

Addressing teachers shortages and the challenge of attracting and retaining qualified teachers

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 FRANCE

Timeline

2020 Implementation 2021 Implementation 2022 Implementation
2023 Implementation 2024 Implementation 2025 Implementation

ID number 28243

Objectives

The objective of this development is to improve initial teacher training and create more attractive pathways into the profession.

Description

Teacher training was one of the major challenges to be addressed in the Social Agenda (2018-19) developed by the Ministry of Education and Youth. The reform of human resources policy in education promotes support to teams and staff, as well as the empowerment and fulfilment of teaching staff valuing commitment and merit, and reinforcing quality for student success.

A national process of consultation, launched in October 2020, resulted in a set of measures introduced by the Minister of National Education in May 2021 with the aim of raising the status of the teaching profession: in particular through better pay, but also through new HR management practices aimed at providing personalised support in terms of career paths and career development, the upgrading of skills, and the fostering of mobility, particularly internationally.

2020 Implementation

The *Grenelle de l'Education* Forum launched on 22 October 2020 was deployed through February 2021. The consultation process is based on contributions from all stakeholders: teachers, supervisors, families and learners, elected representatives and local authorities, charities and economic communities, and trade unions. All proposals (re-certification, training, career paths, digital education, local HR, health in the workplace) are currently being analysed. A summary will be published.

During the forum, the scientific symposium 'Which teachers for the 21st century?' (December 2020) offered a cross-examination of research and international feedback around five themes:

- (a) why are education and teachers the investment of the 21st century?

- (b) what new knowledge and skills are necessary for learners and what teaching practices for teachers?
- (c) what training is necessary?
- (d) what are the new working and teaching conditions?
- (e) what are the new modes of governance?

The conclusions of the Digital General Assembly for Education, communicated on 5 November 2020, have resulted in 40 proposals and constitute one of the axes of the Grenelle Education Forum.

2021 Implementation

EUR 400 million are dedicated to enhancing staff and supporting the transformation of the education professions. This measure, applicable from 2021, takes place within a global project on improving the working conditions of staff and the education system, within the framework of the *Grenelle de l'Education* Forum.

The *Grenelle de l'Education* Forum has given rise to a fundamental reflection resulting from the 12 commitments announced on 26 May 2021 by the Minister for Education. These commitments mark a major step towards transforming the education system:

- (a) better financial recognition of staff commitment: EUR 1.1 billion over 2 years (2021-22);
- (b) give everyone the opportunity to make known their skills and wishes;
- (c) enable everyone to play an active role in their career path;
- (d) personalise the support given to teachers;
- (e) benefit from new employee benefits;
- (f) create a direct link between staff and administrative services;
- (g) empower schools' teaching teams through consolidated school leadership;
- (h) give more autonomy to lower and upper secondary school teams to develop their projects;
- (i) share changes in purchasing power and well-being at work with all staff;
- (j) manage human resources as closely as possible in the territories (HR roadmaps of each education authority);
- (k) ensure effective continuity of education;
- (l) promote access to more diploma-based continuing education.

2022 Implementation

In 2022, the Ministry of National Education and Youth continued to build on the work carried out with the social partners in 2020 and 2021. The aim was to improve the pay conditions and employment terms of its staff, and to make the various professions in the Ministry more attractive. This resulted in a number of practical measures that took effect during the course of 2022.

In general terms, career paths have been improved for all staff. Similarly, in 2022 the Ministry introduced an employer contribution to health insurance costs for all eligible public sector workers: EUR 15 per month from 1 January 2022, i.e. EUR180 per year.

The aim of improving the early careers of teachers was underlined with the increase in the *prime d'attractivité*. This incentive, which is designed to boost the appeal of the profession, was introduced on 1 February 2022 and has been paid since May 2021. It awards better pay to young teachers and facilitates the development of teachers at the start of their careers and in mid-career. There has been an increase in the annual amounts of this *prime d'attractivité*, and the number of employees benefiting from it has been extended: in 2022 it will be paid to 58% of teaching and educational staff. In addition, the IT equipment allowance created in 2021 (EUR 176 gross per year) was awarded to 900 000 public sector workers in 2022.

The Ministry of National Education and Youth is implementing new measures designed to:

- attract fresh talent to work in national education;

- better fulfil the aspirations of its staff by encouraging mobility and valuing skills. 2 decrees published on 20 June 2022 increased mobility opportunities for school teachers and teachers working in vocational high schools so that: school teachers can perform their duties in higher education establishments; teachers in upper secondary VET schools can work in lower secondary schools, general and technical upper secondary schools and higher education establishments. Internal mobility is facilitated and given better support;
- improve working conditions through its housing and travel policies.

