DIPLÔME DE COMPTABILITÉ ET DE GESTION

UE 12 – ANGLAIS DES AFFAIRES

SESSION 2023

Durée de l'épreuve : 3 h 00 – Coefficient : 1

Aucun matériel (agenda, calculatrice, traductrice ni dictionnaire) n'est autorisé.

Dès que le sujet vous est remis, assurez-vous qu'il est complet.
Le sujet comporte 5 pages numérotées de 1 / 5 à 5 / 5.

DOCUMENT 1

Before Reshoring, Solve for Skill and Scale

Manufacturers looking to bring production closer to home need first to work out the cost of labor and the availability of skilled labor. The answers lie with today's intelligent technology solutions.

The manufacturing industry as we've known it for the last four decades is done and gone. The COVID-19 pandemic made sure of that. The global supply chain was hit hard and still has not fully recovered; the cost of materials is continuously rising, with inflation soaring to new heights; and new 'Made in America' legislation is influencing and incentivizing a shift in where production takes place.

Our new reality is ushering in a new age of manufacturing, with many large manufacturers reconsidering where they make goods and how they move them. As they look to bring operations closer to home (i.e., reshore, nearshore), they'll first need to tackle two significant challenges: the cost of labor and trained labor availability, otherwise known as "skill and scale."

We have learned the hard way that countries that do not manufacture their own goods – that are dependent on another country or countries across the world to produce on their behalf – are left too vulnerable.

Legislators are actively taking steps to ensure we do not see a repeat of 2020's economic fallout, though issues with the global supply chain have existed for many years prior. Through the Chips and Science Act, for example, President Biden aims to bolster domestic manufacturing, combat supply-chain inefficiencies, create new jobs, and maintain America's edge for innovation – expecting that all these will contribute to a competitive advantage that supports both economic resilience and national security. […]

There will be government subsidies to help offset high labor costs when moving production home; recently, Biden signed legislation to provide $52 billion in subsidies for building more than a half-dozen semiconductor manufacturing facilities in the U.S. Even with that significant incentive, those projects face the labor shortage as well: there are more than 2.6 million job openings today for U.S. factories.

There *is* a solution to these challenges. Technology, for the first time in history, can help manufacturers move production closer to home (or closer to where demand is) and solve for skill and scale in a way that's not overly dependent on people. […]

The key ingredient for success in any smart facility is intelligent automation. This, coupled with the right talent, is how manufacturers make the promise of reshoring and nearshoring a reality. […]

americanmachinist.com, November 3rd, 2022

DOCUMENT 2

Economic future of U.S. depends on making engineering cool

Computer chips are the brains that power all modern electronics, from smartphones to fighter jets. The United States used to build a lot of them but now largely depends on Asian manufacturers, a reliance that the Biden administration sees as a major economic and national security risk. Hefty new government subsidies aimed at reshoring manufacturing are sparking a construction boom of new chip factories, but a dire shortage of engineers threatens the ambitious project.

By some estimates, the United States needs at least 50,000 new semiconductor engineers over the next five years to staff all of the new factories and research labs that companies have said they plan to build with subsidies from the Chips and Science Act, a number far exceeding current graduation rates nationwide, according to Purdue University.

Additionally, legions of engineers in other specialties will be needed to deliver on other White House priorities, including the retooling of auto manufacturing for electric vehicles and the production of technology aimed at reducing U.S. dependence on fossil fuels. […]

Engineer shortages have long plagued the U.S. tech sector, with Google, Apple and others complaining that immigration restrictions made it difficult to find employees. They've spent years pushing for an expansion of the H1B visa program for highly skilled foreign workers, to little avail[1].

The semiconductor industry now faces additional obstacles stemming from the offshoring of chip manufacturing in recent decades. As more production migrated to Asia, fewer U.S. students studied semiconductor engineering. At the same time, the rise of social media and other software-focused companies shifted more students to those sectors, where starting salaries were often higher than in the chip business, engineers say.

Engineers in the United States have long enjoyed unemployment rates below those of other college grads — rates that are now hovering near all-time lows amid soaring demand for their skills. […]

The Washington Post, October 23rd, 2022

1. to little avail : *en vain*

DOCUMENT 3

Workforce Skills Gap Threatens Reshoring of Supply Chains

Global disruption and geopolitical risk created by black swan events like the pandemic and the Russian invasion of Ukraine resulted in unstable global supply chains and shortages of essential goods. These unpredictable disturbances spotlighted the need to invest in reshoring essential product ecosystems. Overcoming the manufacturing workforce skills-gap is critical to this effort.

Unfilled industry jobs are estimated to escalate to 2.1 million skilled jobs by 2030. Forty-five percent of manufacturing executives surveyed have already turned down business opportunities due to lack of workers. We must resolve the skills gap in order to reshore supply chains that are crucial to U.S. national and economic security.

It is fundamentally important that U.S. manufacturers engage a wider, more diverse labor pool by increasing diversity, equity, and inclusion (DEI); add flexibility models to attract and retain talent; overcome misperceptions of manufacturing careers; re-skill and up-skill existing workers; and adopt public-private partnerships to provide training that aligns with the needs of business and industry.

