

# Investing in competences 2018-2022

## Plan d'Investissement dans les Compétences 2018-2022 (PIC)

**POLICY INSTRUMENT** France

### Description

**Country** **France****Focus area****KEY TRAINING POLICY MEASURE**

*The Competences Investment Plan (CIP) 2018-2022 mobilizes nearly 15 billion euros for the following measures: - finance actions aimed at developing the skills of low-skilled job seekers and unqualified young people, including people with disabilities and people from priority urban neighbourhoods and areas of rural revitalization. - meet the recruitment needs of companies, particularly for shortage jobs; - contribute to the transformation of skills: qualification of the workforce to respond to changes in skills, particularly in connection with digital transformation and ecological transition. Purpose: to train 1 million low or unskilled job seekers and 1 million young people removed from the labour market. Another objective is to promote the transformation and modernisation of the VET system, including pedagogical aspects as well as skills governance aspects*

**Link**<https://travail-emploi.gouv.fr/le-ministere-en-action/pic/>**Implementation level****NATIONAL****REGIONAL**

*Regional PICs are signed with the state. The PIC as a national programme has a national subprogramme as well as regional programmes. In addition, a third budget line is dedicated to experimental projects.*

**Legal base**

It is an investment plan decided by the government, as part as the Grand plan d'investissement 2018-2022

**Starting period**

The plan is for the period 2018-2022. The plan became operational in 2018.

**Perspective**

There is a bulk of knowledge indicating the poor labour market prospects of vulnerable groups and low-skilled.

**Policy area****EDUCATION**

*The PIC targets upskilling, including education of low-skilled*

**TRAINING**

*The PIC targets upskilling, including training of low-skilled*

**EMPLOYMENT**

*People in employment, and in particular vulnerable groups participating in ALMP are targeted by the PIC.*

**Migration**

*People with a migration background, and in particular refugees are among the target groups of the PIC.*

**SOCIAL INCLUSION**

*Social inclusion is one of the objectives of the PIC*

**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)

**OTHER**

*The national programmes that can be funded through the PIC include e.g.: assessing and certifying basic digital competences, assessing transversal competences; certifying vocational competences, developing French language skills of refugees and asylum seekers; validation of prior learning; VET in occupations in demand; training for low-skilled youth in ICT occupations; vocational guidance and follow-up of young people; support to labour market integration for young people through targeted active labour market programmes; job-search training; second chance schools; vocational rehabilitation. The PIC also supports regional actions as well as*

*innovative and experimental projects.*

## **Skills matching focus**

### **UPSKILL OR RESKILL EMPLOYED ADULTS**

*The PIC does finance a wide variety of measures and programmes. Upskilling adults, in particular low-skilled adults, is one of the priority*

### **UPSKILL OR RESKILL NON-EMPLOYED ADULTS**

*The PIC does finance a wide variety of measures and programmes. Upskilling unemployed is one of the priority*

### **FACILITATE JOB / CAREER TRANSITIONS**

*The PIC does finance a wide variety of measures and programmes. Training and upskilling for promoting the transition to a sustainable employment is priority.*

### **ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES**

*Single measures can be used for addressing shortage, although this is not a priority of the programme*

### **OTHER**

*Labour market inclusion of in active as well as of disadvantaged groups is a focus of the PIC*

## **Skills delivered**

### **BASIC LITERACY AND NUMERACY SKILLS**

### **BASIC DIGITAL SKILLS**

### **MORE ADVANCED DIGITAL SKILLS**

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

### **JOB SEARCH SKILLS**

### **CAREER MANAGEMENT SKILLS**

## **Methods**

### **Methods**

The PIC is built on available main skills forecasts, as well as on research on the labour market situation of disadvantaged groups

### **OTHER**

*The PIC is not a skills anticipation instrument. Analysis of skills mismatch and skills anticipation may be an element in a specific programme. In*

*particular the identification of competences and skills needs of an individual, and new methods to design transition paths are among key priorities.*

## **Use of skills intelligence**

There is no insights yet on how exactly the LMI has been used in PIC. In principle, information should have been used for the indicated items

