



The Companies That Churn Through Young Workers

企业年轻员工流失

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530 Words

Sarah had always dreamed of working in the fashion industry. Aged 21, she decided to follow her dream, move to London and find a career she loved. While Sarah lasted in her job for two years, the excitement of working in fashion soon **gave way to** frustration and **tedium**: “**Admin** tasks with long hours and bad pay.” Without management offering her a clear career **trajectory** or a sense of progress, she says her job eventually **ground her down** – she quit.

萨拉一直梦想在时尚行业工作。21岁时，她决定追随自己的梦想，搬到伦敦，找一份自己喜欢的工作。虽然萨拉的这份工作做了两年，但在时尚行业工作的兴奋劲儿很快就被沮丧和乏味所取代了：“行政工作耗时长，薪水低。”她说，由于管理者没有为她提供清晰的职业发展路径，也没有让她产生进步的感觉，这份工作最终让她筋疲力尽——她辞职了。

Experts say there are many employers that specifically hire new graduates looking to pursue their passions – often in competitive, even **glamorous** careers. In some cases, this can be great for these workers, who are looking for a way into an industry of their dreams. Sometimes, however, young employees can get ground down in low-paying, demanding roles, as employers know that vacancies will always be hotly desired. These situations can make early-career workers **vulnerable to burnout** or **disillusionment** right at the start of their careers.

专家表示，有很多雇主专招那些追求梦想的应届毕业生，他们想从事的往往是竞争激烈甚至光鲜亮丽的职业。在某些情况下，这对那些挤破头想进入梦想行业的员工来说是件好事。然而，有时候，年轻员工在低薪但

give way to sth 被……取代 |

The storm gave way to bright sunshine. 暴风雨过后阳光灿烂。

tedium ['ti:diəm] *n.* 单调乏味，冗长，啰嗦 | We sang while we worked, to relieve the tedium. 我们边唱歌边干活来排遣无聊。

admin (= administration) ['ædmin] *n.* 行政，管理 | She works in admin. 她做行政工作。

trajectory [trə'dʒektəri] *n.* (事业等的) 发展轨迹；轨道，轨迹 | My career seemed to be on a downward trajectory. 我的事业似乎在走下坡路。

grind sb. down (长时间) 虐待，欺压，折磨 (某人)

glamorous ['glæməərəs] *adj.* 富有魅力的，迷人的，令人向往的 | It's a very glamorous holiday destination. 这是个非常吸引人的度假胜地。

vulnerable ['vʌlnərəbl] *adj.* 脆弱的，易受……伤害的 | People with high blood pressure are especially vulnerable to diabetes. 有高血压的人尤其易患糖尿病。

burnout ['bɜ:naʊt] *n.* 精疲力竭，过度劳累；烧尽，熄灭 | Many of the

高要求的职位上负重前行，因为雇主知道空缺职位总是很抢手。这些情况可能会让刚开始工作的员工很容易在职业生涯的开端就感到过度劳累或者幻想破灭。

Many jobs are set up with the expectation that younger workers will **grow into** them. There are often clear paths for promotion and goals to reach; sometimes companies even offer mentorship and development programmes to guide **entry-level** employees up the ladder. Even if the climb can be a **slog**, many employers want to invest in workers to stay with an organisation.

许多工作岗位的设立都是希望年轻员工能适应这些工作。它们通常有明确的晋升路径和要达成的目标；有时候公司甚至会提供导师和发展计划来指导初级员工晋升。即使晋升可能会很艰难，但许多雇主都想投资员工，让他们留在这家企业。

Yet experts say there are other companies that take a different **tack** – hiring young employees that have little, if any, opportunity for upward trajectory, and then loading them up with demanding tasks. In these situations, employers often expect that these young workers will leave the organisation at some point – whether it's because they're at a **dead-end** or they've burnt out from the position. Then, they are generally replaced by other young workers, **destined** for the same fate.

然而，专家们表示，还有一些公司采取了不同的策略——雇用几乎没有晋升机会的年轻员工，然后让他们承担高要求的任务。在这种情况下，雇主预料到这些年轻员工会在某个时候离开公司——无论是因为他们前途渺茫，还是他们已经厌倦了这个职位。然后，他们通常被其他年轻人所取代，而他们注定会有同样的命运。

There are many reasons companies choose to **churn** through young workers, instead of investing in them.

