

# The Future of Work in an Age of Lifelong Reskilling

COMPREHENSION • VOCABULARY • DISCUSSION

INTERACTIVE ONLINE TEST

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## Reading Passage

Read the passage carefully. Each paragraph is labelled with a letter for easy reference.

- A** As we navigate through the 21st century, the landscape of work is undergoing a profound transformation. One of the most significant changes is the increasing necessity for lifelong reskilling. In a world where technology evolves at an unprecedented pace, workers must continuously update their skills to remain relevant in their fields. For instance, a software developer in 2023 may find that the programming languages they learned just a few years ago are no longer in demand. Instead, they must learn new languages and tools to keep up with industry standards and expectations. This shift is not limited to tech roles; it spans various sectors, including healthcare, finance, education, and even manufacturing, where the demand for new skills is rapidly growing.
- B** Companies are recognizing the importance of fostering a culture of continuous learning. Organizations like Google and Amazon have implemented comprehensive reskilling programs that encourage employees to pursue new skills and knowledge. These initiatives not only help workers adapt to the changing demands of their jobs but also benefit employers by creating a more versatile and capable workforce. Moreover, educational institutions are responding to this growing demand by offering flexible online courses that cater to different learning styles and schedules. These courses allow individuals to learn at their own pace, making it easier to balance work and education. As a result, individuals can take charge of their career paths, ensuring they have the skills needed for future challenges and opportunities.
- C** The future of work is not just about adapting to change; it is about embracing a mindset of lifelong learning, where every worker has the opportunity to grow and thrive in an evolving job market. This mindset encourages individuals to remain curious and proactive about their professional development. By engaging in continuous learning, workers can avoid becoming obsolete and instead position themselves as valuable assets in their respective fields. Lifelong learning empowers individuals to navigate their careers with confidence, ensuring they are prepared for whatever the future may hold. This proactive approach to skill development is essential in a world where job roles and required competencies are constantly shifting.

## Vocabulary Glossary

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Key words and phrases from the passage. Study them before attempting the exercise below.

WORD / PHRASE	DEFINITION	EXAMPLE SENTENCE
<b>navigate</b>	to find your way through a situation or place	<i>He had to navigate the busy streets to get to school.</i>
<b>profound</b>	very great or intense	<i>The movie had a profound effect on her emotions.</i>
<b>unprecedented</b>	never done or known before	<i>The city experienced an unprecedented amount of snowfall last year.</i>
<b>versatile</b>	able to do many different things	<i>She is a versatile musician who plays five instruments.</i>
<b>obsolete</b>	no longer in use; out of date	<i>Typewriters have become obsolete in most offices.</i>
<b>competencies</b>	skills and abilities needed to do a job	<i>The job requires a range of competencies, including teamwork and communication.</i>
<b>fostering</b>	to encourage the development of something	<i>The school is fostering a love for reading among students.</i>
<b>cater</b>	to provide what is needed or wanted	<i>The restaurant caters to all kinds of dietary needs.</i>

### Vocabulary Exercise — Fill in the Blank

Use one word or phrase from the glossary above to complete each sentence. Each item is used only once. Answers are on the final page.

1. It is important to \_\_\_\_\_ your way through difficult situations to succeed.
2. The new policy had a \_\_\_\_\_ impact on the company's operations.
3. The introduction of smartphones was an \_\_\_\_\_ event in technology history.
4. Being \_\_\_\_\_ is essential in today's job market, as roles can change quickly.
5. With new technology, many old devices become \_\_\_\_\_.
6. The company looks for employees with strong \_\_\_\_\_ in problem-solving and teamwork.

## Comprehension Questions

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*These questions are different from the online practice test. Choose the best answer (A, B, C, or D). Answers and explanations are on the final page.*

### Question 1

**What is a key characteristic of the 21st-century work landscape according to the passage?**

- A. Increased job security
- B. Rapid technological change
- C. Decreased need for education
- D. More manual labor jobs

### Question 2

**Why are companies like Google and Amazon implementing reskilling programs?**

- A. To reduce employee salaries
- B. To create a more capable workforce
- C. To increase company profits
- D. To eliminate traditional education

### Question 3

**What role do educational institutions play in the shift towards lifelong learning?**

- A. They are closing down due to lack of interest.
- B. They offer flexible online courses.
- C. They focus only on young students.
- D. They oppose new learning methods.

