

Personal Training Account

Compte personnel de formation (CPF)

POLICY INSTRUMENT

 France

Description

Country

 France

Description of the initiative

This is a national measure linked to the individual right to training (new law from 2018 Liberté de choisir son avenir professionnel). The objective of this measure is to concretely apply the right to lifelong learning by enhancing access to training, independent of employment record or situation. This instrument enables the accumulation of credits for the right to training for every individual since their entrance into the labour market. The account is entirely transferable from one occupation to another, and preserved when changing or losing one's job. It is financed through yearly contributions to the account (500€ per year worked., up to a ceiling of 5000€, and 8000€ for low-skilled). Employers contribute to the account under certain conditions.

Focus area

KEY TRAINING POLICY MEASURE

It is not directly linked to the skills anticipation system. However, an individual and a relevant actor can use the information provided by the skills anticipation system to make an informed choice to continuing training activities. In this respect the two measures are linked.

Link

<https://www.service-public.fr/particuliers/vosdroits/F10705>

Implementation level

NATIONAL

Legal base

Labour Code

https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LE...;
https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LE...;
https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LE...; <http://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA0000286...>;
https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LE...; <https://www.legifrance.gouv.fr/affichCode.do>

idSectionTA=LEGISCTA000038...;
<https://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA000038...>;
https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LE...;
<https://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA000039...>;
<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT00003781...>

Starting period 2015-2017

Perspective CPF has been initiated, building on a long experience in the area of continuing training policies. All available information has been used in order to set up this new instrument.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

EQUALITY/EQUAL OPPORTUNITIES

Funding

FUNDED BY NATIONAL GOVERNMENT

OTHER

Companies have to contribute a certain percentage of the wage sum to continuing training and vocational training.

Skill mismatch

Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

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)

OTHER

any type of eligible continuing training

Skills matching focus

Note that the CPF is targeting at the active population, including employees, self-employed, helping family members, unemployed. It is based on an individual right to lifelong learning. It can be used to reduce skills mismatch, but it is used to improve the career progression chances of an individual.

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The more active people use their CPF, on the basis of guidance received from a career counsellor and through expressed needs by employers, the usage of CPF is likely to reduce skills mismatch and close skills gaps.

UPSKILL OR RESKILL EMPLOYED ADULTS

Through making use of the individual training account, the individual, the employed can engage in upskilling

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Through making use of the individual training account, the individual, the unemployed can be upskilled

FACILITATE JOB / CAREER TRANSITIONS

The CPF can be used to smooth the career transition

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

The CPF can be used to address skills shortages, if individuals select upskilling or reskilling for these occupations or if they are advised to do so.

ADDRESS MISMATCH BROADLY

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

GREEN SKILLS

Methods

Methods

OTHER

This measure is used by an individual. The person should have access to get individual guidance. This may include an assessment of skills and

competences of the individual.

Use of skills intelligence

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

Voluntary and free access to vocational guidance is an important element for using the CPF (conseiller en Conseil en évolution professionnelle)

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

OTHER

The use of the CPF has the main objective to provide training for the acquisition of a qualification (diploma, professional title, etc); acquisition of basic knowledge and competences; support for the validation of acquired experience; skills assessment; business start-up; acquisition of skills for volunteering

Stakeholders

Main responsible body

NATIONAL MINISTRY

Ministère du Travail, de l'Emploi et de l'Insertion (ministry of work, employment and integration)

Other involved organisations

NATIONAL PES

Local PES counsellors can be implied in the implementation, as CPF is also used by unemployed, Information is provided on the web page of PES.

TRAINING PROVIDERS

Training providers indirectly benefit from CPF, if the individual uses CPF and takes training at a certified provider.

OTHER

Employers are involved through their annual individual review of employees training needs. The employer may have an influence on convincing an employee to take up CPF and to use it for training that would be relevant for the company. The individual wanting to make use of the CPF has free access to an individual vocational and career counsellor (conseil en évolution professionnelle (CEP)).

Beneficiaries

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

ADULTS WITH LOW BASIC SKILLS

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

PEOPLE WITH DISABILITIES

OTHER

The active population, including employees, self-employed, helping family members, unemployed

Sustainability

Success factors

The PES counsellor and other professional counsellors are highly involved in the implementation. Another success factor is the portability from one employer to the other. Every two years the employer needs to conduct career interview with its employees. Training session chosen through an agreement between an employee and his manager or company responsible is another important feature.

Barriers

Personal training account is a relatively new instrument, depending on the initiative of each employee or jobseeker. The implementation is slow, and the main barrier is the lack of information. Take-up is higher among unemployed. As it follows the logics of an individual training account their might be a danger that in particular low-educated employees do not sufficiently take own initiative to engage in lifelong learning.

Monitoring and evaluation

DARES has published the use of the PES between 2015 and 2018 (published on 19 February 2020). In 2018 383,000 employees have used it for training (a strong increase, compared to 2017. (1.7% of employees in the private sector) Half of users were aged 25-44 years. About 149,000 unemployed used it in 2018.

Updates

YES

Changes introduced, in force since 2019, have changed an account in training hoiúrs into an account in euro.

Effectiveness

In 2018 383,000 employees have used it for training (a strong increase, compared to 2017. (1.7% of employees in the private sector) Half of users were aged 25-44 years. About 149,000

unemployed used it in 2018.

Sustainability

It is sustainable, since there is a shared commitment for lifelong learning. There is also a commitment on fostering individual responsibility.

Other instruments in France

- [Anticipation for jobs and occupations](#)
Prospective des Métiers et Qualifications
- [Investing in competences 2018-2022](#)
Plan d'Investissement dans les Compétences 2018-2022 (PIC)