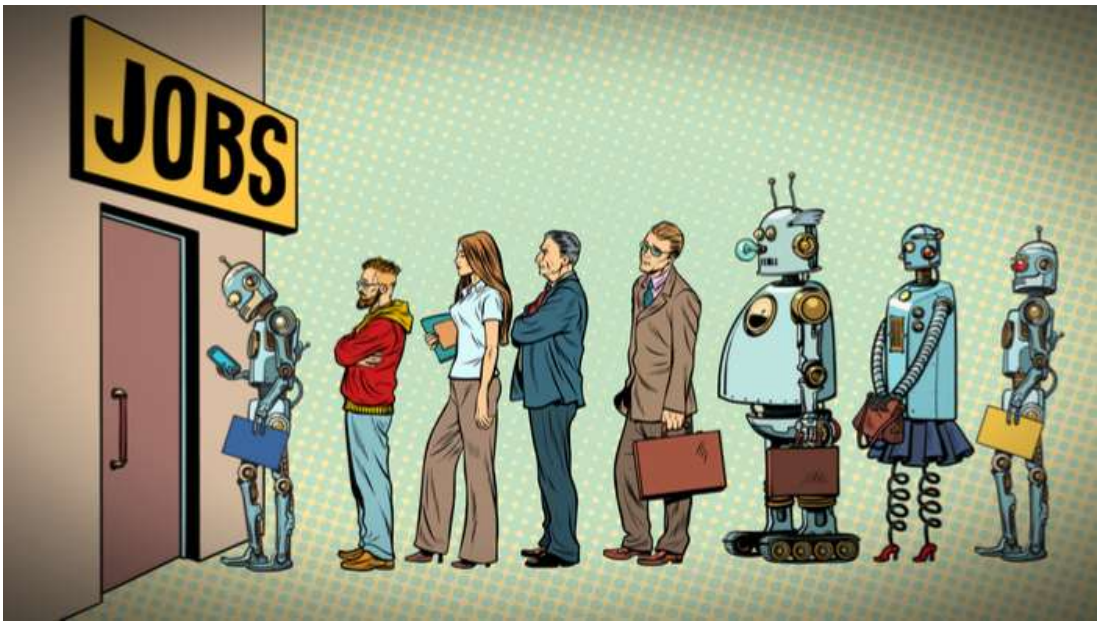
Simply put, we must train a larger and more diverse skilled workforce. And, to keep up with the pace of technological change, companies should consider ongoing training initiatives—in other words, lifelong learning.

Women in manufacturing are a prime DEI example. Although women make up 47% of the total workforce, they make up only about 30% of the people employed in manufacturing industries. Manufacturers would be wise to tap into this highly educated labor pool who earn more than half of the associate, undergraduate and graduate degrees awarded in the U.S.

Introducing flexibility in manufacturing work models can expand and diversify the talent pipeline. Implementing flexible work models such as part-time or reduced hours, flextime, compressed workweeks, hybrid work, or job sharing will result in higher employee engagement and increased productivity.

Castingsource.com, November 15th, 2022

DOCUMENT 4



givingcompass.org, May 8th, 2018

TRAVAIL À FAIRE PAR LE CANDIDAT

Le dossier qui vous est proposé comporte **4** documents :

Document 1 : un extrait d'article publié sur le site americanmachinist.com le 3 novembre 2022 et intitulé « Before Reshoring, Solve for Skill and Scale. »

Document 2 : un extrait d'article publié par le Washington Post le 23 octobre 2022 et intitulé « Economic future of U.S. depends on making engineering cool. »

Document 3 : un extrait d'article publié sur le site Castingsource.com le 15 novembre 2022 et intitulé « Workforce Skills Gap Threatens Reshoring of Supply Chains. »

Document 4 : un dessin publié sur le site givingcompass.org le 8 mai 2018.

I – COMPRÉHENSION (10 points)

En vous appuyant sur les quatre documents fournis, vous rédigerez **en français** une note de synthèse qui rendra compte **de la problématique du dossier**.

250 mots (+/-10 %). Vous indiquerez nécessairement le nombre de mots utilisés.

II – EXPRESSION EN LANGUE ANGLAISE (10 points)

1. **Comment on document 4.**

150 mots (+/- 10 %). Vous indiquerez le nombre de mots utilisés.

2. **Write a memo.**

Vous êtes Ash Williams, Directeur ou Directrice des Ressources Humaines de la société d'informatique *Quandumsoft* et vous écrivez une note de service à destination de l'ensemble du personnel. Vous revenez sur les raisons qui ont motivé une modification de l'organisation du travail dans l'entreprise et vous explicitez pourquoi l'amélioration de l'attractivité des conditions de travail est un enjeu majeur.

Vous annoncez des aménagements permettant plus de flexibilité et de bien-être au travail.

Vous proposez aux employés de faire connaitre leurs préférences et éventuelles suggestions à ce sujet à leur direction.

Formules et présentation d'usage.

150 mots (+/- 10 %) pour le corps de la note de service. Vous indiquerez le nombre de mots utilisés.