

In youtube_extraction_english_162.json :

Title: Age Discrimination in Hiring & How to Overcome it - 3 Questions

- Table 1: Summary of the results per comment;
- [Table 2](#): Summary of the results per sociolinguistic variable;

Table 1: Summary of the results per comment

Comment	KeyWords	Sociolinguistic variables (Hiper - Hipo)	Hate Speech Frequency	Hate Speech Fre-quency(%)
Age Discrimination in Hiring & How to Overcome it / Tell me, what ways will you use to improve your job search strategy?	Age	Age - General	1/23	4.348
The real trick is to show the following:1. You're not just looking for a quiet pasture to bed down and spend your remaining time before retiring.2. You're not just resting on your previous skills, you are continuously learning new ones.3. Even health problems, if you have any (I'm 1 year 5 months cancer free, still recovering from several surgeries and whatnot), are not any obstacle to being amazingly effective at the job.4. You can relate to people of any age or culture.5. You won't be harassing, boring, depressing, negative, political, or offensive at work.etc.	Age	Age - General	1/100	1.0
in Thailand the employers like to hire the young age people (not over 35yrs). I am now 43yrs and also have gaps in employment 1.5yrs. super tough for me :(Age	Age - General	1/30	3.333
Mike Morgan Pushing out old employees to recruit younger ones is an indicator a business is poorly governed. Well governed businesses adapt their interviewing styles to older employees because they know how to manage them. An advantage to working with top recruiters is that they only work with well governed businesses.	Old	Age - Over 65s	1/51	1.961

I don't want to take the name of the company that has almost hired me. It was a telephonic interview. All my details were given by sending the text messages. The company HR finally called me with the documents. I was traveling with the documents and in a way, I received a call from the same HR. The simple question asked me " What is your date of birth? I answered him that I have given you my date of birth by sending you the text message long back. Please help me with your date of birth again. I gave him my date of birth. His immediate answer, Mohan, you are not qualified. I am sorry. I live in Mumbai, India. The country does not have " Age discrimination employment act" I am jobless for more than 3 years. I do get job calls now and then but they are not in the line of my work experience. It is easy to make video and that you have good communication skill. The truth remains Truth. Age discrimination is worldwide I believe.	Age	Age - General	2/180	1.111
Does an employer asking your age job discrimination? I always looked older than my age since I was 13. I had a few employers asked me my age . At the time, I was 22 and 23 years old . I didn't know that question was illegal. I never got hired from those jobs. What do you think from my situation? Was that age discrimination?	Age, Old	Age - General, Age - Over 65s	5/63	7.937
Linda, the reality is that there are plenty of millenials hired who have ZERO ambition, Zero experience, plenty of schooling in unrelated fields but none in on-point topics, yet get hired because they fill a social quota, lower the group insurance age demographic, and look good in a company's website photos. Seriously, would you say these same things to someone complaining about racism/sexism/genderism/etc?	Age, Zero	Age - General, Age - Youngsters	3/63	4.762
It's not " ageism ". Its called " age discrimination " and we should call it by its proper name. However, I do agree with her - it does not have to be impossible.	Age, Ageism	Age - General	2/31	6.452
I have watched many of your videos and never commented. I am over 50, run 6 miles a day, and have worked in my field for 25 plus years. Do I feel funny being interviewed by hiring managers 20 years younger and with less experience than me who act like I am fresh out of college? It seems in your video you are stating that I should settle for ' consulting ' . Consulting offers no health benefits or the feeling of having steady employment. Since you look to be in your 30's, 40's tops, your probably have not encountered ageism ,yet. Well let me tell you, it is real and it stinks!!	Ageism	Age - General	1/112	0.893
I was expecting something that was actually helpful. No, it's not a make believe and all in someone's head; there's too much hard evidence to prove this. I wonder if she denies racism exist too, or if it's only problems she doesn't personally have to face.	Racism	Ethnicity - General	1/46	2.174
If there is age descrimination in the picture they won't even call you for an interview because they can do the math by glancing at your resume.	Age	Age - General	1/27	3.704

