



28 and 29 November 2016
Thessaloniki, Greece

How to make learning visible

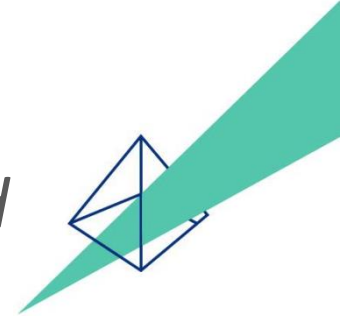
Strategies for implementing validation
of non-formal and informal learning



Yolande Fermon

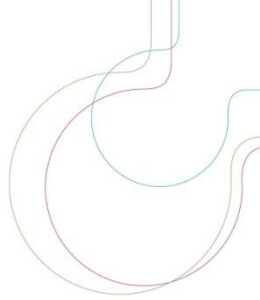
*Directorate general of Higher Education and
employability,*

*Ministère de l'Enseignement supérieur et de la
Recherche, France*



What evolution and perspectives for
the French VAE ?

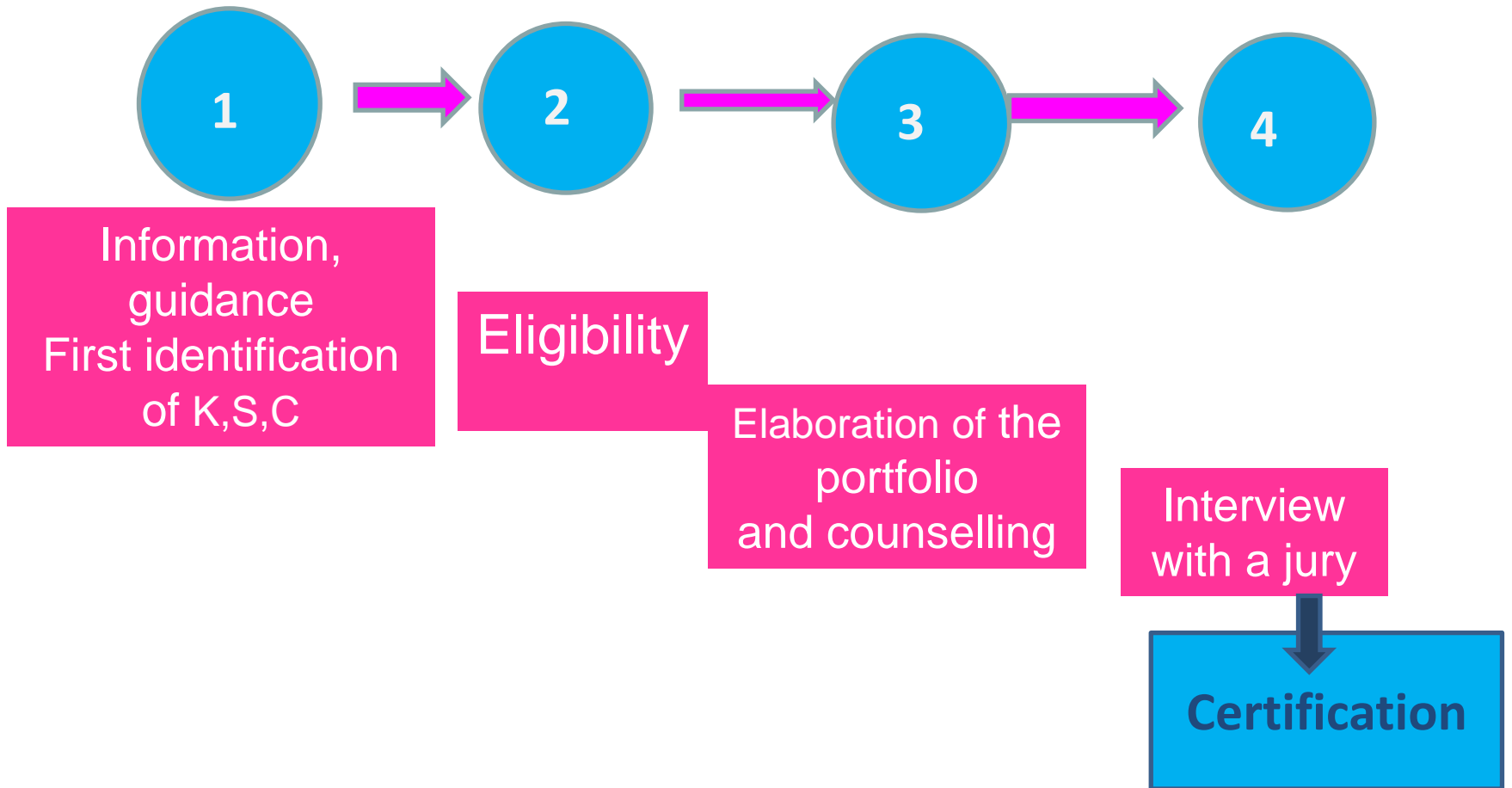
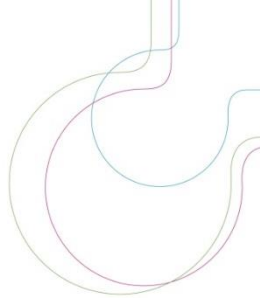
The social modernisation Act 17 January 2002 : VAE and RNCP