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

DESIGNING STANDARDS AND ACCREDITATION

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

## **Stakeholders**

### **Main responsible body**

NATIONAL MINISTRY

*Ministry of Labour (Ministère du travail, de l'emploi et de l'insertion)*

### **Other involved organisations**

REGIONAL MINISTRY

*They are concluding and implementing regional pacts (regional PICs)*

NATIONAL AGENCY

REGIONAL AGENCY

*Through regional pacts*

SOCIAL PARTNER: EMPLOYER ORGANISATION

*Social partners are included in the negotiations for pluriannual budgeting with the regions.*

SOCIAL PARTNER: TRADE UNION

*They are involved in the implementation or for consultation of the programmes at national and regional level.*

NATIONAL PES

*They play a role within the specific programmes and measures*

**REGIONAL PES**

*They play a role within the specific programmes and measures*

**CHAMBERS OF COMMERCE**

*They may play a role within the specific programmes and measures*

**TRAINING PROVIDERS**

*Implementing training*

**RESEARCH CENTRES, UNIVERSITIES**

*They may be involved in related research activities on skills needs, they are involved in the evaluation of the PIC*

**Beneficiaries**

**YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK**

*PIC contains guidance and counselling dimensions to help people to develop professional career at different stages of life.*

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

*PIC contains training and support dimensions*

**ADULTS WITH LOW BASIC SKILLS**

*PIC contains training and support dimensions*

**ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL**

*PIC contains guidance and counselling dimensions to help people to develop professional career at different stages of life.*

**ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL**

*PIC contains guidance and counselling dimensions to help people to develop professional career at different stages of life.*

**EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT**

*PIC contains an inclusion dimension*

**MINORITY GROUPS IN THE POPULATION**

*PIC contains an inclusion dimension*

**GROUPS UNDER-REPRESENTED IN CERTAIN SECTIONS OF THE LABOUR MARKET**

*PIC contains training and support dimensions*

**PEOPLE WITH DISABILITIES**

*PIC contains an inclusion dimension*

# Sustainability

<b>Success factors</b>	Not know yet. A large evaluation of the PIC will be carried out. : <a href="https://travail-emploi.gouv.fr/IMG/pdf/dares_evaluer_une_exigence_tradu...">https://travail-emploi.gouv.fr/IMG/pdf/dares_evaluer_une_exigence_tradu...</a> ; <a href="https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_...">https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_...</a>
<b>Barriers</b>	Not known yet.
<b>Monitoring and evaluation</b>	Key results published by the Ministry of employment in October 2020 show that in 2019, 1340000 people enrolled in training and counselling/guidance/follow-up financed by the PIC. About 964,000 unemployed participated in PIC training measures in 2019 (and increase of 18% compared to the previous year). There is an increase in take up of training as compared to 2017 and 2015 (but not 2016, as another large programme was run in that year). Monitoring data show a clear increase in enrolling in skills adaptation measures (as compared to 2015). 55.7% of participants were low skilled in 2019, and 22.9% were under the age of 25. The take up rate of training increased as compared to 2015 (from 7 to 10%), in all age groups (with strongest relative increase among the 50+). <a href="https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_...">https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_...</a> A large evaluation of the PIC will be carried out. : <a href="https://travail-emploi.gouv.fr/IMG/pdf/dares_evaluer_une_exigence_tradu...">https://travail-emploi.gouv.fr/IMG/pdf/dares_evaluer_une_exigence_tradu...</a> ; Mid-term monitoring results have been published by the Ministry of employment. <a href="https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_...">https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_...</a>
<b>Updates</b>	NO
<b>Effectiveness</b>	Not know yet. A large evaluation of the PIC will be carried out.
<b>Sustainability</b>	The investment plan is limited in time. It is too early to assess the long-term effects of the PIC.

## Other instruments in France

- [Anticipation for jobs and occupations](#)  
Prospective des Métiers et Qualifications
- [Personal Training Account](#)  
Compte personnel de formation (CPF)