There are many positives to ageism . Older workers have advantages that younger workers do not: experience, maturity, loyalty, wisdom, industry knowledge, professionalism, poise and how to be an effective team member. They also have solid verbal/written communication skills because those invaluable attributes were ingrained in us from the time we were children.	Ageism	Age - General	1/52	1.923
I solved age discrimination by being a contracting consultant. Now they beg me to go full time and I say No Thanks.	Age	Age - General	1/22	4.545
Yellow cab where I live makes people who fill application's put down thier age & Religion also don't like to hire Older people	Age, Yellow	Age - General, Ethnicity - Asian (East-China, Japan, Korea, Philippines, Vietnam), Nationality - Chinese, Nationality - Japanese	4/23	17.391
I never see these sorts of videos from folk in their 40s and 50s who have overcome covert ageismI wonder why?	Ageism	Age - General	1/21	4.762

<p>I've looked for a position for over a year and had tons of phone interviews, then several in-person interviews. I got called back twice in a few of them. I look and present younger than my age (60) and employers LOVED my stellar resume and experience (and ME) but somehow I got passed over every time. I have soul searched, looked within, revamped my appearance (which looks younger anyway) and even filmed myself in mock interviews and STILL did not get a job offer. Mind you, when I was younger I committed every interview and resume mistake in the book and still got multiple job offers in no time. I know just what you are advising here and how to prove to them that I am the ONE person they should hire, and yet it has not helped me. I come across with enthusiasm, competence and energy and it still has not helped me. I have come across like I want to contribute something valuable to an organization for many years to come.</p> <p>So in my case, yes, age discrimination has to be THE only reason I have not gotten a job. P.S. I am anything but "average" - my mother edited resumes and I gave workshops in interview presentation when in college so I know a little more about this subject than most people, so if I'm not getting a job I can only conclude that it's age discrimination.</p> <p>It's not enough to try to "fool" anyone anymore - they can look up your age online.</p> <p>And mind you, these are companies that are often engaging in other forms of age discrimination in their practices, such as "retiring" older employees, passing them up for promotions, giving them false bad reviews, etc. I've seen it before. So I know it's not below them to engage in this in their hiring.</p>	Age	Age - General	5/310	1.613
<p>Now you are telling it how it really is and we need to expose how it really is - age discrimination is evil - it destroys income, it destroys families, and it destroy your health and it can even kill you. No one can live without an income indefinitely unless they are rich - a weekly decent paycheck is vital living.</p>	Age	Age - General	1/61	1.639
<p>Peter Gosselin at ProPublica has been doing an excellent series on age discrimination. Check it out. Speaking up is the only way we'll see change. Since we ALL get older, we ALL have an interest in fixing it.</p>	Age	Age - General	1/38	2.632
<p>Hi, Renee M.... I think age discrimination is rampant. After being laid off from a software company at 64, I did get a job, not a high paying one, but – hey. I made a conscious decision to avoid the I.T. field, which is my background, after seeing the look of shock on the faces of people interviewing me. I listen to career coaches with some skepticism about beating age discrimination. It all sounds good, but the reality is far different.</p>	Age	Age - General	2/81	2.469

