

# FORWARD-LOOKING STUDIES ON EMPLOYMENT, OCCUPATIONS AND QUALIFICATIONS IN FRANCE

## TOOLS, USERS, NETWORK AND TRANSFERS INTO PRACTICE

**CEDEFOP**

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***CONTINUITY, CONSOLIDATION AND CHANGE  
TOWARDS A EUROPEAN ERA OF VOCATIONAL  
EDUCATION AND TRAINING***

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## I. Forward-looking studies in France

- A French nationwide interministerial study covering the quantitative and qualitative aspects of occupational prospects over the coming ten years. It is performed every 4 years
  - *Last release: Jobs in 2015*
  - *Performed jointly between the study and statistics departments of the Prime Minister, the Ministry of Employment and the Ministry of Education*
  
- Forward-looking studies performed by the regions
  - *In particular by the employment and training regional observatories (OREF), co-funded by the Government and the Regional Council*
  
- Forward-looking studies performed by different sectors
  - *In particular by branch observatories, parity organisations (employers' and workers' unions), funded by the mutualist vocational training funds*

## II. Who uses these studies?

- **The Government** :

- Employment policies/public employment service (PES) policies
- Initial training policies/Education Department policies
- Management of vocational training

- **The employers' and employees' unions / the professional sectors:**

- Anticipated human resources and skills management (GPEC)
- Employee training

- **The regions:**

- Development of vocational training
- Economic development

### III. What use will be made of the forward-looking studies?

- Provide the means of implementing initial and vocational training policies
- Provide reliable information to support the life-long guidance systems
- Provide a support to help accompany careers and job transitions
- Enhance the services to businesses and territories in terms of anticipated human resources and skills management (GPEC)
  
- To set up shared diagnosis and shared employment and training policies :
  - *Prospective study contracts / EDEC contracts (commitment to developing jobs and skills) between the Government and the business sectors*
  - *Regional vocational training development plans (PRDF), drafted by the Regional Council with all the players involved at regional level*

## IV. Coordination of studies and experts

- **A three-fold network of knowledge acquisition**

- On a nationwide level

- The study and statistics departments of the Ministry of Employment and of the Ministry of Education, the Public Employment Service, the CEREQ (French Study and Research Centre on Qualifications) and the INSEE (French National Statistics and Economic Studies Institute)

- Expertise : macroeconomics, sector economics, labour market analysis, quantitative analysis of occupations

- On a regional level

- The regional studies and statistics departments : the Regional Observatory for Employment and Training (Government – Regional Council), Government studies departments at regional level

- On a sector level

- The parity observatories of the different sectors, Ministry for Public Employment, Ministry for Health and Social Affairs

## IV. Coordination of studies and experts

- **Federative tools**

- Statistical classification
- Statistical sources
- Nationwide study provides a framework
- Results and hypotheses validated by the knowledge acquisition network
- Methodological support to help implement the data from these nationwide studies at both regional and sector levels

## V. Transfers into practice : involvement of stakeholders

- Balance between employment and education considerations
- Co-ordination between national, regional and sectoral actors

*At national level, hypotheses and results validated by a Steering Committee: the major administrations (Employment, Vocational Training, the French Education Authority), employers' and workers' unions, Regional Councils*

## V. Transfers into practice : how nationwide forward-looking study is used

- **Encourage the re-use of this study at regional and sector levels**

- OREF Île-de France (regional observatory on jobs and employment) performed its own regional study, which allows it to:
  - Define the training program required in secondary schools for the years 2007-2013 (Regional Educational Authority and Regional Council – Regional Programme of Training Development, PRDF)
  - Provide informations for the economic and social development plan of the Île-de-France
- The observatory of temporary job agencies also performed its own forward-looking study on the future use of temporary employment within the economy
  - This study will help the social partners to define what kind of training to provide to temporary workers