

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'investissmenet 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

Success factors	Not know yet. A large evaluation of the PIC will be carried out. : https://travail-emploi.gouv.fr/IMG/pdf/dares_evaluer_une_exigence_tradu... ; https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_...
Barriers	Not known yet.
Monitoring and evaluation	<p>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+).</p> <p>https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_... A large evaluation of the PIC will be carried out. : https://travail-emploi.gouv.fr/IMG/pdf/dares_evaluer_une_exigence_tradu...; Mid-term monitoring results have been published by the Ministry of employment. https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_...</p>
Updates	<div>NO</div>
Effectiveness	Not know yet. A large evaluation of the PIC will be carried out.
Sustainability	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)