Ageism is a complicated issue, but Linda you're correct about being flexible when it comes to job hunting. My suggestion is for us to find out what other jobs are out there that would compliment our expertise and be creative when it comes to job titles. We don't have to do just one kind of job because that's what we know but rather, look for another job that still would require our abilities. Glassdoor actually has an article about jobs for those who are fifty and over, I suggest everybody to check it out.	Ageism	Age - General	1/94	1.064
Age is problem to me for find job	Age	Age - General	1/8	12.5
Age discrimination is a real problem in some professions. I work in software development, where we have senior developers in their mid-20s, have unspoken rules about ever hiring anyone over 30 and looking for ways to push people out when they get a family or turn 35. If a 30+ year-old perfectly fits a position we need filled, they will still look for someone in China or India. It's probably illegal, but impossible to prove, and when I spoke against it to management, I was pulled off some interviews I was supposed to conduct.	Age, Senior	Age - General, Age - Over 65s	2/94	2.128
Chances are the hiring company is going to be looking at healthcare for the senior worker as well. That's a huge disadvantage for older people, who, most likely, Are dealing with some sort of health issue related to age .No way I could compete with someone in their 20's health wise.	Age, Senior	Age - General, Age - Over 65s	2/50	4.0
Age discrimination is real, my husband lost 3 jobs in a short period of time, he is experienced but he gets in the jobs but the young managers let him go because they want young workers next to them, he has gone back to corporate to try and explain how he was pushed out, but they say they can't override the manager (he has been hired by another person than the one that let him go, so very unfair) He is 62, yes it's up there, but he does not want to retire yet. He has looked outside the box now for possible difference choices. It's such a discriminatory world, against age and against our constitutional rights too, young people are not good hearted like when we were young	Age	Age - General	2/130	1.538
I agree Kimberly. We (my husband and I) have experienced the same thing. I don't think it's just that we are thinking all the time, "Oh, it's my age " and that's our "reality" (per Lynda). I like her videos, but this one was offensive to me. She hasn't been there, so there is no way she can really know what it's like.	Age	Age - General	1/62	1.613
It is a federal crime that folk are getting away with not hiring more qualified and we'll seasoned older citizens on the grounds of their age !	Age	Age - General	1/26	3.846

Hi Linda. I'm an avid watcher of your videos and they are filled with amazing and useful information. I, too, have fallen victim to age discrimination, although honestly speaking, I did not ace every single interview, nor was every one a good fit. However, due to personal experiences, hiring practices have most definitely changed throughout the decades. For example, you must not go back any farther than 10 years if possible, create a gmail address which does not identify your age , eliminate any outdated skills and/or software from your resume. Also, it is important not to admit to having "25 years of experience" in any software applications, skills or experience. I learned this the hard way by being out of work for the past 8 months, and by volunteering information in every interview. It actually did me a disservice. Most of the job descriptions I've seen for an admin support position state the following: "3-5 years experience with a Bachelors Degree". This screams "Millennials straight out of college". It gives me an unfair advantage because my resume can be systematically eliminated from the candidate pool based on the number of years experience I have. At age 50, I am working as a temp for half the salary I used to make with no money left over to pay for healthcare. This is a real crisis in today's day and age . I still love your videos and your style, and look forward to watching more of them in the future. Keep up the great work!	Age	Age - General	4/254	1.575
I am 60, and have deleted a significant portion of my past experience and it still does not help because they can look up your age online. Even if you get the interview, once they meet you they "know" you're older than they thought you were and end up searching to find out how old you really are. I am a high level executive assistant so I know what you mean about the admin. world.	Age, Old	Age - General, Age - Over 65s	2/75	2.667
This was so helpful! Real authentic perspective. The exact things that this 56 year old needed to hear. Thank you so much Linda!	Old	Age - Over 65s	1/23	4.348
So...why are they allowed to ask if you are over the age of 18 and under the age of 40 on your job application? Isn't that illegal? We have a lot more years until retirement.	Age	Age - General	2/35	5.714
Good point. Some jobs application ask that question. I understand that some Companies want to make sure they hire someone under the appropriate age to manage some equipments, this only applies if you are over 18	Age	Age - General	1/36	2.778
They should not ask any age related questions and not race or anything else.	Age, Race	Age - General, Ethnicity - General	2/14	14.286

