

Continuing vocational training

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EDITORIAL

In France, the Continuing Vocational Training (CVET) is characterized by an original construction leaving an important place for the collective bargaining, and containing modalities of access to the training, varying according to the status of the individuals.

This criterion became less stringent with the creation, in 2015, of the Personal Training Account. This scheme to provide access to training is in fact not linked to status but to the person (cf. insert p. 11).

The current continuing vocational training system was launched at the beginning of the 1970s. It involves the central government as well as local authorities, public institutions, public and private schools, the business sector, trade associations, labor unions and representatives of family organizations.

Current continuing vocational training provisions are the result of collective agreements between the social partners and of state initiated laws and decrees.

A major reform is planned in 2018 that will impact vocational education, vocational training and apprenticeship, with changes about the system's governance and funding, the personal training account and the quality of the training market.

Considering the status and the specific training problems faced by individuals, social partners, State and, since 1999, the French regions have created and implemented different measures such as: work-study training contracts; individual training leave, and the professionalization contract. On 1 January 2015 a new system came into force - the Personal Training Account (PTA)

Continuing vocational training and the apprenticeship is an important economic activity: funding for CVET activities (including apprenticeship, excluding training costs directly paid by companies) represented 1.1 % of national GDP in 2015.



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LIFELONG GUIDANCE

The career guidance system has been restructured in France over the last decade.

Recent reforms in the areas of decentralisation and vocational training have had an impact on the way guidance structures, employees and guidance services operate.

Public service of guidance

In 2009 a law was passed that created the notion of "Public Guidance Service" (PGS). This public service guarantees that all people will have access to free, full and objective information on careers, training, qualifications, opportunities and levels of remuneration. It also facilitates access to excellent advisory and support services in respect of guidance, in particular via dematerialised tools.

Regional Public Service of Guidance (RPSG)

2014 saw the creation of the "Regional Public Service of Guidance" (RPSG). The law retains the principle of public service with regard to guidance but entrusts the co-ordination of the initiatives implemented by the guidance structures (continuing apprenticeship training) to the Regions, now at the head of a RPSG. We should note, however, that the State retains responsibility for policies relating to initial guidance (school and university training).

Career Counselling (CC)

A new guidance system has also been created as part of the RPSG - career counselling. Employees, job seekers, and young people who are no longer in the school system are entitled to benefit from career counselling free of charge, the implementation procedures of which are defined in national specifications. Five networks of operators have been designated to provide this career counselling service: Pôle emploi, the APEC, Cap emploi, Local missions, and the OPACIFs (Joint Collecting Organisations Authorised for the Funding of Individual Training Leave). The Region may designate others regional operators.

VOCATIONAL LIFELONG LEARNING

Vocational Education and Training (VET) is by tradition central to France's adopted priorities. For example, guilds began in the Middle Ages and apprenticeship in the 19th century. The development of lifelong learning in the early 1970s was based on already long-standing and highly diverse adult education practices that constitute the foundation of continuous education.

The LLL makes possible for each individual to benefit from training either as part of a basic school or university education for pupils or for students or as part of continuing vocational training for young people or adults who have already entered the labour market. The initial vocational training, managed by the ministries according to the sector and mainly by the ministry of national education only offers accredited study programmes (see p. 16).

Nevertheless, the CVET gives the opportunity to return to a training curriculum aiming at the obtaining of diplomas of the initial system but also to enter other certified curricula (certifications created by a sector or a branch) and above all to enter non accredited curricula. Thus, continuing training has short term duration (46 hours on average in 2013).

Excerpt from the Labour Code

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

It includes initial training, including in particular apprenticeships, as well as subsequent training programmes, which are considered continuing vocational training, aimed at adults and young people already active in the working world or just starting out. «

Article L6111-1

"Europe 2020" Strategy

Since 2010, Education and Training policies have been contributing to implementing the European Union's ten-year strategy for smart, sustainable and inclusive growth, "Europe 2020". The "Education and Training 2020" cooperation framework, defined by the Commission and the Member States, is aimed at supporting national-level initiatives and helping take up the challenges resulting from shared issues identified: an ageing population, a lack of skilled labour, the need to adapt to technological developments and now-global competition.

