

UPSKILLING PATHWAYS IN FRANCE

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■ ■ ■ ■ ● Agenda

- **VET in France** general context
- **A moving context:** the Macron's presidency reforms, *“freedom to choose its own vocational future”* regulation
- **Specific measures oriented to low skilled:** the Competence Investment Plan.
- How **Céreq** contribute to this framework

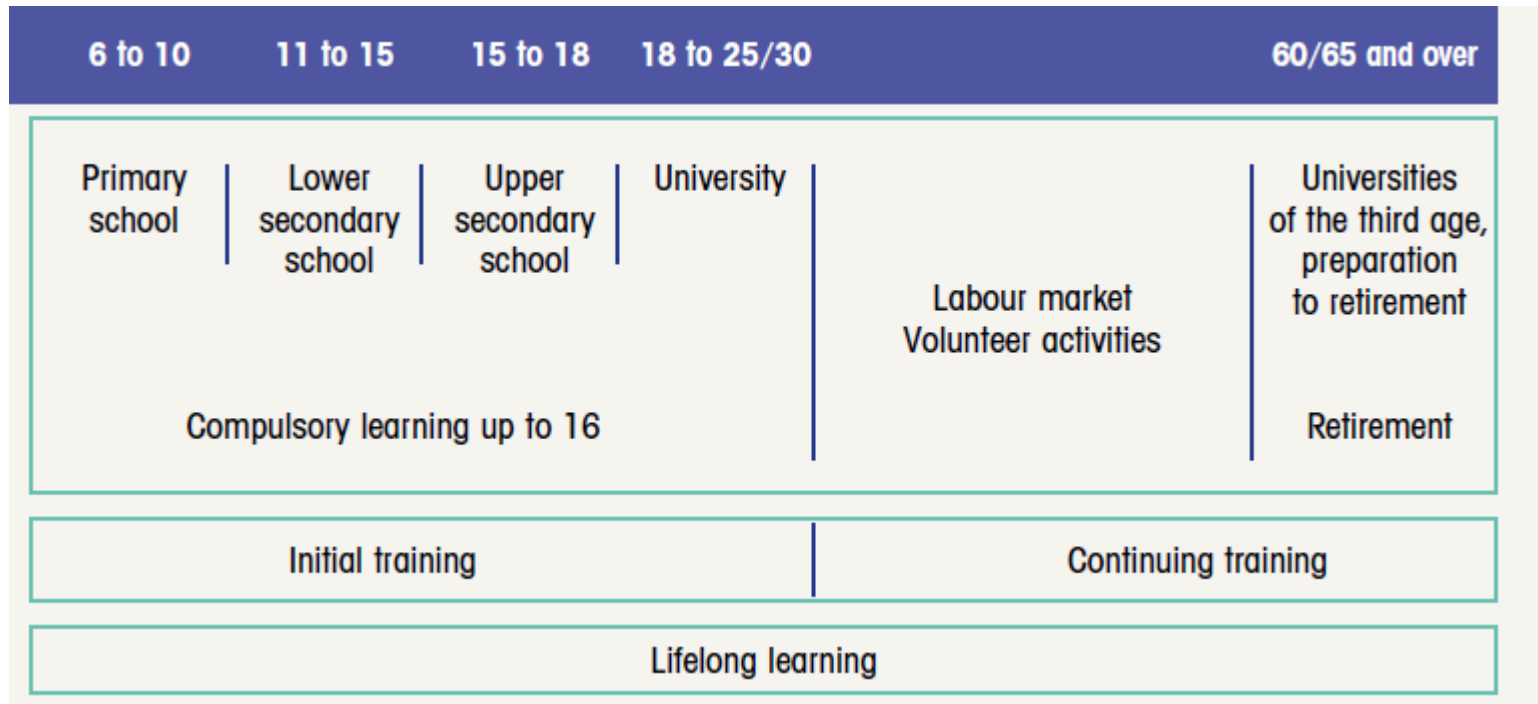


VET in France general context

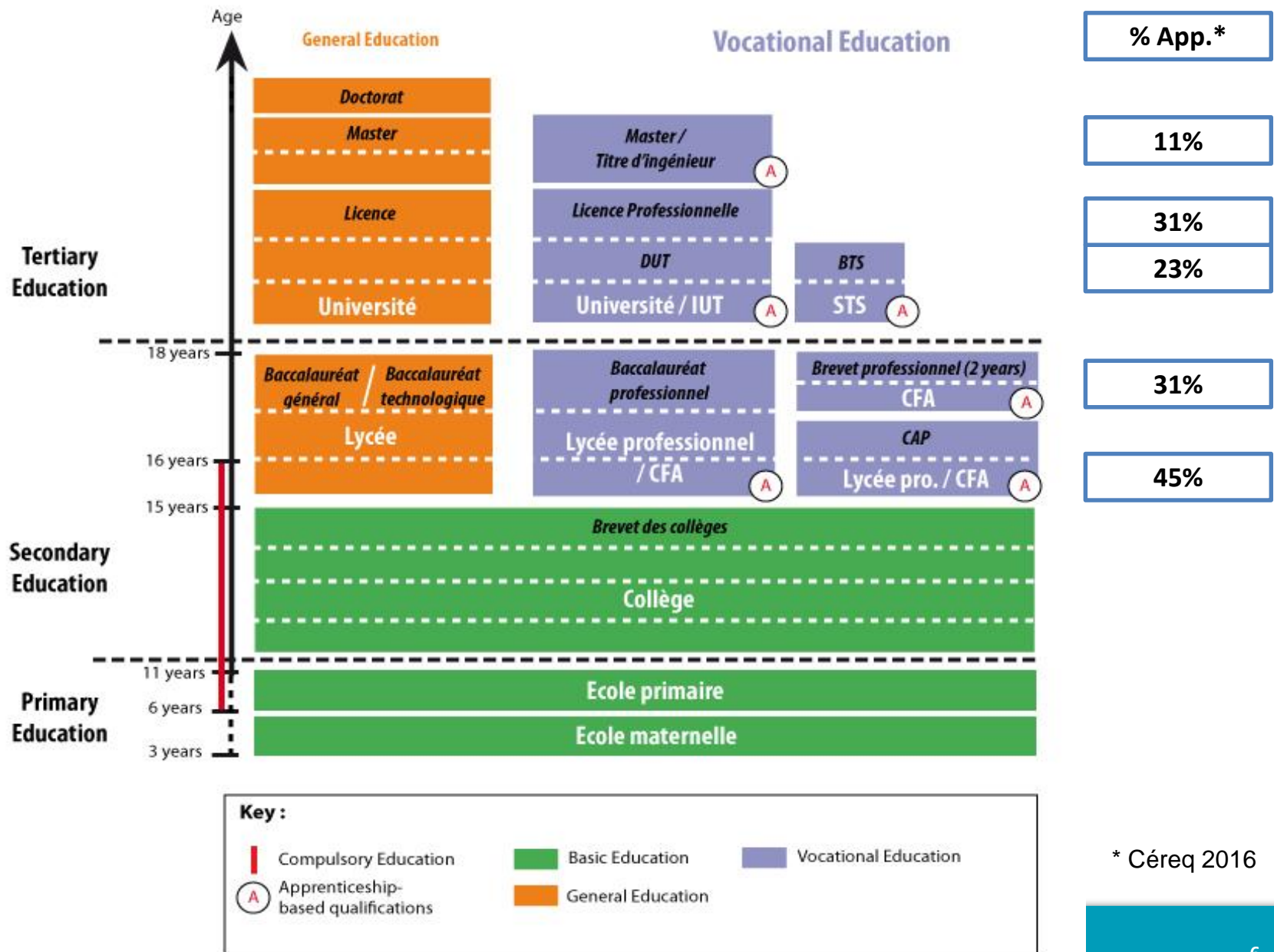
■ ■ ■ ■ ● ● VET in France general context

- VET (lifelong) system created since the 1970s.
- All actors involved : central government, local authorities, public institutions, public and private schools, business sector, trade association, labor union.
- Central role of social partners in system governance
- Different access possible to the training, depending on the status of the individuals (creation of Personal training account).
- On 1 January 2015 a new system came into force - the Personal Training Account (CPF)

■ ■ ■ ■ ● VET logic in France



French Education System



* Céreq 2016

■ ■ ■ ■ ● CVET in France general context

- Main stakeholders :
 - **State and regions:** they share responsibility. The regions are fully competent in matters of apprenticeship and VET. They can draft their own training policy. The state provides framework regulations.
 - **Social partners:** promote and develop joint continuing VET policies. They cooperate also in VET implementation, for example by creating and managing the bodies which collect training tax from firms (OPCA).
 - **Companies:** they have a fiscal obligation to finance the VET.

