

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Action de Développement de l'Emploi et des Compétences dans la branche du Travail Temporaire
<b>Name of the instrument - English translation</b>	Action to expand employment and skills in the temporary work sector
<b>Scheme ID</b>	89
<b>Country</b>	 France
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Grant for companies
<b>Sub-type of instrument</b>	Support for direct costs and wage costs
<b>Type of entry</b>	Single instrument

<b>Short description</b>	This scheme aims to increase the training capacity of the branch concerning temporary workers. Companies receive contributions to their training costs for the training of temporary workers with low or without qualifications in the construction, industry, and logistics sectors. The eligible education and training activities include work/study programmes with 140 to 450 hours of training. The co-funding share is 81% of training costs. Eligible groups include temporary workers without qualifications or with the first level of qualification. The enterprises have to fund 19% of the training costs. The rest is provided by the State and by FAF.TT. Eligible costs include tuition fees/costs for internal training personnel, plus other costs
<b>Short description of the related instruments</b>	Not applicable

<b>Level of operation</b>	Sectoral
<b>Name of a part of the country</b>	Not applicable
<b>Name of the region (for regional instruments)</b>	Not applicable
<b>Name of the sector (for sectoral instruments)</b>	Temporary employment sector
<b>Relevance</b>	Key instrument

<b>Legal basis</b>	Loi No 2004-391 du 4 mai (art.L322-9) 2001 Accord national interprofessionnel du 20 septembre 2003 Code du travail : articles L. 5121-1 et L. 5121-1 D.5121-1 et D. 5121-3 Circulaire DGEFP No 2008/09 du 19 juin 2008 Règlement CE No 994/98 du Conseil du 7 mai 1998 Règlement CE No 363/2004 de la Commission Européenne du 25 février 2004 Accord portant création de l'OME du 8 juillet 2004 Décision de l'assemblée plénière de la CPNE du secteur du Travail Temporaire du 4 février 2009 et du 7 avril 2009 Accord national du 8 juillet 2004 relatif aux priorités et aux moyens de la formation professionnelle dans le travail temporaire Accord du 8 juillet 2004 relatif à la mise en place de Contrats spécifiques dans le cadre de l'article L 6325-23 et 6324-24 du code du travail
<b>Objective(s) and target(s)</b>	To aim is to increase the training capacity of the branch towards temporary workers with the first level qualifications. Three objectives: give a qualification to 1 800 temporary workers over a period of about 18 months and enable them to access trades where there are job opportunities, develop support for temporary workers and training staff of temporary worker recruitment companies, enhance the quality of operations conducted in the territories
<b>Year of implementation</b>	2012
<b>Year of latest amendment</b>	2019
<b>Operation/management</b>	Bodies involved: - Government bodies: DGEFP (General delegation for employment and vocational training), Dircette (Regional directorates of businesses, competition, consumption, labor and employment) - National professional joint committee of temporary work (Commission Paritaire Professionnelle Nationale du Travail Temporaire - CPPNTT) representing social partners of the branch - FAF.TT (Training insurance fund for temporary work). The FAF.TT ensures the implementation of the actions, the financial management and evaluation of the actions. FAF.TT was created in 1983 and was the OPCA and OPACIF of the temporary work sector (it is financed by companies). Since the 2018 reform, FAFTT became the skills operator (OPCO) for the temporary work sector, the transportation sector and security sector.
<b>Eligible group(s)</b>	Temporary workers without qualification or with a first level qualification eligible for the schemes: professional development contract for temporary workers (CDPI) professionalisation period, professional integration contract for temporary workers (CIPI). Over a third of the qualifications should concern young people under 26 years. Staff of employment agencies in charge of accompanying temporary workers.
<b>Group(s) with preferential treatment</b>	No preferential treatment
<b>Education and training eligible</b>	Work/study programmes: professional development contract for temporary workers (175 to 450 hours of training), professionalisation period (140 to 175 hours of training), professional integration contract for temporary

	workers (105 to 175 hours of training).
<b>Source of financing and collection mechanism</b>	FAFF.TT provided 60% of the financing; the State 21%. Share of temporary worker recruitment companies: 19%.
<b>Financing formula and allocation mechanisms</b>	The enterprises have to fund 19% of the training costs. The rest is provided by the State and by FAF.TT.
<b>Eligible costs</b>	Eligible costs include tuition fees/costs for internal training personnel, plus other costs (travel, daily allowances) and opportunity costs (i.e. lost productivity/foregone income/wages)
<b>Volumes of funding</b>	2019 : EUR 337 630 0002018 : EUR 301 420 0002017 : EUR 263 900 000
<b>Beneficiaries/take up</b>	2018 : 23 907
<b>Most relevant webpage - in English</b>	Not available
<b>Most relevant webpage - local language</b>	<a href="http://www.prismemploi.eu/content/download/15700/236149/file/ADEC_20062...">http://www.prismemploi.eu/content/download/15700/236149/file/ADEC_20062...</a>
<b>Recent changes</b>	<p>2019. A recent amendment extends the previous agreement (<a href="https://www.akto.fr/breve/laccord-de-branche-du-travail-temporaire-est-...">https://www.akto.fr/breve/laccord-de-branche-du-travail-temporaire-est-...</a>). Since 2019, the contribution to training of temporary workers in the temporary work sector is of 1,30%. 1% is used to finance vocational training, 0.3% to finance vocational training needs of key public priorities. The recent agreement extends the financial support to the new Contrat d'alternance de reconversion (CAR) (Alternating scheme for retraining) created by the temporary sector. This alternating contract enables the retraining of temporary workers who have suffered from an accident at work or an occupational disease.</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>
<b>Sources</b>	<p><a href="http://www.prismemploi.eu/content/download/15700/236149/file/ADEC_20062...">http://www.prismemploi.eu/content/download/15700/236149/file/ADEC_20062...</a></p> <p><a href="https://www.faftt.fr/site/j_6/fr/accueil">https://www.faftt.fr/site/j_6/fr/accueil</a></p> <p><a href="https://dares.travail-emploi.gouv.fr/dares-etudes-et-statistiques/stati...">https://dares.travail-emploi.gouv.fr/dares-etudes-et-statistiques/stati...</a></p>