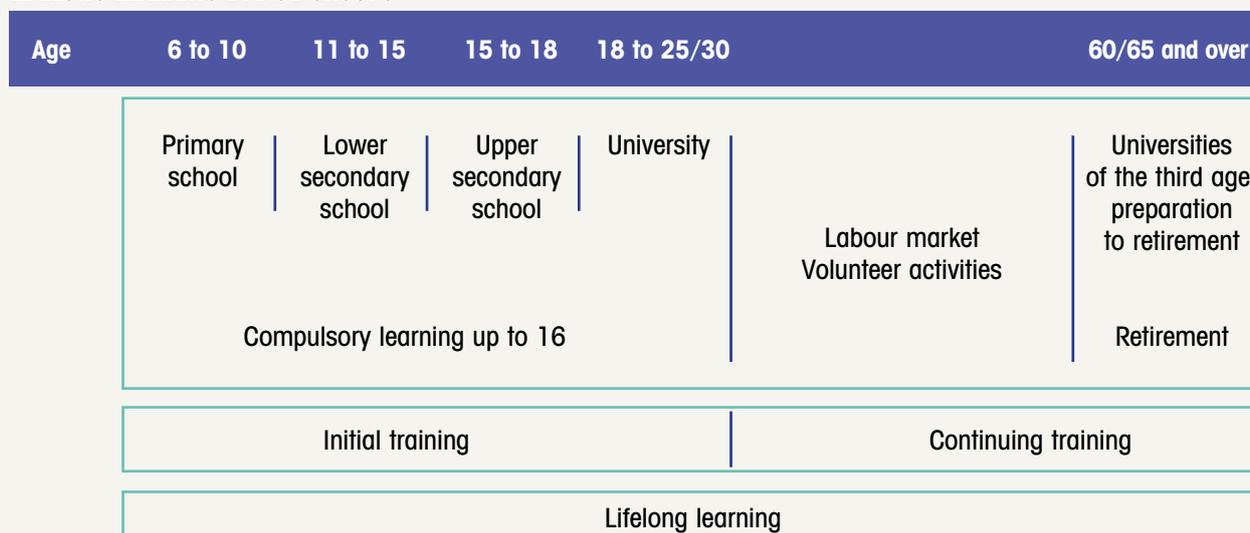
For four of the objectives shared at the EU level, the deadline has been set in 2020:

- making lifelong learning and mobility a reality;
- improving the quality and effectiveness of education and training;
- fostering equity, social cohesion and active citizenship;
- encouraging creativity and innovation, including entrepreneurship, at all levels of education and training.

France contributes through its action to the attainment of these objectives, in particular through its mechanisms to fight school drop-out phenomena, promote individual rights to training in order to better secure pathways, develop rights to enhanced training for the least qualified individuals, consolidate key competences, etc.

In 2015, Europe adopted the Riga Conclusions, which redefine the objectives targeted for vocational education and training.

LIFELONG LEARNING BY AGE GROUPS



WHAT DOES THE INITIAL VOCATIONAL TRAINING STAND FOR?

School is compulsory from the age of 6 to 16.

The initial education is composed of three paths: general, vocational and technological, according to selected programmes of study.

The vocational paths begin at the upper secondary school. The diplomas delivered further this curriculum are designed to enable students to access directly to the labour market and their preparation includes an in-company training.

Overall, these training paths are managed materially and financially by the ministry of national education and partly by the other ministries (agriculture, industry, etc.).



Upper secondary and higher education provide three vocational training possibilities for young people:

- **VET at upper secondary level:** Training's programme leads to a vocational skills certificate (certificat d'aptitude professionnelle - CAP) or a high school vocational diploma (baccalauréat professionnel - BAC Pro). These diplomas provide qualification in a professional area.
Technological education leads to a technician's certificate (BT) or a high school diploma in technology. These certifications provide qualification in a technical field.
- **VET at post-secondary level:** Through a short cycle of higher education, two degrees are available: the University Certificate in Technology (DUT) and the higher technician certificate (BTS).
- **VET at tertiary level:** Higher education provides also vocational courses within universities (vocational licences, masters, title of "Engineer" ...) and public or private higher colleges of excellence (grandes écoles).

These three vocational training levels can be part of a special kind of working contract: the apprenticeship contract.

These certifications can also be delivered in the framework of the accreditation of life experience.

Training for qualifications

All these diplomas can be prepared as part of two special employment contracts - the contract of apprenticeship and the professional training contract. They can also be obtained as part of the Accreditation of Prior Learning (APL).

Training programs are referred to as certifying if they lead to a recognised diploma or certificate. In particular, certificates are registered with the National Directory of Professional Certification (RNCP). This directory makes information on diplomas and qualifications for professional purposes available to people and companies. The National Commission for Professional Certification (CNCP) that manages this directory is also responsible for creating the European Qualification Framework (EQF).

www.cncp.gouv.fr

APPRENTICESHIP

The apprenticeship aims at providing young people from 16 to 25 years old with general, theoretical and practical training to enable them to obtain a diploma ranging from the CAP (most frequently) to a title of "Engineer". At the end of this training, students can obtain a certification which is registered within the National Register of Vocational Certifications (RNCP).

The apprenticeship proposes work-study training. During the contract period, the young person is an apprentice, which means that the apprentice is both the employee of a firm and a student in an apprentice training centre (CFA).

In most cases, CFA is a private body managed by the professional branches or the consular chambers. But it can also be located within a vocational school or a university.

This scheme is managed by the central government (via the promulgation of laws), the regional councils (via the definition of the policies and financing) and the social partners (particularly the management of the CFA). A major reform is planned in 2018.

Apprenticeship: key figures

The number of apprentices decreased in 2014 (- 3,6%), before levelling out at 405 611 in 2015.

Source : Report CNEFOP 2018.

The average cost per apprentice, which is a function of the change in funding and the number of apprentices, rose from 14,200 in 2004 to 19,100 in 2011 and reached 20,380 in 2015.

FINANCING APPRENTICESHIP

Funders	2004 Millions of Euro	2010 Millions of Euro	2014 Millions of Euro
Regional Authorities (Supply of training, financial assistances to apprentices and incentives for the employers)	1,321	1,967	1,910
Central government (financial assistances to apprentices and to employers through social and fiscal exemptions and tax credits)	1,254	2,143	1,952
Firms (In particular apprenticeship tax)	735	992	1,140
Employers (Apprentice wages)	1,350	2,360	2 642
Others (family of apprentices, other local authorities, etc)	504	567	573

Source : Financing apprenticeship and numbers of apprentices in France (Figures 2012 ; CNEFOP ; January 2015).

