

Anticipation for jobs and occupations

Prospective des Métiers et Qualifications

POLICY INSTRUMENT

 France

Description

Country

 **France**

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The aim is to anticipate the skills needs in different occupations to design the initial vocational education programmes and vocational training programmes. All the results about future jobs and skills needs are published and disseminated to those responsible for education and training programmes within the whole country

Implementation level

NATIONAL

Legal base

MINISTERIAL ORDER

Starting period

2001 - present

Perspective

This is a skills forecasting system

Policy area

EDUCATION

TRAINING

EMPLOYMENT

MIGRATION

DIGITAL ECONOMY

SOCIAL INCLUSION

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The a quantitative labour market forecast. It is based on demographic projections and macroeconomic hypotheses (scenarios) concerning future labour demand and skills demand for 87 occupations ten years in the future. In the result it shows which occupations will be in demand. This may be a valuable source of information for vocational guidance.

UPSKILL OR RESKILL EMPLOYED ADULTS

is an information source for relevant actors.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The a quantitative labour market forecast is based on demographic projections and macroeconomic hypotheses (scenarios) concerning future labour demand and skills demand for 87 occupations ten years in the future. In the result it shows which occupations will be in demand. This may be a valuable source of information for deciding for re-skilling and major upskilling measures (it helps to assess the employment potentials of an occupation)

FACILITATE JOB / CAREER TRANSITIONS

*As this is a quantitative forecast of occupations, it does only indirectly facilitate job/career transition. The current work for the projection for 2030 also looks into occupational mobility issues
(<https://www.strategie.gouv.fr/sites/strategie.gouv.fr/files/atoms/files...>)*

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

The a quantitative labour market forecast is based on demographic projections and macroeconomic hypotheses (scenarios) concerning future labour demand and skills demand for 87 occupations ten years in the

future. In the result it shows which occupations will be in demand.

ADDRESS MISMATCH BROADLY

The a quantitative labour market forecast. It is based on demographic projections and macroeconomic hypotheses (scenarios) concerning future labour demand and skills demand for 87 occupations ten years in the future. In the result it shows which occupations will be in demand.

Methods

Methods

SKILLS FORECASTING

It is based on demographic projections and macroeconomic hypotheses (scenarios) concerning future labour demand and skills demand for 87 occupations ten years in the future. The statistical exercise is carried out by DARES and France Stratégie.

EMPLOYER SURVEYS

Studies of other actors are consulted for scenario building and analysis of main trends.

SKILLS FORESIGHT

Studies of other actors are consulted for scenario building and analysis of main trends. This includes in particular work done by sector and regional observatory. The whole skills forecasting project is based on a broad participation of relevant actors, qualitative interviews have been carried out.

EXPERT PANELS

Studies of other actors are consulted for scenario building and analysis of main trends. The whole skills forecasting project is based on a broad participation of a wide range of relevant actors.

SKILL AUDITS

Note that France Stratégie, responsible for the skills forecast, carries out a wide range of other activities related to the assessment of skills and competences and is taking also in account the work done by other institutions. Projection of competences is one element of current work for the 2030 forecast

VACANCY SURVEYS

For the current projection (for 2030), also the skills needs survey is taken into account

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

There is no information on the specific use of forecast. It is publicly

available information, with high visibility.

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

There is no information on the specific use of forecast. It is publicly available information, with high visibility. A survey among users shows that it has been used for preparation of initial and continuing training cards as well as for the development of new training.

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

There is no information on the specific use of forecast. It is publicly available information, with high visibility. A survey among users shows that it has been used for preparation of initial and continuing training cards as well as for the development of new training; adaptation of training places; balancing of supply chains in the territory, support for sectors, contracts of territorial objectives, GPECT

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

There is no information on the specific use of forecast. It is publicly available information, with high visibility. It can be used by any career guidance and counsellor. As the information of PMQ feeds into the French prospective works it feeds into information on occupations.