Great Video Linda..Informative. But I would like to know from you, being a human resource expert , Is there any sphere of age limiting for a job particularly involving physical works ..?? If so glad to have tips to counter that and if it doesn't than to counter the fear/trauma of age discrimination Thank you.	Age	Age - General	2/55	3.636
I'm a 51 year old guy and I think I I've had massive age disease. I am well qualified and very good in tech, but I don't put my age and all experience on resumes so people think I'm younger . I do good on the interviews but don't get offers. All the people interviewing me seem younger. Also I look old got for my age I'm 51 but look more like 60	Age, Old	Age - General, Age - Over 65s	5/73	6.849
Apple Bomb wow	Apple	Ethnicity - Native- American	1/3	33.333
Let's see where she is when she's a senior	Senior	Age - Over 65s	1/9	11.111
Right? She looks all of 32 years old . She is really not in a position to advise on this.	Old	Age - Over 65s	1/19	5.263
Age discrimination is real.	Age	Age - General	1/4	25.0
That is the DUMBEST interviewing technique to come down the pike. Past behavior does NOT predict future behavior or we could ADVERT many of the disasters the population has seen. It is really for IQ challenged LAZY HR people who don't know how to properly evaluate a prospect. Read the literate out there and it all says. PASSE, but these HR depts are sold on it. Tragic because many can ace that garbage (I have a degree in Human Behavior-I have credentials) and that determines NOTHING but the ability to BS an inadequate HR person. Doesn't get quality candidates.	Nothing	Age - Youngsters	1/99	1.01
How about a video if you are 50+ and want to re-locate to another state to obtain a job? If managers see your resume' you have too much job experience they are already getting an opinion on your age . If you tell them you want to move closer to family, they are assuming you are trying to get your expenses paid to move there. I just want a chance to just to let them know in an interview, try me, you might like me better than your local choices and are worth the risk to take hiring out of state.	Age	Age - General	1/100	1.0
Hi, Linda! Your videos really help me a lot! Could you do a "walk me through your resume" video, cuz that's one of the most common questions in an interview. Really need advice on it. Thx!!!	Common	Social Class - Working class	1/36	2.778
Some people do not know that wine get better with age	Age	Age - General	1/11	9.091

If someone is living within a majority of ethnic group, most establishment located within or close to this majority prefer to have their personnel selected from within this community for many reasons, communication, mentality, common views on business issues etc...	Common, Ethnic	Ethnicity - General, Social Class - Working class	2/40	5.0
Hi, I am really facing the overqualified issue, and sometimes age , in addition is that the jobs opportunity turned to be socially communal rather than professional.	Age	Age - General	1/26	3.846
Throughout this video you are aiming towards older people who want a career change/part-time-retirement job. Do this video again and talk about people who are secondary school students wanting to save up for something they want but parents can't afford. People fresh outta secondary school. Fresh outta Sixth Form/Collage. Uni students who need extra cash to pay their way. People fresh outta Uni.Cause when it comes to ageism 13-25 year olds are hit the hardest. Especially the youngest in the age-group.	Ageism	Age - General	1/82	1.22
Shameful, aggravating, irritating mediocre video. I derived through this tired speech that you are young and just because you are happily employed, you are judging others because of there age . They are doing nothing wrong during these interviews that are merely set up to hire people 40 And younger.	Age, Nothing	Age - General, Age - Youngsters	2/49	4.082
IT IS TRUE, THE JOB MARKET IS PREJUDICE AGAINST OLDER HIGHLY QUALIFIED CITIZENS. THE MINDSET IS NEGATIVE ON THE SIDE OF THE SO CALLED BIASED INTERVIEWERS , WHO KNOW WE HO THEY WANT ALREADY.	Ho	Gender - Female sexuality	1/34	2.941
Oh yea! It's so great to see a NEW video from you. Love that you're talking all about age discrimination in hiring. Such a great topic.	Age	Age - General	1/26	3.846
So if I'm over 40 and I'm making a career change, hiring managers are going to automatically decided that I don't have the energy to do the job. You've decided that because I'm over a certain age I don't want to grow. It's crap to tell someone to stay put since their closer to retirement age . What if you hate your current job because you are working with toxic people and its just time to leave. What if you're moving to a new city? What if you get laid off? This just sounds like go into business for yourself or jump off a cliff because you are too old and obsolete. I know you are giving it to us straight but this is dismal.	Age, Old	Age - General, Age - Over 65s	3/124	2.419
I didn't find this video helpful. Ageism does exist and they are looking for someone who will stay with the company for 30 years and have energy and pay less. The number one of business cuts is salary... they tend to hire cheap ones.	Ageism	Age - General	1/44	2.273