WHAT DOES THE CONTINUING VOCATIONAL TRAINING STAND FOR?

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.

It includes initial training and subsequent training programmes, which are considered continuing vocational training, aimed at adults and young people already active in the working world or just starting out.

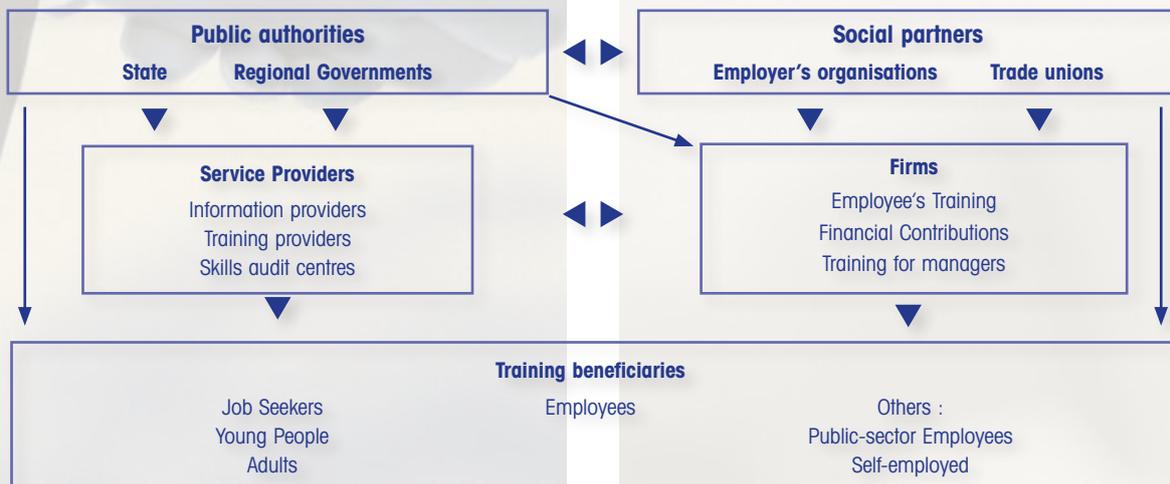
Its purpose is to:

- facilitate their adaptation to developments in new technologies and new working conditions;
- contribute to maintaining and improving their level of qualification;
- increase their chances of social and professional advancement.

It is a decisive factor in securing career paths and enabling promotion of employees.

The central government, the 17 regional authorities and the social partners (employee's and employer's representatives) all work together in defining vocational training policy.

THE CONTINUING VOCATIONAL TRAINING PARTNERS



MAIN STAKEHOLDERS

- **The State** votes laws. It carries a contractual policy aimed at providing aid (exemptions from social security contributions, subsidies granted under the commitments to develop jobs and skills, etc.) Started in 1982, the decentralisation of skills in vocational training to the Regions was completed in 2014. **Regions** are fully competent in matters of apprenticeship and professional training and can thus draft their own training policy in connection with a “Regional Public Service of Training” (RPST).
- **Social partners** (employer’s organizations and trade unions) participate in developing continuing vocational training policy. They also co-operate in its implementation, in particular through the creation and the management of bodies which collect and manage the training tax of firms (see p.14): the approved joint collecting bodies (organismes paritaires collecteurs agréés – OPCA).
- **Companies** are privileged sites for training, and, together with the central and regional governments, are major contributors financing continuing vocational training. Moreover, the employer is bound by statutory training obligations: ensuring the adaptation of employees to their jobs, but also ensuring that their capacity to hold a job is maintained.

MAIN AUTHORITIES

- **CNEFOP** (National Employment, Training and Career Guidance Council)
In order to encourage consultation between the various actors mentioned opposite, their representatives meet at national level within CNEFOP. The purpose of the body is to define a **national strategy** on employment, training and career guidance, and to coordinate initiatives by the local authorities and bodies involved in this area. CNEFOP is also responsible for **evaluating policies** related to its sphere of competence.
- **CREFOP** (Regional Employment, Training And Career Guidance Council)
Like CNEFOP, CREFOP is a **quadrupartite body** made up of representatives at regional level from the State, the Regional Council, employees’ trade union organisations and employers’ professional organisations, and from the main regional service providers. The main purpose of CREFOP is to ensure **coordination** between these actors and coherence of the region’s training programmes. It is also responsible, in conjunction with CNEFOP, for assessing, studying, monitoring and evaluating policies that fall within its sphere of competence.
- **COPANEF** (National inter-branch joint committee for employment and vocational training)
COPANEF is a **joint body** made up of representative employees’ trade union organisations and employers’ professional organisations at national and inter-branch level. It is responsible for defining **joint policy guidelines** regarding training and employment and for monitoring and coordinating them with policies pursued by the other actors.
- **COPAREF** (Regional inter-branch joint committee for employment and vocational training)
COPAREF is a **joint body** made up of regional representatives from representative employees’ trade union organisations and employers’ professional organisations at national and inter-branch level. It also ensures the implementation of joint policies defined by COPANEF and national inter-branch agreements on training and employment, in coordination with the other regional actors.