公司选择让年轻员工大量流失，而不对其进行投资的原因有很多。

First, there are the financial **implications**. Fresh grads begin at the bottom of the ladder on starting salaries, and don't

teachers are suffering from burnout. 许多老师劳累过度。

disillusionment

[ˌdɪsɪˈluːʒnmənt] *n.* 醒悟，不再抱幻想，幻想破灭

grow into 学着适应（某个工作或某种情形）；成长为，变成 | She will grow into her new role over the next few months. 在今后的几个月里她会慢慢适应她的新角色。

entry-level *adj.* （公司中）最初级的；入门级的，适于初学者的

slog [slɑːɡ] *n.* 困难而费力的工作（或任务）*v.* 埋头苦干，坚持不懈地做；艰难前行 | It was a long slog to the top of the mountain. 到山顶的路漫长而艰难。

tack [tæk] *n.* 方法，策略，思路 | If that doesn't work, we'll try a different tack. 如果那样不行，我们将试试别的方法。

dead-end *n.* 死胡同；僵局 | dead-end job 没有前途的工作

destined ['destɪnd] *adj.* 注定的，肯定的 | We were destined never to meet again. 我们注定无缘再见。

churn [tʃɜːrn] *v.* 剧烈搅动，猛烈翻腾 | The water churned beneath the huge ship. 水在巨轮下面剧烈翻滚。

implication [ˌɪmplɪˈkeɪʃn] *n.* 可能的影响（或结果） | The development of the site will have implications for the surrounding countryside. 这个地点的开发将会

have the same **compensation** expectations of experienced employees. Additionally, entry-level workers may be more **malleable** and willing to accept certain working conditions. The less experienced the employee is, the more open-minded and generally accepting they are of a work environment.

首先是财务影响。应届毕业生起薪很低，他们对薪酬的期望不同于有经验的员工。此外，初级员工可能更具可塑性，更愿意接受某些工作条件。员工的经验越少，他们对工作环境的态度就越开放，接受程度就越高。

However, this can leave young workers looking to **break into** a career **susceptible** to toxic working environments. In these situations, the short-term risk is burnout. Workers may find themselves burdened with long hours, massive workloads or **menial** tasks, and, due to their lack of **seniority**, unable to advocate for themselves. It can leave workers frustrated **at best**, or in cases like Sarah's, under a lot of stress.

然而，这可能会让准备开启职业生涯的年轻员工容易受到有害的工作环境的影响。在这种情况下，短期风险是精疲力竭。员工们可能会发现自己被长时间的工作、巨大的工作量或琐碎的任务所累，而且，由于他们缺乏资历，因此无法捍卫自己的权益。这种情况充其量只能让员工感到沮丧，或者像萨拉一样承受巨大的压力。

The good news is the current employee-favourable job market can give young workers options if they find they're in an **exploitative** position with no path to advance, or that's becoming highly **taxing**. "There are now also more questions being asked about graduate jobs," says Helen Hughes, associate professor at Leeds University Business School, UK. "And there's more calling out of bad work practices on social media, meaning there's greater pressure for organisations that don't look after their young employees to change."

好消息是，如果年轻员工发现自己受到剥削，没有晋升的道路，或者晋升变得非常困难，当前对员工有利的就业市场可以给他们更多选择。英国利兹大学商学院副教授海伦·休斯说：“现在关于毕业生就业的问题也越来越

影响周围的乡村。

compensation [ˌkɑːmpen'seɪʃn] *n.* (工作的) 报酬, 酬劳; 赔偿金, 补偿金 | He received one year's salary as compensation for loss of office. 他得到一年的工资作为失业补偿金。

malleable ['mæliəbl] *adj.* 可塑的, 易受影响(或改变)的; (材料) 柔软的, 有延展性的

break into 打入, 进入, 参与(新的工作或行业); 闯入 | She made an attempt to break into journalism. 她试图进入新闻界。

susceptible [sə'septəbl] *adj.* 易受影响(或伤害等) | Young people are the most susceptible to advertisements. 年轻人最容易受广告的影响。

menial ['miːniəl] *adj.* 枯燥的, 报酬低的 | She did menial tasks about the house. 她干一些琐碎的家务活。

seniority [ˌsiːni'ɑːrəti] *n.* 资历; 地位, 级别 | Should promotion be based on merit or seniority? 提拔一个人应当看业绩, 还是看资历?

at best 充其量, 至多 | The campaign was at best only partially successful. 这场宣传活动充其量只是部分成功。

exploitative [ɪk'splɔɪtətɪv] *adj.* 剥削的, 压榨的

taxing ['tæksɪŋ] *adj.* 艰难的, 费劲的 | The job turned out to be more

来越多。社交媒体上对不良工作习惯的指责越来越多，这意味着那些不关心年轻员工的企业面临更大的压力，需要做出改变。”

taxing than I'd expected. 后来发觉
这个工作比我原来想的要辛苦。

➤ 脉络梳理

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➤ 长难句拆解