CVET in France main authorities

- Main Authorities:
 - **CNEFOP** (Conseil national emploi formation et orientation professionnelles) instance de coordination et concertation de la stratégie nationale
 - **CREFOP** (Conseil régional emploi formation et orientation professionnelles) instance de coordination et concertation de la stratégie régionale)
 - **COPANEF** (Comité paritaire interprofessionnel pour l'emploi et la formation ; Instance paritaire consultative au niveau national).
 - **COPAREF** (Comité paritaire interprofessionnel pour l'emploi et la formation ; Instance paritaire consultative au niveau régional).

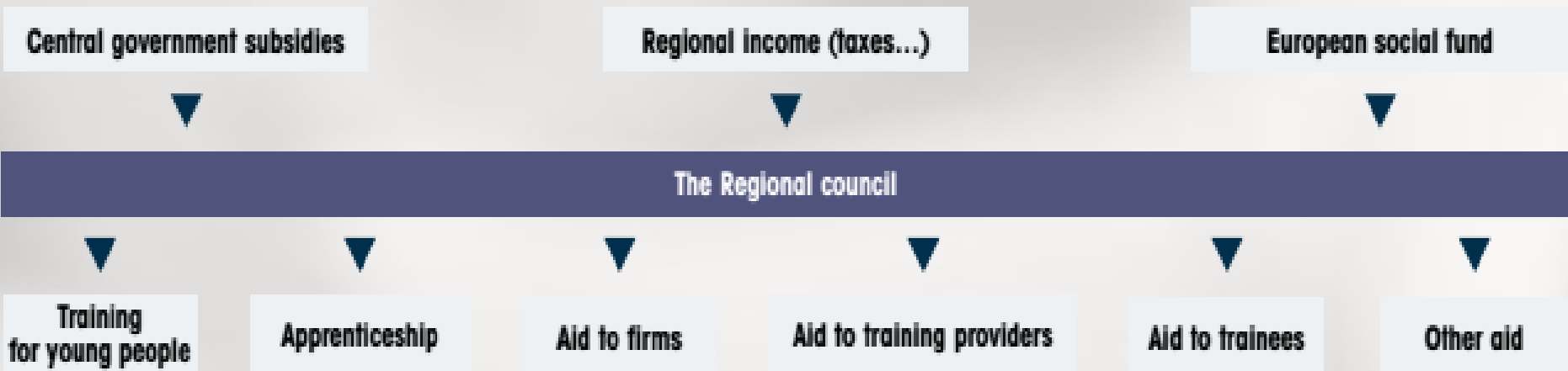
Lifelong vocational training is aimed at enabling each person, regardless of their status, to gain and keep up to date the knowledge and skills that foster their professional development, as well as to improve by at least one level of qualification during their professional life.



■ ■ ■ ■ ● ● The Personal Training Account (CPF)

- Any person aged 16 or over who is starting out on their working life is entitled to open a (CPF), which will remain open until they retire - the accounts topped up at regular intervals with hours of training.
- This topping-up is linked to paid employment, currently only in the private sector. Thus, a full-time employee accumulates 24 hours a year. The account limit is set at 150 hours. These thresholds can be raised when dealing with low-skilled populations.
- Only certain training programs or services are available as part of the CPF. These training programs are qualifying and certifying training programs included on specific lists created either at the national level or at the regional level by social partners