MAIN BENEFICIARIES AND SCHEMES OF CONTINUING TRAINING

Each individual, from the time he enters the labour market until the time he retires, benefits from a right to training with the Personal Training Account (CPF) which can be used on his own initiative, independently of his status changes.

However, the procedures for accessing training may also be connected to the status of the individuals: employees from both private and public-sectors, self-employed workers and job seekers benefit from specific training measures.

Training job seekers is essentially the responsibility of the Regions.

At the same time, the employers (from the public or the private sector) and social partners manage the training for the employees.

PUBLIC SECTOR EMPLOYEES

Public sector employees can benefit from training either through a training plan implemented by the administration or within the framework of a training leave.

- The **training plan** includes all training possibilities offered by the administration to its employees. The employee is considered to be on duty during the training period. His or her salary is maintained.
- The **training leave** is an individual right that allows employees to receive training of his or her choice during working hours. The employee on leave is paid.
- The **Personal Training Account** allows employees to capitalise 24 hours per year, up to a maximum of 150 hours (24 hours per year up to 120 hours, followed by 12 hours per year up to 150 hours). As of 1st January 2017, it succeeded the Individual Entitlement to Training (DIF) system.

SELF-EMPLOYED WORKERS

Self-employed workers (farmers, tradesmen - "craftsmen" -, shop-owners, professionals and other self-employed workers) can also have access to training. They have to participate financially to their training by paying a contribution to a fund collecting body.

As of 2018 they also benefit from the Personal Training Account (CPF).

Supporting career transition

- **Career Development Counselling (CEP)** allows anyone so wishing to receive free and personalised support in taking stock of their professional situation and putting together a career development plan.
- The **skill audit** enables employees and jobseekers to evaluate their personal and professional competences and to define their own professional project. Following this latter, they also have the possibility to attend training actions.
- The **accreditation of non-formal and informal lifelong experience**: all people (employees or job-seekers) who can justify a professional experience as an employee or a volunteer corresponding to a degree or a certification can apply for accreditation of lifelong experience in order to obtain all or part of a certification and therefore be exempted from the corresponding examinations.

PRIVATE-SECTOR EMPLOYEES

Wherever they work, employees can benefit from continuing vocational training during their career. Employees can benefit from training within the framework of:

- The **company training plan**. The plan includes all the training activities under the responsibility of the employer. The employee undergoing training is on a professional assignment. He or she is paid by the firm. When he goes to attend a training programme outside working hour, special terms of wage payment are provided
- The **Individual Training Leave (CIF)**. It's the recognized individual right for all employees to attend the training of their choice during their working hours. Their salary is maintained and paid by the approved joint collecting bodies. Among the other training leaves, there is the Skills Audit Leave (CBC) and the Life Experience Accreditation Leave (CVAE)
- The **Personal Training Account** (see below)

JOB SEEKERS

All job seekers can, under certain conditions, receive paid training.

For young people from the age of 16 through the age of 25, training can be obtained within the framework of:

- **Specific work contracts** such as professionalization contracts, financed by the companies and exempted from social security contributions (paid by the central government). It gives access to a work-study training attested by a vocational certification
- **Training courses**, financed especially by the regions (local authorities)

For adults unemployed, training can be obtained within the framework of:

- **Specific work contracts** including training courses (professionalization contracts) or which may include training courses (contrat unique d'insertion - unique contract of inclusion)
- **Training courses** financed by the regional authorities or by the central government (for the target groups)
- Training courses financed in the framework of the unemployment insurance scheme by the UNEDIC (The National professional union for Employment in Industry and Trade). The national agency for employment Pôle emploi is responsible for its implementation
- the **Personal Training Account** (see below)

THE PERSONAL TRAINING ACCOUNT (PTA – «COMPTE PERSONNEL DE FORMATION» - CPF)

The PTA is a tool designed to safeguard career paths. Having been created on 1 January 2015, it is essential that account holders should be able to maintain their level of qualification or have access to a higher level of qualification, throughout their professional lives. It also aims at easing career changes.

Any person aged 16 or over who is starting out on their working life is entitled to open a PTA, which will remain open until they retire - the account is 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 in certain cases, particularly when dealing with low-skilled populations:

- An OPCA or an OPACIF
- Pôle emploi
- The Region or the State
- The employer
- Or the account holders themselves

Only certain training programs or services are available as part of the PTA. These training programs are:

- Acquisition of a knowledge and skills base
- APL Support
- Skills audit
- And certain qualifying and certifying training programs included on specific lists created either at the national level or at the regional level by social partners

This account is linked to the person, which means that the hours of training shown in it are not lost and remain available for training, even if the account holder loses their job. They can make use of the hours credited to their account throughout their period of unemployment. The account is only closed at the time of the liquidation of pension entitlements.

This account is managed by a dedicated dematerialised service the maintenance and management of which are co-financed by the State and social partners.

Website - www.moncompteformation.gouv.fr

New: since 1st January 2017, the PTA became part of the Personal Activity Account (PAA) which brings together the rights of an individual under one account.