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

There is no information on the specific use of forecast. It is publicly available information, with high visibility. It can be used by any career guidance and counsellor and by the individual young person to get informed about study choices. It goes also into foresight work of Pôle emploi, the French PES, and Pôle emploi takes this information up in fiches about occupations, that each individual can consult on the web.

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

There is no information on the specific use of forecast. It is publicly available information, with high visibility. It can be used by any career guidance and counsellor and by the individual to get informed about employment prospect . Quite likely the information will be used by an employment counsellor guiding the unemployed. It goes also into foresight work of Pôle emploi, the French PES, and Pôle emploi takes this information up in fiches about occupations, that each individual can consult on the web.

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

There is no information on the specific use of forecast. It is publicly available information, with high visibility. Survey results obtained for an impact assessment conducted in 2018 indicate that it is used for business development.

OTHER

There is no information on the specific use of forecast. It is publicly available information, with high visibility. Survey results obtained for an impact assessment conducted in 2018 indicate the following usage:

- Preparation of initial and continuing training cards*
- Development of new training o (SAP, Digital, green economy)*
- Adaptation of training places (health and social)*
- Balancing of supply chains in the territory, support for sectors, contracts of*

territorial objectives, GPECT
- Provide prospective insight within the company, preparation of seminars, publications, studies
- Commercial action plan
Foresight work at Pôle emploi

Stakeholders

Main responsible body

NATIONAL MINISTRY

France Stratégie (attached to the Prime Minister's Office)

Other involved organisations

NATIONAL MINISTRY

Ministry of labour participates in the production of inputs

REGIONAL MINISTRY

Regions participate in the network on employment and skills, they may provide directly or indirectly inputs. Regional employment observatories may provide inputs

NATIONAL AGENCY

E.g. the national Agency for lifelong learning, the national agency for VET, and the national agency for the improvement of working conditions are members of the advisory board / steering group. The Statistical office is delivering inputs.

REGIONAL AGENCY

In the context of the regional analysis

SOCIAL PARTNER: EMPLOYER ORGANISATION

Social partners are members of the advisory board

SOCIAL PARTNER: TRADE UNION

Social partners are members of the advisory board

NATIONAL PES

Is a member of the advisory board and may provide inputs

REGIONAL PES

Possibly in the context of the regional analysis

TRAINING PROVIDERS

They are members of advisory groups, mainly at the regional level

RESEARCH CENTRES, UNIVERSITIES

They are providing inputs. The research centre on education and training CEREQ is also part of the advisory board.

OTHER

e.g. Adecco; Réseau Emplois Compétences (REC) (Network employment and Skills) which brings together representatives of the state, social partners, regions, branch observatories, organizations producing observation and forecasting work. In addition Cedefop and the European Commission have been members of the advisory board for the Prospective 2022

Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

The forecast can be used as a source of information by individuals and relevant actors.

YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING

The forecast can be used as a source of information by individuals and relevant actors.

ADULTS WITH LOW BASIC SKILLS

The forecast can be used as a source of information by individuals and relevant actors.

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

The forecasts can be used as a source of information by individuals and relevant actors.

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

The forecasts can be used as a source of information by individuals and relevant actors.

Sustainability

Success factors

The network REC and previously PMQ set up a shared prospective vision of the French economy needs in term of employment and skills. As a result of a very collaborative work process, all the different stakeholders make the most of the results.

Barriers

The main difficulties were to gather data from different sources and to adopt common methodologies.

Monitoring and evaluation

For the REC : 200 institutions are involved, 5 workshops and 5 regular reports. An assessment of PMQ was made by France

Updates

YES

Every 4 years

Effectiveness

The PMQ instrument is used by the different partners and implemented at the regional and sectoral level (13 regions and around 30 sectors). The beneficiaries are composed of the active population, and mainly the jobseekers.

Sustainability

Yes, because PMQ was completed and coordinated with the regional skills monitoring centres, and the sectoral skills monitoring centres now have a long experience and is used by all the stakeholders.

Other instruments in France

- [Investing in competences 2018-2022](#)
Plan d'Investissement dans les Compétences 2018-2022 (PIC)
- [Personal Training Account](#)
Compte personnel de formation (CPF)