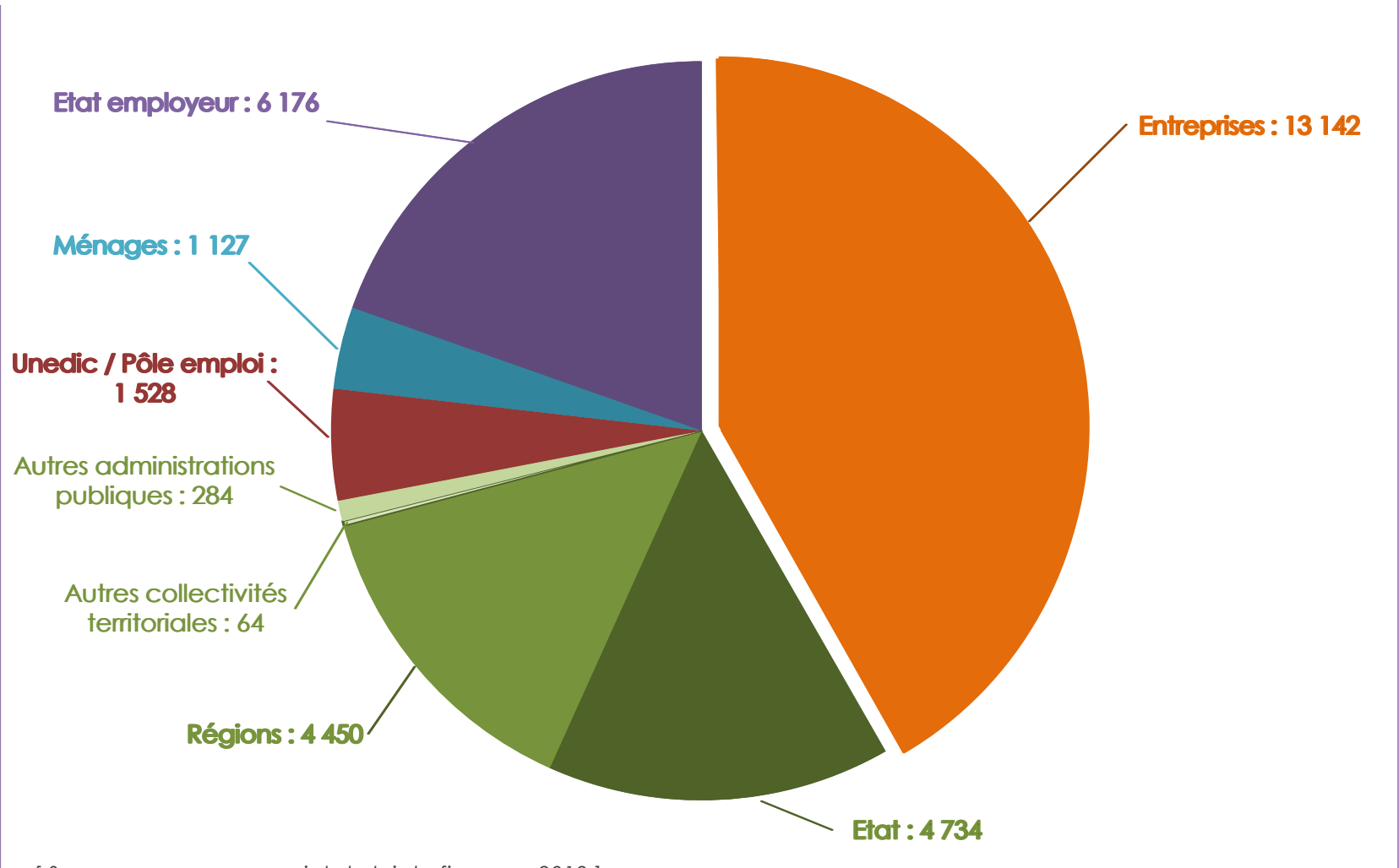
REGIONAL AUTHORITIES' PARTICIPATION



- **Firms** participate to the funding of training through 2 taxes (“legal obligation”):
 - apprenticeship contribution (0,68%); managed by **State/regions**
 - training contribution based on a percentage of the gross annual wage bill (0.55-1 %); managed by **OPCA**

Les entreprises dans la dépense globale de FPC et d'apprentissage

Dépense globale par financeur en 201 (Milliards d'euros)



[Source : annexe au projet de loi de finances 2013]

■ ■ ■ ■ ● ● Focus on Job-seekers

- Under certain conditions, the 16-25 years old can all receive paid training
 - **Professionalization contracts** . The person is paid by the company, exempted from social security contributions. It gives access to a work-study training attested by VET certification
 - **Training courses**: especially managed by regions and Pôle Emploi
- For adults:
 - Specific work contracts (professionalization which may include training courses)
 - Training courses regional and central authorities: this specifically targets some groups
 - Training courses financed by the UNEDIC (*assurance-chômage*) and implemented by Pôle Emploi
 - Personal training account (**CPF**): losing its job does not mean losing the training hours.



The new regulation “freedom to choose
its own vocational future”



A moving context: “freedom to choose its own vocational future”

- Key points of the reform → **CPF**
 - CPF will run in euros and not in hours anymore. 500 € each year until 5 000€ (8000 € for low skilled)
 - A mobile application will allow active population to freely purchase their training without any intermediate body
 - Only registered qualification or “competences blocks “ of them are eligible to CPF (RNCP + inventaire*)
 - CPF for professional transitions : aimed to finance professional reconversion projects (the employee can ask a specific training leave).

