

Session 2007

B.T.S. GROUPE 3

EPREUVE ECRITE DE LANGUE VIVANTE

ANGLAIS

Spécialité
Assistant de Direction

Durée : 3 heures

LE SUJET COMPORTE 3 PAGES, NUMEROTEES DE 1 A 3.

Dictionnaire bilingue autorisé

L'usage de la calculatrice est interdit

Code sujet : ANLVE

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RUSH TO KEEP WORKERS OVER 65.

Chris Partridge reveals astonishing figures of the demand by companies for workers of retirement age.

In a remarkable turnaround, organisations are trying to retain their older employees up to and beyond the official retirement age, and are even looking to take on new staff from the ranks of the wrinklies.

5 The change is being driven by several factors. The labour market has changed, with skills shortages suddenly forcing companies to try to keep older employees and look again at more mature job applicants. Older employees are keener to stay at work, fearful that early retirement will mean poverty in the longer term. To add an extra urgency, new regulations banning age discrimination at work come into force this year.

10 According to the annual recruitment survey carried out by the Chartered Institute of Personnel and Development (CIPD) published this month, 70 per cent of employers are actively seeking to recruit people aged between 55 and 65, and an astonishing 31 per cent are looking for people already entitled to the state pension.

15 Diana Worman, CIPD's Adviser for Diversity, says: "We need older people's skills and knowledge." There are problems in keeping older staff in place, however. The main one being that many will have paid off their mortgages and educated their children and want to spend more time playing golf. They have made it economically, possibly with a reasonable pension, so managers will have to think differently to hang on to them.

20 She says older employees may like the idea of a change of pace, perhaps working part-time. They may also relish new challenges, such as training or looking at long-term strategies. They do not want to carry on in the same old job and not everyone will want to continue full time, so everything has to be more flexible, starting from a clean sheet in terms of working practices. Despite their experience and seniority, they should also consider training in new areas, and updating skills.

25 Some people approaching retirement cannot wait to leave. Recent research by NOP¹ for Manpower found that more than half of employers want to keep their staff beyond the age of 65, but that 81 per cent of the employees have every intention of stopping work on that birthday.

30 Mark Cahill, Managing Director of Manpower UK says: "Employers must offer flexible working and listen to workers' concerns – but employees need to be aware of the needs of business. The challenge is to get the balance right."

Adapted and abridged from Times Online, June 27, 2006. (417 mots)

¹ National Opinion Poll

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TRAVAIL A FAIRE PAR LE CANDIDAT

1. COMPREHENSION DE L'ECRIT (8 points)

Rédigez **en français** un compte-rendu du texte page 2.

Nombre de mots : 170 (+ ou - 10%). Indiquez le nombre de mots utilisés.

2. TRADUCTION (4 points)

Traduisez **en français** une partie du paragraphe 4, à partir de '*There are problems in keeping...*' (ligne 14) jusqu'à '*...to hang on to them.*' (ligne 17)

Sautez une ligne entre chaque phrase.

3. EXPRESSION : LETTRE COMMERCIALE (8 points)

Rédigez un courrier **en anglais** en respectant les formules et présentations d'usage.

Vous êtes John Brown, Responsable de la Formation à Warwickshire Careers Service Ltd, 10 Northgate Street, Warwick CV3 4SR. Vous écrivez une lettre à Alicia Parker, 2 Euston Square, Leamington Spa, CV3 4ND, pour l'informer que...

- En tant que Responsable de la Formation à WCS, vous lancez une campagne auprès des seniors pour les informer de l'ouverture, cet automne, du premier centre commercial consacré au troisième âge dans votre région.
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- Vous joignez une brochure donnant toutes les informations sur les stages. Les inscriptions aux stages seront closes le 15 juin. Si besoin, vous pouvez être contacté à l'adresse ci-dessus ou par courriel à john.brown@wcs.com.