

## Portfolio careers increasing

The ever-evolving nature of the workforce is changing the way professionals operate in the business world.

There is a growing trend of individuals choosing to work "portfolio careers" over traditional 9-to-5 jobs. Rather than working for one employer, individuals work a series of part-time jobs that, when combined, are equivalent to a full-time job.

Now, as Millennials<sup>1</sup> progressively continue to emerge as the largest demographic represented in the workforce, we are increasingly noticing that this generation is opting to establish a portfolio career.

Economic developments and changing values amongst Millennials and the up-and-coming Generation Z<sup>2</sup> in the workforce, mean portfolio careers are more appealing than ever.

"Millennials are said to be skeptical of institutions. Working as a free agent might really appeal to someone who doesn't want to be tied down to one institution or company," says Bethany Wallace, who has recently transitioned from a full-time salaried employee to a portfolio careerist.

Pursuing a portfolio career is an opportunity for a young worker to explore many different venues of the workplace and gain valuable experience.

"Since choosing to pursue the portfolio career option myself a few months ago, I have learned the importance of saying no to every shiny new task and project in order to maintain a sense of direction and intention," adds Wallace.

One of the most notable advantages to this type of work is the potential to work flexible hours that best fit the schedule of the employee. It allows professionals to pick and choose which jobs to pursue.

For companies wanting to attract and retain Generation Z graduates — particularly top talent — they are going to compete not only with other employers but also with the appeal of the portfolio career option.

Employers can save costs on insurance and benefits by hiring individuals working portfolio careers. They also may be able to avoid overtime pay by employing portfolio careerists to work hours which their full-time employees would otherwise need to work.

In addition to saving costs, hiring individuals who work portfolio careers brings diversity to the workplace. Most of these individuals have varied work experience and can share this experience with their team members.

For the many who decide to enter this type of career, it is absolutely vital to keep your skillsets sharp, continually stay on top of industry trends, and be prepared to develop yourself. Choosing a portfolio career path allows employees to pursue multiple career options simultaneously, while maintaining a work-life balance that best suits their values and need.

Abridged and adapted from *The Daily News*, 13 June 2016

<sup>1</sup> Millennials: people born between the 1980s and the mid-1990s.

<sup>2</sup> Generation Z: people born after 1995, now the biggest generational group in the U.S.

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### A. Compréhension de l'écrit (10 points)

Vous rédigerez **en français** le compte rendu de ce document en 180 mots (+/-10%). Vous indiquerez **impérativement** le nombre de mots utilisés.

### B. Expression écrite (10 points)

Vous êtes Alex Stepton, assistant(e) de gestion chez PnK Industries, entreprise située en Californie.

John Avery (149 Avenue Drive, Sacramento, CA 94273), un jeune diplômé, travaille à temps partiel dans une entreprise voisine. Il a postulé pour un emploi complémentaire dans plusieurs sociétés dont la vôtre (PnK Industries, 73 Tuttle Creek Boulevard, Sacramento, CA 94273).

Votre PDG, Paula Dorset, souhaiterait embaucher ce jeune candidat.

Elle vous charge de rédiger une lettre **en anglais** l'informant des différentes prestations offertes par l'entreprise.

- Vous expliquez que sa candidature a retenu toute l'attention de la direction.
- Vous expliquez que l'entreprise offre :
  - des horaires flexibles qui permettent de s'investir dans d'autres activités ;
  - des formations permettant de développer ses compétences professionnelles ;
  - un programme pour le remboursement partiel de prêt étudiant (*student loan*) ;
  - l'accès gratuit au complexe sportif 'Starways' pendant un an ;
  - des réductions sur des billets de concerts et cinéma.
- Vous l'invitez à prendre rendez-vous avec Madame Dorset pour plus d'informations.

Formules et présentation d'usage.

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