### Question 4

**How does lifelong learning benefit individuals in the job market?**

- A. It guarantees job promotions.
- B. It makes them valuable assets in their fields.
- C. It eliminates the need for work experience.
- D. It reduces the need for teamwork.

### Question 5

**What is a consequence of not engaging in lifelong learning as per the passage?**

- A. Increased salary
- B. Job obsolescence
- C. Guaranteed employment
- D. Immediate promotion

## Discussion & Writing Prompts

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*Each prompt references a specific detail from the passage above. Use for classroom discussion or a short written response (150–200 words).*

1. The passage mentions that workers must update their skills to stay relevant. Do you think this is true for every industry, and how might this affect job stability in your country?

2. Google and Amazon are named as companies with reskilling programs. How do you think smaller companies can implement similar strategies, and what challenges might they face?

3. Paragraph B discusses flexible online courses. Do you believe these courses can replace traditional university education, and what are the advantages or disadvantages?

# Answer Key

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## COMPREHENSION QUESTIONS

Q1 B

Q2 B

Q3 B

Q4 B

Q5 B

## VOCABULARY EXERCISE

FIB1 navigate

FIB2 profound

FIB3 unprecedented

FIB4 versatile

FIB5 obsolete

FIB6 competencies

## Comprehension Question Explanations

Why the correct answer is right — and why each wrong option is incorrect.

### 1. What is a key characteristic of the 21st-century work landscape according to the passage?

✓ B — Rapid technological change The passage highlights the rapid pace of technological change as a key characteristic.

✗ A — Increased job security The passage does not mention increased job security.

✗ C — Decreased need for education The passage emphasizes the need for more education, not less.

✗ D — More manual labor jobs The passage does not focus on an increase in manual labor jobs.

### 2. Why are companies like Google and Amazon implementing reskilling programs?

✓ B — To create a more capable workforce The passage states these programs make the workforce more versatile and capable.

✗ A — To reduce employee salaries The passage does not mention reducing salaries as a reason.

✗ C — To increase company profits While profits may be a factor, the passage does not state this as a reason.

✗ D — To eliminate traditional education The passage does not suggest eliminating traditional education.

### 3. What role do educational institutions play in the shift towards lifelong learning?

✓ B — They offer flexible online courses. The passage mentions that institutions offer flexible courses to support lifelong learning.

✗ A — They are closing down due to lack of interest. The passage does not indicate institutions are closing.

✗ C — They focus only on young students. The passage does not limit their focus to young students.

✗ D — They oppose new learning methods. The passage does not describe them as opposing new methods.

#### 4. How does lifelong learning benefit individuals in the job market?

✓ **B — It makes them valuable assets in their fields.**

The passage states lifelong learning positions individuals as valuable assets.

✗ **A — It guarantees job promotions.**

*The passage does not guarantee promotions through lifelong learning.*

✗ **C — It eliminates the need for work experience.**

*Work experience is not eliminated by lifelong learning according to the passage.*

✗ **D — It reduces the need for teamwork.**

*The passage does not claim it reduces the need for teamwork.*

#### 5. What is a consequence of not engaging in lifelong learning as per the passage?

✓ **B — Job obsolescence**

The passage indicates that failing to learn continuously may lead to becoming obsolete.

✗ **A — Increased salary**

*The passage does not mention increased salary as a consequence.*

✗ **C — Guaranteed employment**

*The passage does not suggest guaranteed employment without lifelong learning.*

✗ **D — Immediate promotion**

*The passage does not promise immediate promotion without continuous learning.*

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#### MORE C1 LEVEL READING PRACTICE

Sociology Trust Modern Societies — <https://www.esl-tests.com/reading/c1/sociology-trust-modern-societies>

Economics Global Art Market — <https://www.esl-tests.com/reading/c1/economics-global-art-market>

Digital Memory Technology Changing Human Recall — <https://www.esl-tests.com/reading/c1/digital-memory-technology-changing-human-recall>