ivygailmcc I think she is trying to cover some basic info to help with ageism . I'm finding that being over 40, in a new state and rusty at interviewing is is definitely making it harder for me. That cliff seems more appealing everyday	Ageism	Age - General	1/43	2.326
petswriter1 minute ago (edited)Very good advice. However, coming from someone who has done freelance and contract work, it in no way provides the consistency or benefits of a traditional job. Can you meet federal requirements for health insurance? It's not inexpensive. Ask yourself if you'll be making enough money to hire a personal accountant to handle billing, taxes and other financials. Contracts for freelancers or consultants sometimes state that the amount of work available and the actual pay can vary. When cuts must be made, the easiest place to cut is the contractors. They probably won't get rid of you entirely if you're doing a fantastic job. But make no mistake, freelancing is a tough road. Depending on your situation, you will likely be working far more than 40 hours a week. And ultimately, it's still giving older people the shorter end of the stick. It was very disheartening to me when I updated my skills by taking graphic design courses at a local college. One of the things they said to a class of people age 18 and up, is to avoid freelancing if at all possible. One of my instructors taught an entire class on this, backed by stats and research. He and other professors had experience as high fashion retouchers, ect., and they have worked for major companies as contractors. Yet they all had another job outside of their freelance business. For them, it was teaching. At the college level, it pays very well part-time. That is also another possibility and an industry where " age " or experience tends to have value and not act as a hindrance. Great video, but I say all of that to say this. Be prepared to work very hard and long as a contractor, probably harder than you did at a traditional job.	Age	Age - General	2/303	0.66
I have experienced age discrimination. Your points, especially point 3, is on point (alliteration intended).	Age	Age - General	1/15	6.667
Welcome back Linda. Hope you enjoyed your Youtube sabbatical :0). I couldn't agree more with your assessment. This is largely a common mindset issue. Many times adjusting the mindset can be difficult. Us " old " folks are sometimes slow to change. My personal experience: all the best jobs were ones that I was referred to or known to the hiring manager –my reputation was validated prior to the hiring process being initiated. Resume becomes less critical to a hiring process with an active network.	Common, Old	Age - Over 65s, Social Class - Working class	2/83	2.41
This is such a great topic. I have more than one friend who are limiting themselves in their job search cos they think they are now too old . Although they are all in late twenties early thirties lol. Gonna share this video with them. Awesome video!	Old	Age - Over 65s	1/46	2.174

Apple Chai She's Vietnamese (not Chinese) and a Canadian citizen.	Apple	Ethnicity - Native-American	1/10	10.0
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Table 2: Summary of the results per sociolinguistic variable

Sociolinguistic variables (Hiper - Hipo)	KeyWords	Number of occurrences	Frequency	Frequency(%)
Age - General	Age, Ageism	63	63/6579	0.96
Age - Over 65s	Old, Senior	13	13/6579	0.2
Age - Youngsters	Zero, Nothing	3	3/6579	0.05
Ethnicity - General	Racism, Race, Ethnic	3	3/6579	0.05
Ethnicity - Asian (East- China, Japan, Korea, Philippines, Vietnam)	Yellow	1	1/6579	0.02
Nationality - Chinese	Yellow	1	1/6579	0.02
Nationality - Japanese	Yellow	1	1/6579	0.02
Ethnicity - Native-American	Apple	2	2/6579	0.03
Social Class - Working class	Common	3	3/6579	0.05
Gender - Female sexuality	Ho	1	1/6579	0.02

Result analysis:

- Taking into account the words that were detected, we can reach the conclusion these comments are associated with : : Age - General;Age - Over 65s;Age - Youngsters;Ethnicity - General;Ethnicity - Asian (East- China, Japan, Korea, Philippines, Vietnam);Nationality - Chinese;Nationality - Japanese;Ethnicity - Native-American;Social Class - Working class;Gender - Female sexuality;
- The percentage of hate speech related words is 1.3832.
- Considering that the variable **Age - General** has the most occurrences in the post, we can interpret that this is the predominant hate speech.
- Overall there were 92/154 occurrences of hate speech related comments.