SOURCES OF FINANCING FOR CVET

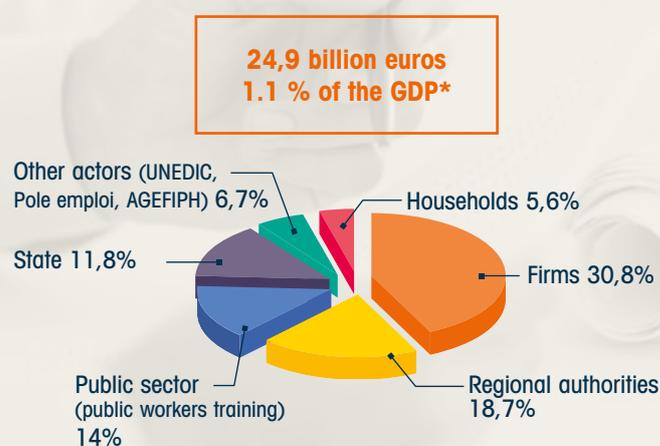
Continuing vocational training is primarily financed by the State, the regional authorities and the firms.

- The **regional authorities** have general responsibilities in the Field of Continuing Vocational Training (CVET) and apprenticeship. They finance primarily the CVET thanks to the subsidies allocated to the decentralisation.
- **The State** becomes involved as part of its contractual policy. This involvement takes a number of forms:
 - Exemption from social charges for some contracts
 - Tax credits
 - Aid to professional branches and to companies to anticipate their needs in terms of qualification and training
- Financing by **companies** comes in two forms: the tax contribution required by law; and direct coverage for the cost of training in which individuals participate under their “training plan” (see p.14).

Although the central government, the regional authorities and the companies participate each in their own field to the financing of continuing vocational training, co-financing is encouraged.

FINANCING OF THE CONTINUING TRAINING AND APPRENTICESHIP IN 2015

Source: 2018 Budget Plan



* This calculation does not include the training costs directly paid by companies.

Co-financing and coordination of the financers

- The **European social fund** co-finances projects of some firms, training providers as well as economic sectors. It enables the UE to support training and employment policies of State members.
- The **Joint Fund for professional career security** (Fonds paritaire de sécurisation des parcours professionnels - FPSPP) is fed by a levy on the amount owed by firms for the legal obligation (see p. 14) as well as the surpluses from the approved joint collecting bodies (OPCA). The central government and the regional authorities can contribute to this fund. These resources are set aside, in particular, for financing training initiatives for the qualification and re-qualification of priority groups, whether job seekers or employees. The FPSPP also part finances the new PTA scheme (cf insert p. 11).
- The **regional plan's contract for the development of the vocational guidance and training** (Contrat de Plan régional de développement de l'orientation et la formation professionnelles – CPRDFOP), as a programming tool, is presented on a range of **Territorial Objective Contracts** (Contrats d'objectifs territoriaux - COT) signed by the Regional councils with one or several professional branches. It provides an overview of the concrete and operational measures which are taken as well as the related co-financing.

THE CENTRAL GOVERNMENT

The State contributes to the financing of:

- The remuneration of trainees, job seekers, as part of its employment policy
- Training possibilities are offered for targeted groups: disabled, immigrant workers, detained, illiterates, etc.
- Training and initial guidance information
- Grants to the regional governments
- Support for the designing and implementation of training plans within companies and within professional sectors

CENTRAL GOVERNMENT PARTICIPATION



THE REGIONS

A Regional Public Service of Training (SPRF) is put in place in each region. This SPRF provides a right of access to vocational training for the lowest levels of qualification. Each Regional Council finances schemes for young people aged 16 to 25 and adults, in particular job seekers, which fulfill the priorities that it has defined.

In 2014 the Region was made responsible for training specific groups of people - people with disabilities,

prisoners, French nationals abroad and people who cannot read or write.

The Region is also involved in the area of economic development. It is competent in matters of planning, equipment programming and regional planning. The Region is the leader in respect of support for innovation, the internationalisation of companies and support for higher education and research.

REGIONAL AUTHORITIES' PARTICIPATION



Programming tools of the regional authorities

- In conjunction with the central government and the social partners, the Regional councils insure the coordination of the whole range of the initial and continuing vocational training paths, which are provided within the regional area thanks to the **regional plan's contract for the Development of the Vocational Guidance and Training (CPRDFOP)**.
- The central government and each regional authority have signed a **project contract** value for a 7 year period. In the framework of this contract, they participate and co-finance several measures according to common priority objectives. The contracts 2015-2020 are ongoing.

THE PRIVATE FINANCIERS

THE COMPANIES

Every business contributes to the developing of the Continuing Vocational Training (CVT) by taking part each year in the financing of training courses or other provisions of services, such as the skill audit or the accreditation of non-formal and informal lifelong learning.

Every employer has to contribute to the CVT by paying a training contribution based on a percentage of the gross annual wage bill, fixed by the law. These percentages are so-called "legal obligation". The rates of these contributions are:

- 0.55% of the gross annual wage bill of the firms with less than 11 employees
- 1% of the gross annual wage bill of the firms with at least 11 employees

This compulsory contribution must be paid in total to an OPCA.

Through collective agreements, some sectors have provided other rates higher than the legal minimum rate.