* Note: *Inventaire* = “complementary” and “short” qualifications



A moving context: “freedom to choose its own vocational future”

- Key points of the reform → **Counsellors in professional evolution (CEP)**
 - Offer a guidance assistance for professional evolution
 - Actors are charged to provide the service:
 - Job seekers: Pôle Emploi, APEC, CAP Emploi, Mission Locales
 - Employees in professional reconversion : new operators (liberalisation?)
 - Free service (funded by State or Enterprises)



A moving context: “freedom to choose its own vocational future”

- Key points of the reform → **Apprenticeship**
 - Limit Age postponed from 26 to 29 y.o.
 - CFA implementation will be easier
 - Region are not anymore responsible for accreditation
 - CFA and continuing training centres will follow similar rules in terms of quality assurance
 - Funded on the basis of the number of signed contracts (first assessment in 2020)



A moving context: “freedom to choose its own vocational future”

- Key points of the reform → **Qualifications**
 - Establishment of a new agency **France Competences**
 - In charge of the certifications registry management (**RNCP** + *“répertoire spécifique”*)
 - Obligation to reshapes qualification in “**blocks-of-competences**” structure
 - Blocks can be acquired “for life” by training or VAE.
 - Encourage people to get a full qualification in a medium long term
 - Encourage equivalences and bridges between qualifications



A moving context: “freedom to choose its own vocational future”

- Key points of the reform → **France Compétences**
 - Fusion of several bodies : (Copanef, Cnefop, CNCP, FPSPP)
Quadripartite governance (State, Regions, trade unions, enterprises organisations, experts)
 - Missions
 - Contribute to public debate
 - Regulate quality
 - Redistribute funds (OPCA and regions)
 - Fund the CEPs
 - Manage qualifications (RNCP + *répertoire spécifique*)



A moving context: “freedom to choose its own vocational future”

- Key points of the reform → **Quality assurance**
 - All training providers certified by 2021
 - Training purchase is based on personal choice (purchase via mobile application)
 - Development for special training market for SMEs
 - Enlargement of the training market (less strict “training” definition in the regulation)

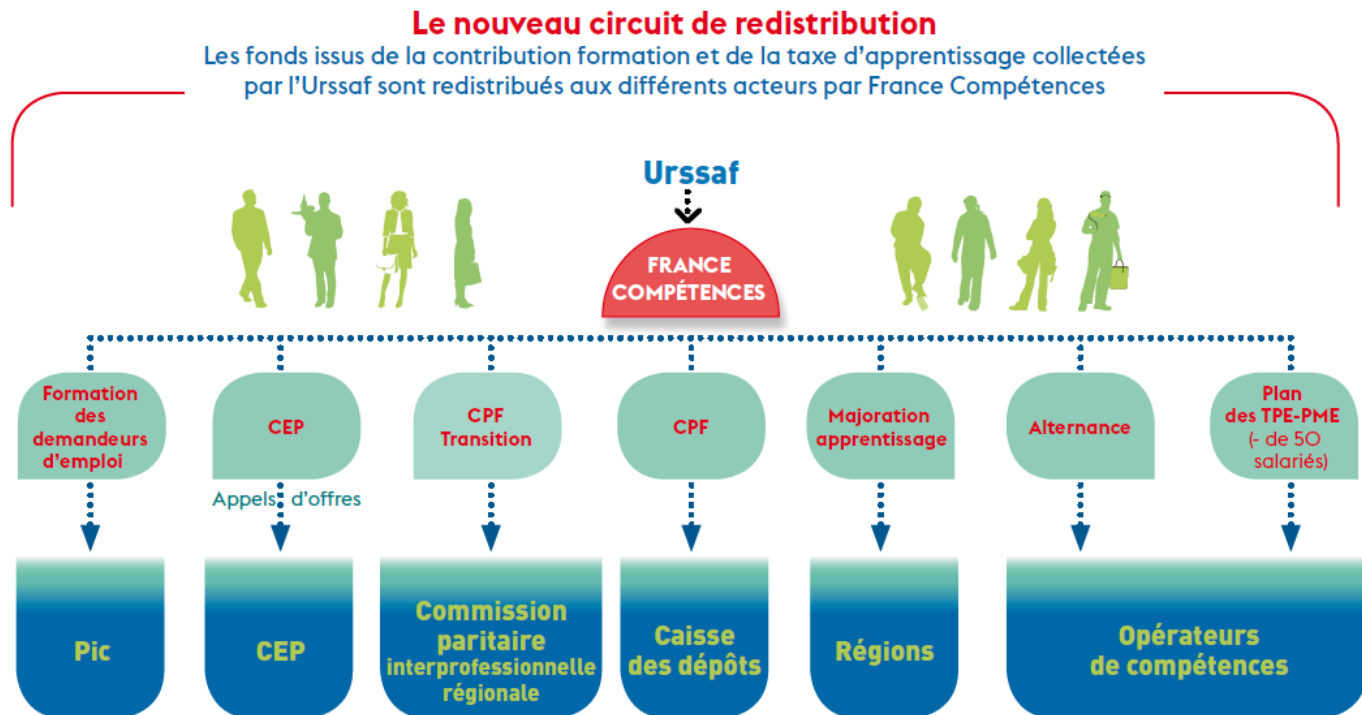


The new Competences Operators (OPCO)