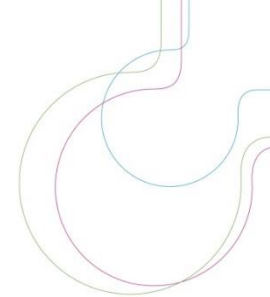
□ VAE : an individual right

- Anybody involved in active life, whatever his age, profession, situation,
- 3 years at least of work experience as an employee, an independant worker or a volunteer
- ➔ ■ The **RIGHT** to have his experience («acquis») validated to get a full or a partial qualification (24h VAE leave) registered in the RNCP
- Validation covers all levels, sectors of education and training (level 3 to level 8 of EQF)

VAE : a 4 step procedure



The main features of the VAE : A national system



- ❑ **VAE is linked to the RNCP**
- ❑ **VAE is integrated in our national educational and training system :**
 - Is inscribed in our Education Code
 - no parallel system of qualifications
 - ➡ Its implementation is mandatory for all the public institutions and the private institutions which want to have their qualifications registered in the RNCP
 - VAE is defined as an activity of continuing vocational training
 - ➡ can be financed through all the measures for further education
- ❑ **VAE integrated in the national and regional policies for employment :**
 - VAE inscribed in our Labour Code,
 - VAE is mentioned in all the laws on guidance and LLL of the employees since 2002
 - VAE is part of middle term contracts between the Regions and the State
- ❑ **A shared responsibility between different actors**



The State :
Ministry of
employment :
monitoring
and
assessment



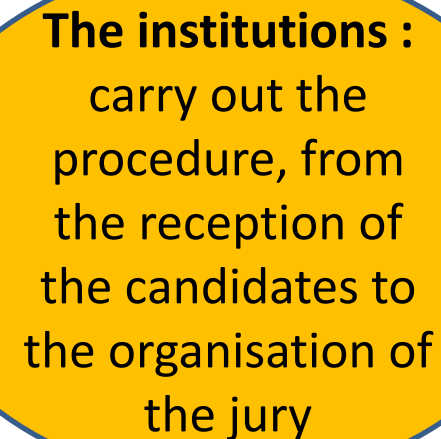
**The Regional
authorities**

Information and
guidance to the people
Organisation and
coordination of the VAE
on the regional level

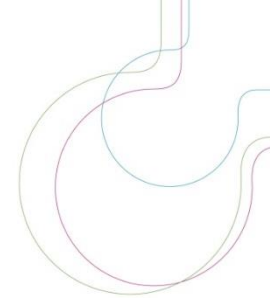
Who is responsible ?



The social partners :
**the accredited joint
bodies** finance and
give advice to the
companies and the
persons ;
the companies



The institutions :
carry out the
procedure, from
the reception of
the candidates to
the organisation of
the jury



Who pays ?

The State

Ministry of labour : the national Agency for employment

The social partners :
accredited
collecting joint
bodies
(« OPCA »)

The regional authorities

unemployed or
specific groups of
people

The company
training plan

The employee :
when he wants to
keep his VAE
secret

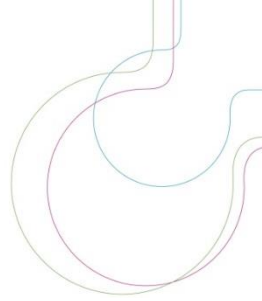
The new opportunities : what has changed since 2002 ?



□ 3 main areas of change :

- Certification and the design of qualifications
 - The access to validation
 - The financing of the validation
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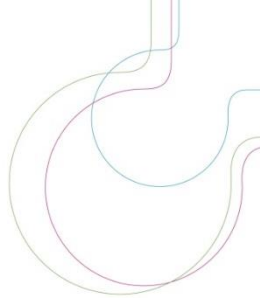
The new opportunities : changes in certification



- The personal training account, the counselling for professional evolution and the « competences blocks » (law on employment , vocational guidance and training – March 2014)
 - **Creation of a personal training account**
 - A right to education open to any individual
 - An hour account the individual can use when he wants (up to 150 hours)
 - **Creation of a Counselling for professional evolution :**
 - A tailored service to the person to build her professional project
 - The social partners are responsible for the quality of the training programmes and the lists of the training programmes « eligible » to the Personal Training Account . Among these : ,
 - **Programmes leading to a « competence block »** : an « identified part of a qualification »

 **A new start for the VAE ?**

What is a « skills/ compétences block »?