Other training contributions

- The legal obligation that is paid to the OPCA must be settled before March 1st of the following year that this obligation is due.
- The companies recruiting employees under fixed term contract (contrat à durée déterminée - CDD) have to pay another training contribution so-called "1% CIF-CDD" affected to the financing of the individual training leave of this employees. This contribution must be paid directly to the OPCA.
- The business leaders and the self-employed workers pay for their own training, a specific contribution based on a particular calculation. This contribution must be paid to a body duly authorized by the central government.

FINANCING OF THE CONTINUING VOCATIONAL TRAINING

In % of the firm's gross annual wage bill

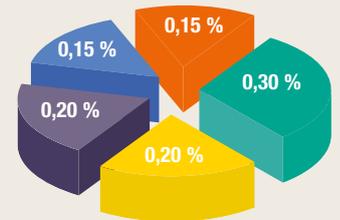
Firms with less than 11 employees

Use of the 0.55%



Firms with 11 to 49 employees

Use of the 1%



Firms with 50 to 299 employees

Use of the 1%



Firms with 300 employees and more

Use of the 1%



- Funding of training plans
- Funding of professionalization
- Funding of individual training leave
- Funding of the personal training account
- Funding of the Joint Fund for professional career security (see p. 12)

TRAINING PROVIDERS

Three different types of services' providers are involved in the field of continuing vocational training supply: the training providers, the experience accreditation (VAE) and the skill audit centres.

Continuing training is an open market. The founding texts for continuing vocational training do not confer any monopoly or dominant position on any provider.

People, companies, associations, private or public institutions and organisations may therefore provide training, whatever their activity.

Thus, in 2014, more than 68,500 training bodies share the market of training services but only less than a third practiced training on a main basis.

Quality and continuous education

The decree issued on 30 June 2015 defined six "quality" criteria, now mandatory for all continuing training services purchased by one of the top 5 main public funding providers (Opca/Opacif, State, Regions, Pôle emploi and Agefiph).

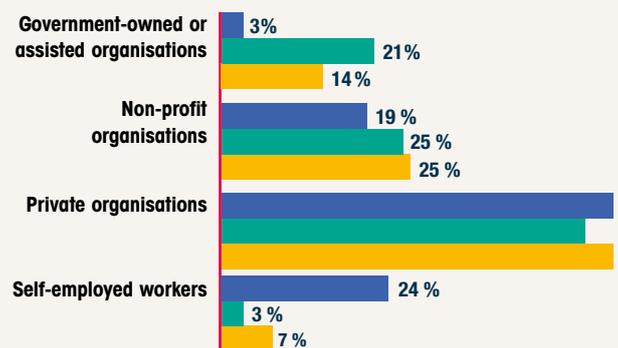


For further information: «A focus on the Quality of Continuing Vocational Training»

The main types of training providers are:

- Government-owned and government-assisted training providers
 - GRETA: training centres located in vocational secondary schools, under the aegis of the Ministry of Education
 - AFPA (National Adult Training Association)
 - Agricultural training and promotion centres, under the aegis of the Ministry of Agriculture
 - Training establishments under the aegis of the consular chambers (Chambers of Agriculture, Chambers of Commerce and Industry, Guild Chambers)
- The private training providers
 - The non-profit organisations (so-called association loi de 1901)
 - The (for-profit) private organisations
 - The self-employed workers

Data per status in 2014



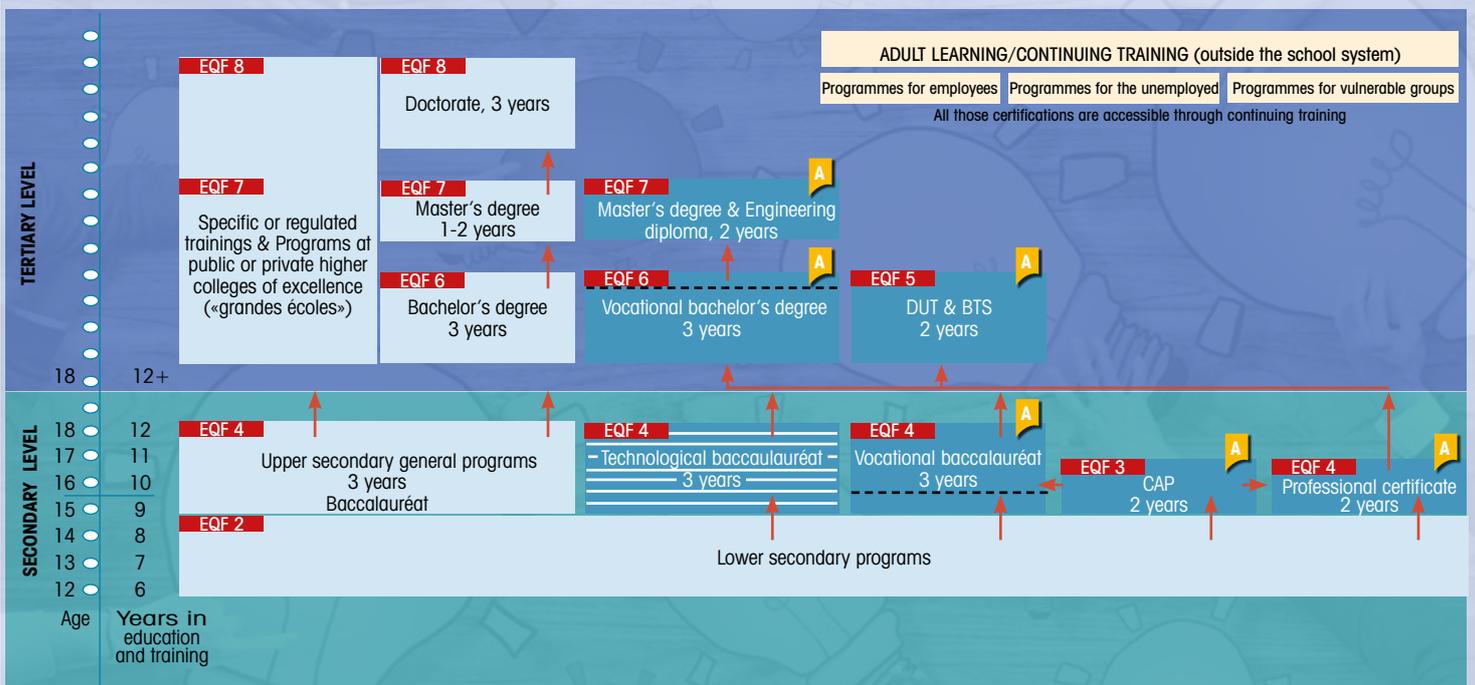
- Number of training providers (total: 68,500)
- Part of the turnover (total: 14,3 billion €)
- Number of trainees (total: 24,900,000)*