- Key points of the reform → **from 20 OPCA to 11 OPCO**
 - From « training fund manager » to « advisor on training design fitting company needs »
 - Managed by social partners
 - Technical support to branches and services to SMEs
 - Funding and promoting “*alternance*” and Apprenticeship
 - Perspective studies (GPEC)
 - Qualifications design

A moving context: “freedom to choose its own vocational future”

- Key points of the reform → **financing**
 - One single tax but two different fiscal regimes
 - CPF : 0,55-1% depending on company size
 - ✓ 100% -> France Competence
 - Apprenticeship: 0,68%
 - ✓ 87% -> France Competence
 - ✓ 13% -> Employers





Specific measures oriented to low skilled:
the Competence Investment Plan.

■ ■ ■ ■ ● • Plan d'Investissement Compétences (PIC)



- An overarching national programme of investments in competences and skills specifically oriented to low qualified workers



- A twofold objective:
 1. train one million of low qualified youngsters and one million of long-term job-seekers;
 2. to speed-up the transformation of the national VET system, starting from the analysis of competences needs and new pedagogical design and methods.

Le Plan d'investissement dans les compétences

Les 4 chantiers majeurs

ACCOMPAGNER ET FORMER SUR LES 5 ANNÉES À VENIR

1

■ 1 MILLION DE JEUNES
NI EN EMPLOI, NI EN FORMATION



■ 1 MILLION DE DEMANDEURS D'EMPLOI
PEU QUALIFIÉS



CONSTRUIRE UNE SOCIÉTÉ DES COMPÉTENCES

2

■ DE NOUVEAUX OUTILS INNOVANTS POUR IDENTIFIER LES BESOINS
EN COMPÉTENCES DES ENTREPRISES



■ DÉVELOPPER UNE CULTURE DE L'INNOVATION
DE LA FORMATION PROFESSIONNELLE



■ UNE APPLICATION CPF ACCESSIBLE
EN TOUTE TRANSPARENCE



4

UNE MOBILISATION COLLECTIVE

■ DE L'ÉTAT



■ DES RÉGIONS



■ DES PARTENAIRES SOCIAUX



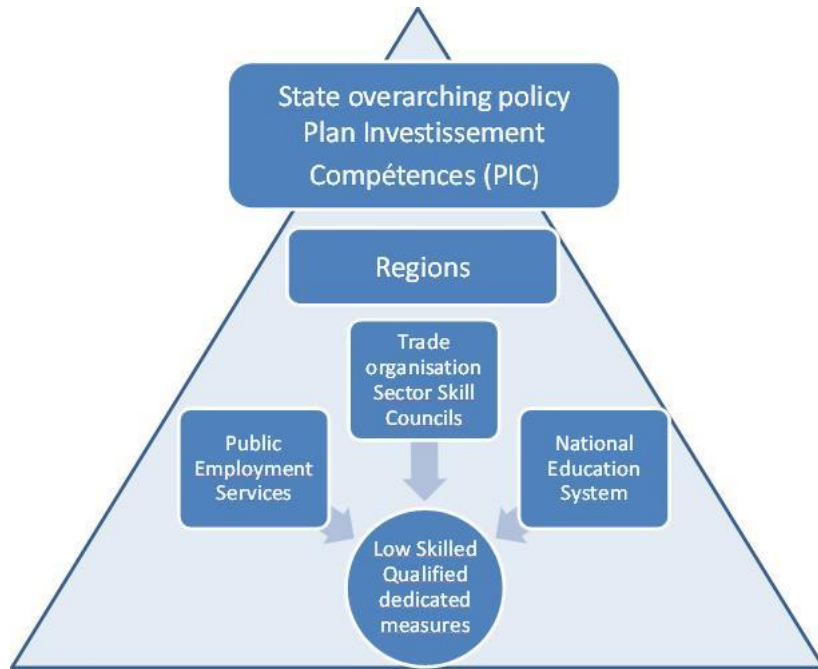
• 4 investment priorities

1. train one million of low qualified youngsters and one million of long-term job-seekers;
2. Tu build up a competence society
 - ✓ Innovative tools for competence needs forecasts
 - ✓ Develop a culture of innovation in VET
 - ✓ Facilitate access to containing training though the use of CPF credits