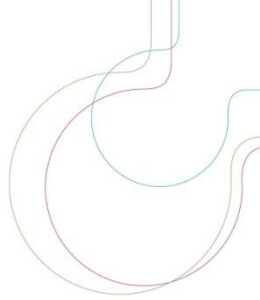


- ≠ a unit of a study course
- A comprehensive « package » of consistent skills/competences which can be assessed and certified
- Responsibility of its building : the institution delivering the qualification the block is part of
- Easily recognizable : a clear title
- A clear articulation between the block and the whole qualification

➡ **A catalyst for LLL : training or validation**

➡ **A new design of qualifications**

The new opportunities : An evolution of the foundations of the VAE (Labour law – August 2016)



□ Conditions of access :

- Duration of experience : **from 3 years to 1 year** ➡ **new target people**
- Periods of placement in companies during initial or continuing training are comprised in this one year

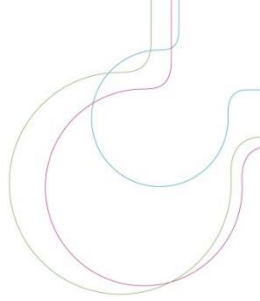
□ Widening of the financing of the VAE :

- VAE leave open to employees with a fixed term contract
- Independant workers using a e-platform (AirBnb, Uber...)
- a longer leave for employees who have not reached the level 4 of our NQF (EQF level 4) or at risk of unemployment

□ Path to certification made easier :

- Parts of validated qualification are definitely acquired (before, 5 years)

The new opportunities : other measures of the Labour law



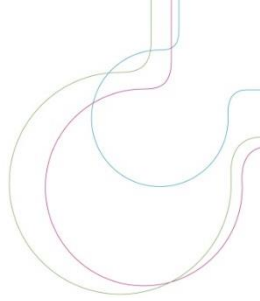
□ Counselling :

- any person whose application has been declared « eligible » can be counselled
- A reinforced counselling for target groups

□ Promotion of the VAE :

- information on VAE is given to the employee by the employer during the assessment interview (every year)

The orientations for the future : Assessment of the sytem



- ❑ Launched by the 1rst Minister in January 2016

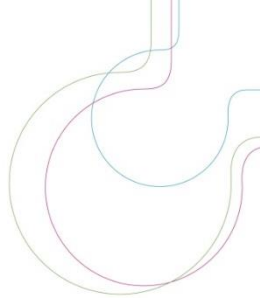
- ❑ Carried out by the ministries of Education and Labour according 6 angles :
 - efficacy,
 - efficiency,
 - governance,
 - fairness of access,
 - relevance of the VAE to the needs and profiles of the people,
 - Quality of the counselling.

- ❑ Objectives :
 - take stock of the outcomes,
 - proposals to improve the system,



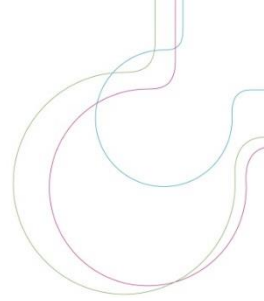
Action plan

Assessment of the system : the main findings



- ❑ After a fast progression between 2002 and 2009, a stagnation
 - ❑ The rate of people giving up during the procedure is relatively high
 - ❑ The VAE stays a marginal way to certification
(not true for some qualifications)
 - ❑ Unemployed remain few to be concerned
 - ❑ Vae not known enough
-
-

Orientations for the future ?



- A procedure made easier for the person
- Creation of a national fund for the persons who cannot benefit from the existing measures
- VAE and employment policies better articulated
- VAE and training can be combined
- A stronger professionalisation

Orientations for the future ?




- ❑ A better knowledge of the system to enable a more efficient action
 - Management of the system with a national and regional vision (improve the system of data)
 - Studies to know the impact of VAE

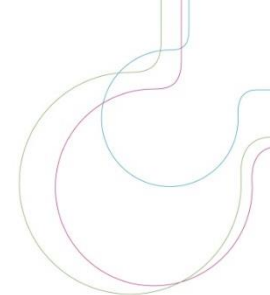
- ❑ A better governance of the whole system
 - = A national commission ?

- ❑ A national campaign for the promotion of the VAE

Conclusion : a real evolution



2002	2016
No training Training or validation	Personnal and collective strategies combining validation and training
Certification : rather a whole qualification	Parts of qualification  A demystification of the qualification ?
Main target : 40 – 55	All ages
A recognition tool	A tool securising professional paths



And for any further information :

www.vae.gouv.fr



www.enseignementsup-recherche.gouv.fr

« Construire l'employabilité tout au long de la vie »

Département du lien formation-emploi

Direction Générale de l'Enseignement Supérieur et de l'Insertion professionnelle