* Data for 2013

An increased regulation for the skills audit centres

Skills audit centres must meet specific standards, regarding methodology and professional ethics.

VET IN THE FRENCH EDUCATION AND TRAINING SYSTEM



MAIN TERMS

Accreditation of life experience (Validation des acquis de l'expérience - VAE)

Scheme enabling all individual to ask for a validation of his own professional or volunteering experience in order to obtain all or part of a certification

Synonyms: Recognition of prior learning

Alternance or Work-study

Intended to young people and adults, this training scheme takes the form of a series of practical vocational experience and periods of theoretical training. This term may be used to designate school internship, apprenticeship and work-study contracts.

Alternance contract or work-study contract

Working contract of a particular type intended set up by the social partners and including the professionalization contracts.

Apprentice

Young person between 16 and 25 years recruited under apprenticeship contract

Apprenticeship

Initial training option taking the form of an apprenticeship contract with an enterprise and training organised at an Apprentice Training Centre (CFA)

Consular chambers

The consular chambers are bodies asked to represent the interests of the commercial and industrial, agricultural or craft companies of a geographical zone and to bring them support and assistance. There are three networks: Chambers of Agriculture, Chambers of Commerce and Industry, Guild Chambers

Gross total annual wage bill

All the remunerations paid to employees, used as a base for the payment of the contribution owed by the companies in respect of their participation in the development of training.

Individual Training Leave (Congé individuel de formation - CIF)

This enables any employees to follow his/her own choice of training course during working hours. On average, such training leave lasts for one year. During this period, the employee is paid (between 80% and 100% of his basic salary).

Personal Activity Account (Compte Personnel d'Activité - CPA)

It brings together the rights of an individual under one account: the Personal Training Account (CPF), the Personal Account for Prevention of Difficulties at Work (for employees exposed to harmful occupational hazards) and the Civic Engagement Account (volunteer activities).

Personal Training Account (Compte personnel de formation - CPF)

A scheme allowing account holders to accumulate training hours to follow training programs throughout their professional career, whether they are employees or job seekers.

Social partners

Representatives of both the employer organisations and the employees' trade unions

Skills audit

Continuing vocational training service (set out in the Labour Code). It provides an analysis and assessment of workers' vocational and personal skills so that they can formulate a career or training plan.

Training contributions

Statutory obligations paid by all the companies intended to the funding of the employees' training in the framework of the training plan as well as training leaves, the individual training right.

Synonyms: Legal obligation

Training plan

All the training schemes decided by the employer implemented for the realization of the objectives pursued by the business.

GLOSSARY OF ACRONYMS

AFPA	Association pour la formation professionnelle des adultes - Association for Adult Vocational Training
ANI	Accord national interprofessionnel- National Interprofessional Agreement
BC	Bilan de compétences - Skills Audit
BTS	Brevet de technicien supérieur - Higher Technician's Certificate
CAP	Certificat d'aptitude professionnelle - Vocational Skills Certificate
CBC	Congé de bilan de compétences - Skills Audit Leave
CCI	Chambre de commerce et d'industrie - chamber of trade and industry
CDD	Contrat à durée déterminée - Fixed Term Contract
CDI	Contrat à durée indéterminée - Permanent contract
CDI	Contrat à durée indéterminée - Permanent contract
CEP	Conseil en évolution professionnelle - Career development counseling
CIF	Congé individuel de formation - Individual Training Leave
CNAM	Conservatoire national des arts et métiers - National Conservatory of Arts and Crafts (National School of Engineering and Technology)
COT	Contrat d'objectif territorial - Territorial Contract of Objectives
CPA	Compte Personnel d'Activité - Personal Activity Account
CPF	Compte Personnel de Formation - Personal Training Account
CPRDFOP	Contrat de plan régional de développement de la formation et de l'orientation professionnelles - Regional Plan's Contract for the Development of the Vocational Guidance and Training
FPSP	Fonds paritaire de sécurisation des parcours professionnels - Joint Fund for Professional Career Security
FSE	Fonds social européen - European Social Fund
GRETA	Groupement d'établissements publics locaux d'enseignement - Consortium of Local Public Educational Institutions
MEN	Ministère de l'Éducation nationale - Ministry for National Education
OPCA	Organisme paritaire collecteur agréé - Approved Joint Collecting Body
OPACIF	Organisme paritaire agréé dans le cadre du congé individuel de formation - approved Joint Body for the Individual Training Leave
RNCP	Répertoire national des certifications professionnelles - National Register of vocational Certifications
SPRF	Service public régional de la formation - regional Public Service of Training
SPRO	Service public régional de l'orientation - regional Public Service of Guidance
UNEDIC	Union nationale interprofessionnelle pour l'emploi dans l'industrie et le commerce - National Professional Union for Employment in Industry and Trade
VAE	Validation des acquis de l'expérience - Accreditation of Life Experience (Validation of non-formal and informal learning)