• All actors involved

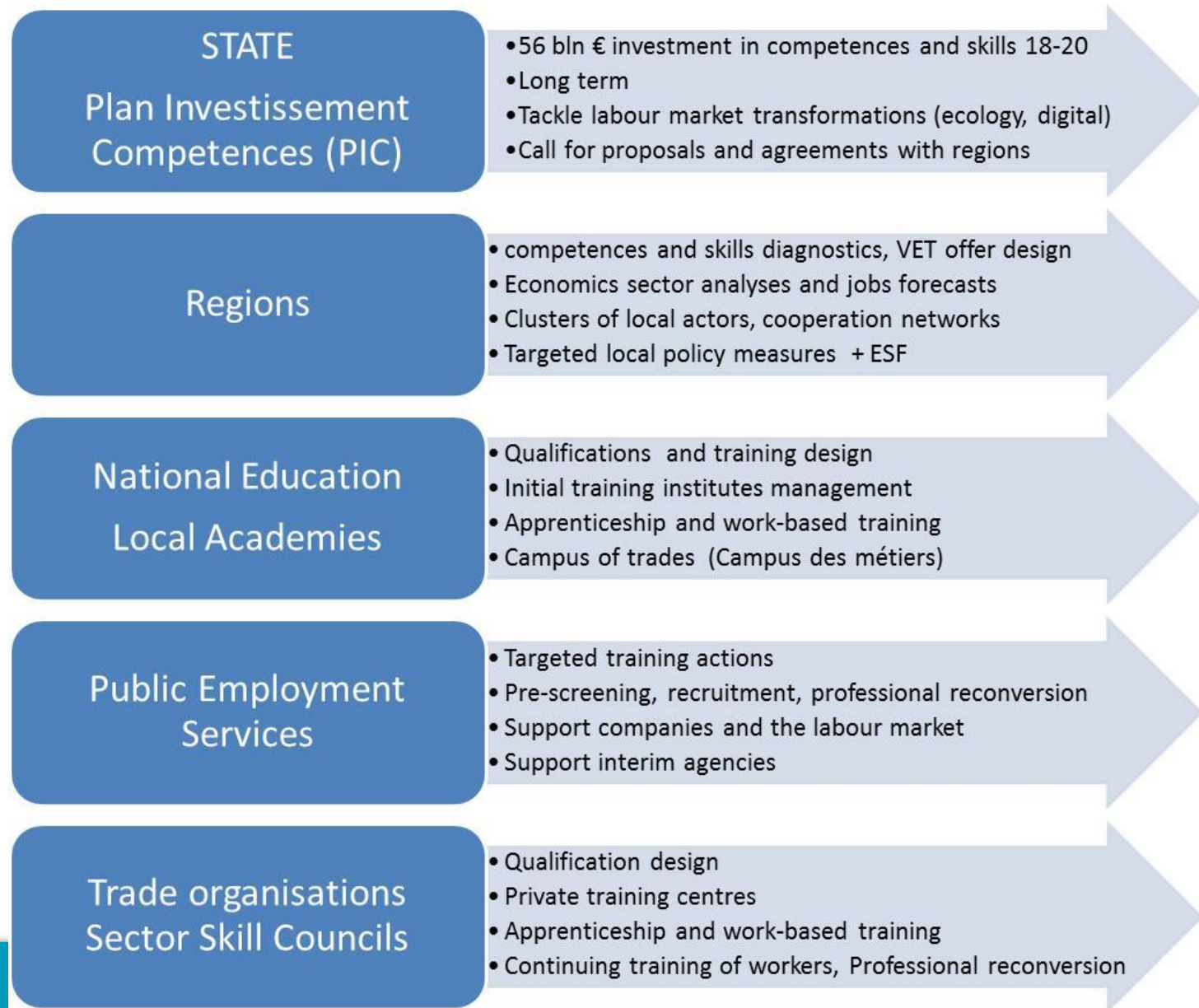
1. State
2. Regions
3. Social partners

■ ■ ■ ■ ● PIC governance



- Based on a negotiating process between the State and the Regions resulting in **bilateral cooperation agreements** for the use of PIC resources.
- Agreements will support **job seekers targeted VET measures** (French regions are fully competent on this topic), training guidance, and local economic development
- National **call for proposals** are also issued for encouraging all labour market stakeholders (trade organisations, sector skill councils, Public Employment services, National Education System) to implement social experimentations and develop new instruments.