Decree no. 2022-909 of 20 June 2022 concerning the duties of primary school teachers and upper secondary VET school teachers: a specific budget has been approved in order to enhance the attractiveness of the teaching profession.

2023 Implementation

On 18 January 2023, the Minister for Education and Youth, in the presence of all representative trade union organisations, launched a new phase of consultation on the promotion of the teaching profession. The new round of consultations focusses on two main areas:

- increasing the attractiveness of the teaching profession;
- improving the functioning of the school system with respect to specific roles and responsibilities.

This process will allow stakeholders to effectively identify and recognise all the tasks performed by teachers that contribute to learner success. The findings are expected in March and implementation begins at the start of the 2023/24 academic year.

In 2023/24, teachers in both primary and secondary education, as well as education and guidance personnel, received a salary increase of at least EUR 125 net per month (averaging EUR 158) without any conditions. This adjustment is part of broader efforts to enhance career prospects for educators.

Among the 12 measures to reform VET schools in order to make VET an attractive choice for young people and businesses, measure No 10 enables teachers to take on voluntary paid tasks aiming to better support pupils succeed their studies. The measure is being rolled-out through the 'teachers' pact' scheme, which introduces, on a voluntary basis, a range of attractive and better-compensated complementary roles for teachers. The 'teachers' pact' initiative was formalised through relevant regulatory measures issued on 19 and 20 July 2023 (a decree, an order, and a service note).

2024 Implementation

During the 2023/24 academic year, approximately 30% of teachers participated in the 'Teachers' pacte' initiative, with an average annual gross earnings of EUR 2 408 per teacher. 55% of the scheme allocations were utilised for short-term replacements, innovative educational projects, and the *Devoirs faits* (homework done) programme, which supports learners in completing their homework.

2025 Implementation

The 2025 State Budget Bill confirms the continuation of measures to improve the attractiveness of vocational teaching careers.

Part 5 of the budget document dedicated to vocational upper secondary schools outlines priorities for pay increases, better working conditions, and more attractive career pathways for vocational teachers.

Funding supports the implementation of the 2024 reform of vocational schools and strengthens professional development and support schemes for teachers and school leaders.

Bodies responsible

- Ministry of National Education, Higher Education and Research
- Ministry of National Education and Youth (until 2024)
- Ministry of National Education, Youth and Sports (from 2020 till 2022)

Target group

Education professionals

Teachers
Trainers
School leaders

Entities providing VET

VET providers (all kinds)

Thematic categories

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Attractiveness of the teaching and training profession/career

Supporting teachers and trainers for green transition and sustainability

Supporting lifelong learning culture and increasing participation

Ensuring equal opportunities and inclusiveness in education and training

Subsystem

IVET CVET

Further reading

[Becoming a teacher: better initial training and more attractive career paths to enter the profession](#)

[National framework for initial training - The bill For a school of trust](#)

[Ministry of national education and youth - Presentation of the bill For a school of trust](#)

[Order of 28 May 2019 amending the Order of 18 June 2014 setting the terms and conditions for the initial training of certain trainee public education and teaching personnel](#)

[Order of 28 May 2019 amending the Order of 27 August 2013 setting the national framework for training provided within MEEF Masters Courses](#)

[Dedicated website for teachers](#)

[The Grenelle de l'Education Discussion Forum \(2020/21\) - outcomes](#)

[Ministry of National Education, Youth and Sports, 2021: 12 commitments to strengthen the public education service](#)

[Ministry of National Education, Youth and Sports, 2021: presentation of the Grenelle](#)

Decree no. 2022-909 of 20 June 2022 concerning the duties of primary school teachers and vocational secondary school teachers

Ministry of National Education and Youth. 2023 Finance Bill

Ministry of Education and Youth, 2023. Increasing the attractiveness of the teaching profession: the stages and progress of consultation process

12 Measures to Reform Vocational High Schools

Increasing Salaries and Improving Career Prospects for Educational Staff

Decree No. 2023-627 of July 19, 2023, Establishing a Functional Component within the Student Guidance and Support Allowances

Service Note of July 20, 2023

Related policy developments

2021 Completed

Teacher training scheme for disadvantaged students

A scheme called Students as apprentice teachers (*étudiants apprentis-professeurs*) was introduced in the 2015/16 school year, replacing a similar scheme called *Future jobs for teachers*.

 FRANCE

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Addressing teachers shortages and the challenge of attracting and retaining qualified teachers: France. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28243>