a re-evaluation of hiring criteria. As Mr. Shapiro's order notes, "In the modern labor market, applicants gain knowledge, skills and abilities through a variety of means, including **apprenticeships**, on-the-job training and trade schools."

这一决定的部分原因是劳动力市场吃紧。宾夕法尼亚州的失业率为3.9%，接近3.5%的全国平均水平，低于其在疫情前的水平。公共和私营企业的雇主一直难以找到合格的求职者，这促使他们重新评估招聘标准。夏皮罗在行政命令中指出，“在现代劳动力市场，求职者通过各种方式获得知识、技能和能力，包括学徒、在职培训和职业学校。”

The **private sector** has been moving gradually in this direction already. Major **players** to embrace skill-based hiring include General Motors, Bank of America, Google, Apple and

provoke a sense of alienation from society. 失业可能会引起不容于社会的感受。

shut sb out of sth 不允许做，无法参与 | For years, women were shut out of the top ranks of the industry. 多年以来，女性都被排斥在该行业的高级职位之外。

executive order 行政命令（指美国总统发布的命令，也可以在州级层面由州的州长或在地方层面由城市的市长发布）

eliminate [ɪˈlɪmɪneɪt] v. 清除，消除；淘汰 | If you think you may be allergic to a food or drink, eliminate it from your diet. 如果觉得可能对某种食物或饮料过敏，将其从日常饮食中去除。

applicant [ˈæplɪkənt] n. 申请人（尤指提交正式书面申请的求职或求学的人） | Successful applicants will be notified by telephone. 成功的申请者将会接到电话通知。

prompt [praːmpt] v. 促使，导致；提词，提示 *adj.* 立即的，迅速的 | This revelation prompted the mayor's resignation. 这一披露导致市长辞职。

apprenticeship [əˈprentɪsɪp] n. 学徒工作，学徒期 | He's serving an apprenticeship as a printer. 他现在是一名印刷工学徒。

private sector 私营企业，私营产业

player [ˈpleɪər] n. （商业或政治方

Accenture. IBM is recognized as a particular leader; about half of its U.S. job openings no longer require a four-year degree.

私企已经在逐步朝这个方向发展。根据技能招聘员工的大公司包括通用汽车、美国银行、谷歌、苹果和埃森哲咨询公司。IBM 被认为是一个特别的领跑者；其在美国的约一半职位空缺不再要求四年制学位。

The public sector should join this **reset** more **aggressively**. Getting more states **on board** could provide a valuable boost; state governments are among the largest employers in many states, so their hiring criteria play a special role in **validating** workers without college degrees. Last March, Larry Hogan of Maryland became the first governor to announce that his state was **doing away with** college degree requirements for many jobs. In December, his fellow Republican, Spencer Cox of Utah, **followed suit**. “Degrees have become a blanketed barrier to entry in too many jobs,” Mr. Cox said. “Instead of focusing on demonstrated competence, the focus too often has been on a piece of paper.”

公共部门应该更积极地加入这一调整。得到更多州的支持可以带来有力的推动；州政府是许多州最大的雇主之一，所以他们的招聘标准在认可没有大学学位的员工方面发挥着特殊的作用。去年 3 月，马里兰州州长拉里·霍根率先宣布该州将取消对许多工作岗位的大学学位要求。去年 12 月，他的共和党同僚、犹他州州长斯宾塞·考克斯也采取了同样的做法。考克斯说，“学位已经成为从事诸多工作的一个普遍门槛。”“人们往往把注意力放在一张证书上，而不是展示出来的能力。”

Expanding the terms for who can get hired is a change that would **reverberate** far beyond individual jobs and job seekers. It would bring a greater degree of openness and fairness into the labor market.

扩大就业条件将不止对个别工作和求职者带来深远影响。它将为劳动力市场带来更大程度的开放和公平。

面的) 参与者, 竞争者, 玩家

reset [ˌriːˈset] *n.* 调整 *v.* 调整, 重新设置; 将……恢复原位 | You need to reset your watch to local time. 你需要把表调整到当地时间。

aggressively [əˈɡresɪvli] *adv.* 积极地; 挑衅地

on board 支持 | We must get more sponsors on board. 我们必须得到更多赞助商的支持。

validate [ˈvælɪdeɪt] *v.* 批准, 认可; 证实, 确认; 使生效 | The Academy Awards appear to validate his career. 奥斯卡金像奖似乎是对他事业的肯定。

do away with 消除, 终止, 废除; 杀死, 干掉 | People thought that the use of robots would do away with boring low-paid factory jobs. 人们本以为使用机器人就能摆脱工厂里乏味的低收入工作。

follow suit 跟着做, 照着做, 仿效 | Efforts to persuade the remainder to follow suit have continued. 说服其余的人也跟着做的努力在继续。

reverberate [rɪˈvɜːrbəreɪt] *v.* 有长久深刻的影响, 产生广泛影响; 回响, 回荡 | The country's financial problems could reverberate throughout the global economy. 这个国家的金融问题可能会波及到全球的经济。

➤ 脉络梳理

- Para. 1 引出现象：受过大学教育和没受过大学教育的人收入差距巨大，大学学费大幅上涨
- Para. 2 介绍宾夕法尼亚州州长的新命令：取消州政府中绝大多数职位对大学学位的要求
- Para. 3 分析取消学位要求的原因
- Para. 4 介绍现状：私企已经逐步取消了学位要求
- Para. 5 提出建议：公共部门也应进行调整，取消学位要求
- Para. 6 总结全文，强调取消学位要求的好处

➤ 长难句拆解