Stakeholders complementarity in low-skilled VET



■ ■ ■ ■ ● Pactes régionaux d'investissement dans les compétences (PARIC)

- Negotiating process between the State and the Regions resulting in **bilateral cooperation agreements** for the use of PIC resources.
- PARICs should be structured over 3 mains axes:
 - ✓ *Axis 1.* support **qualifying pathways towards employment** based on innovative contents and linked with economy needs, based on real-time forecasted perspectives
 - ✓ *Axis 2.* Guarantee the access of **disadvantaged groups** to training via the strengthening of key competences
 - ✓ *Transversal axis.* **Modernise** training design processes, pedagogy and training guidance
- Regions are called to put forward local **experimentations** distributed on the 3 axes though a fully shared process involving:
 - SSCs, inter-professional funds (OPCA), labour market observatories, guidance professionals, companies, training providers, and clusters, etc.

■ ■ ■ ■ ■ ● What is a regional experimentation?

- Innovative approaches and (impact) evaluation
- Resulting from :
 - joint undertakings of local actors
 - Ideas put forward by the PIC scientific committee (*boîte à idées*)
- The goal is to:
 - Enlarge or reinforce existing actions
 - Start new initiatives
- A national forum were organised the 17th October, 2018 gathering regional project presenters, the PIC scientific committee and research teams (including Céreq).
- Selection of projects; capitalisation of results and dissemination to other regions
- New PARICs calls in 2019 and 2020

■ ■ ■ ■ ● AXIS 1. Support qualifying pathways

- Priority objectives:
 - Train in **strategic disciplines**: technology transition, ecological conversion, transports, agriculture, food industry
 - Create additional training **modules** on new subjects based on a learning outcomes approach
 - Implement methods for identifying the **jobs “in tension”** (local labour market observatories) financing coordinated measures aimed to tackle the issue (including sectors skills councils)
 - Innovative **work-based approaches** (ex. Jobs rotation)

■ ■ ■ ■ ■ • AXIS 2. access to training for disadvantaged groups

- Priority objectives:
 - Offer innovative **training focused on key competences** (blending pedagogy, social mediation, work-based and dual learning).
 - **Streamline pathways** through cooperation between guidance/training/employment actors
 - **Reinforced support** over training periods reducing drop-outs
 - Act against **social and territorial inequalities**

■ ■ ■ ■ ● • TRANSVERSAL AXIS.

Mosernising contents and practices

- **VET Research &Development in training design processes, pedagogy and training guidance**
 - Regions can put forward propositions for field experimentations which are complementary to national calls for proposals

■ ■ ■ ■ ● Calendar

Le calendrier de l'évaluation est ici indicatif. Il donne les principales étapes du processus d'évaluation proposé par le comité scientifique

- **Juin 2018 :** Envoi aux Présidents de Région et aux Préfets du cadre d'élaboration des Pactes régionaux d'investissement dans les compétences.
- **Mi-juillet 2018 :** Publication des axes prioritaires et d'une « boîte à idées » par le comité scientifique (CS).
- **Été-Automne 2018 :** Echanges du Comité scientifique avec les acteurs régionaux pour définir les projets d'expérimentation.
- **Dernier trim. 2018 :** Propositions par les signataires des Pactes régionaux incluant les projets à évaluer.
- **Dernier trim. 2018 :** Examen des propositions par le Comité scientifique et nouveaux échanges avec les signataires des Pactes.
- **Dernier trim. 2018 :** Séminaire de rencontre chercheurs / régions. Ce séminaire pourrait se tenir en plusieurs ateliers sur une journée. Chaque région pourrait présenter ses projets et discuter avec les équipes de recherche intéressées.
- **Janvier 2019 :** Publication des appels à propositions d'équipe de recherche
- **1^{er} trim. 2019 :** Echanges entre les équipes de recherche et les signataires des Pactes.
- **1^{er} trim. 2019 :** Réception des propositions par les équipes d'étude et de recherche
- **Juin 2019 :** Comités de sélection des équipes de recherche.
- **Juin 2019 :** Publication des résultats et lancement des premiers programmes expérimentaux et des protocoles d'évaluation.

- ■ ■ ■ ● How Céreq contribute to this framework

■ ■ ■ ■ ● How Céreq contribute to this framework

- Céreq is an a public policies analyst and evaluator ...
 - ...bringing scientific and methodological knowledge.
 - Bilateral agreements with regions (PACA, CVdL, Bretagne, ...)
 - Meta-evaluator
- [Céreq BREF, special edition PIC](#)