STATISTICS

Population and employment

Total population in France in 2016	66,991,000
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Work force	29,207,000
Of whom Men	15,129,000
Of whom Women	14,078,000

Source : INSEE 2017

Unemployed people in 2016	2,972,000
Of whom job-seekers registered for more than one year	1,346,000

Unemployment rate	10.2%
By age	
Under 25	23.9%
From 25 to 49	9.1%
Over 50	6.5%

Source : Employment survey - Insee 2016

Number of people who have attended training sessions in 2014 (in million)

Employee in private sector

Employee in public sector

Unemployed people

- *who have attended a training funded by the regional authorities*

- *who have attended a training funded by the national agency for employment Pôle emploi*

Self-employed workers



Source : 2016 and 2017 Budget Plan

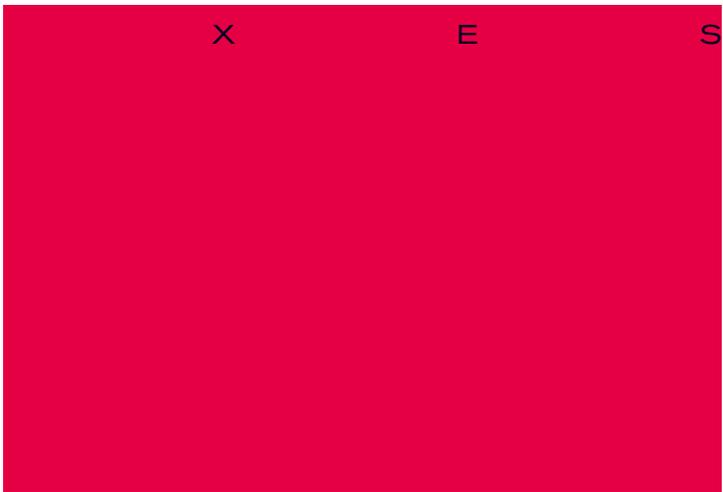
Access rate to continuing vocational training for the private sector employees in 2014 and 2015

* Rate of employees working in firms with more than 10 employees who benefited from one or more training sessions between January 2014 and mid-2015.

Breakdown by gender *		Breakdown by business size *	
Men	42 %	10 to 19 employees	27 %
Women	40 %	20 à 49 employees	29 %
Total	41 %	50 à 249 employees	41 %
		250 à 499 employees	45 %
		500 à 1999 employees	47 %
		2000 employees and more	51 %
		Total	41 %

Breakdown by occupational category *	
Management	58 %
Intermediary professions	48 %
Staff	37 %
Manual workers	33 %
Total	41 %

Source : CNEFP-Céreq, survey « Défis », 2015



SEE ALSO



This documents are available on Centre Info website

These documents are available (free of charge) on Centre Info websites:

- www.europe-et-formation.eu
- Website of ReferNet France that provides information about VET in France www.centre-info.fr/refernet



www.centre-info.fr/refernet

You will also find different reports and thematic studies on VET in France.

Centre Inffo

National Centre for Information
on Continuing Vocational Training in France

Centre Inffo (non-profit society under the aegis of the Ministry of Labour, Employment and Health) is the french national centre for the development of information on continuing vocational training and apprenticeships.

Its role is to provide information, documentation and studies in these fields. Its targets are continuing training professionals who train, inform, advise and guide the end users.

Centre Inffo has a privileged relationship with the State, with regional authorities, with employers and trade union organisations and with main training professionals.

Centre Inffo groups together specialists in law, documentation, data bases, training market and innovative practices, journalism and publishing professionals.

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www.orientation-pour-tous.fr

Its role is:

- to co-ordinate information and documentation on continuing vocational education and training,
- to edit and publish periodicals, information documents, technical files and other information tools,
- to contribute to Government information services, awareness operations and campaigns,
- to provide information on the initiatives and operations of international, national and regional institutions,
- to organise study and information days,
- to realise inquiries and studies for bodies or for companies.

Centre Inffo is the national correspondent of Cedefop as the leader of ReferNet project consortium: www.cedefop.europa.eu. It is also member of the European network on guidance and mobility issues.



www.euroguidance-france.org

Centre pour le développement de l'information sur la formation permanente (Centre for the development of information on continuing education)



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