

# CléA certificates for developing and assessing key competences of work force

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 FRANCE

## Timeline

2015 Implementation	2016 Implementation	2017 Implementation
2018 Implementation	2019 Implementation	2020 Implementation
2021 Implementation	2022 Implementation	2023 Implementation
2024 Implementation	2025 Implementation	

ID number 28238

## Background

Raising the qualification level of the workforce to secure career development and improve the competitiveness of companies is a shared belief among social partners who initiated the work for the creation of an inter-professional certificate attesting basic knowledge and skills (CléA); the legal foundation for this development is the decree of 13 February 2015. The set of knowledge and skills developed are equally useful for social, civic and cultural life.

## Objectives

The CléA certificate is aimed at individuals without qualifications and serves to identify achievements, rather than shortcomings, to establish a basis for further development and training. Employers use it as a tool to support their employees. For recruiters, it is a new, unique certification which is comparable across sectors (no levels or grades).

## Description

In 2015, the social partners through the national cross-sector jobs and training committee (*Comité interprofessionnel pour l'emploi et la formation, COPANEF*) created the CléA certificate (*Certificat de connaissances et de compétences professionnelles, CléA*) for adults willing to certify their key competences for employability and for access to further learning.

### 2015 Implementation

A nationwide publicity campaign and a call for training projects towards the CléA certificate were organised.

### 2016 Implementation

## 2017 Implementation

## 2018 Implementation

## 2019 Implementation

The Order of 19 February 2019 on the professional knowledge and skills assigned the management of the CléA certificate to the association Certif'Pro, the national association for interprofessional certification, was created in December 2018. By 2019, around 27000 Cléa certificates had been issued.

A new certificate, CléA *Numérique* (created by decree on 8 January 2019), now completes the CléA certificate. It focuses on knowledge and skills relating to the basic use of digital technology. It was designed by the association Certif'Pro and the Ministry of Labour and is listed in the special directory of qualifications and accreditations held by France Compétences.

## 2020 Implementation

In 2020 CléA and CléA *numérique* become eligible for Pro A (alternance training scheme, created by the 2018 Law) for promotion or retraining of employees. Extended agreements define eligible certifications for each branch.

## 2021 Implementation

The measure is operational and runs as regular practice.

*CléA* and *CléA Numérique* have been renewed for 5 years within the national certification framework/specific directory. A CléA Management is being developed at the request of the social partners in partnership with the executive employment association (*Association pour l'emploi des cadres*, APEC, which is subsidised for public service missions). The skills reference framework has been validated.

## 2022 Implementation

From 2022, this policy development is part of the national implementation plan (NIP) under the measure 'contributing to equal opportunities in all areas', action 'Measures to support entry into training'.

Following on from CléA and CléA Numérique, the joint employee-employer association 'Certif Pro' is launching CléA Management. Cléa Management is a standards framework enabling the evaluation and certification of basic management skills. It is designed for people who would like to move into management, people starting their managerial careers, as well as individuals currently occupying managerial positions. This new qualification is registered in France Compétences' specific directory along with the authorisation of service providers to assess and train prospective candidates.

This standards framework was called for in the national inter-professional agreement on managerial staff, signed on 28 February 2020. The framework is divided into three areas of competence:

- (a) organising business activities with regard to the expectations and constraints of the company and its environment;
- (b) leading and supervising the working team;
- (c) supporting employees and fostering the development of their skills.

In 2022, a report was produced on the Cléa competence framework, focusing on participation in the Region Paris for the Cléa main certificate. Among the 3 842 participants for 2021, 1 802 were certified. The majority of candidates were jobseekers (88%). The main reasons for the low level of employees' participation are lack of awareness about the certificate and the reluctance of companies to allow their employees to take a few days off for training. The report reveals also that half of the candidates were aged under 30, and one third were under 25. The five most popular

sectors related to the participants' professional project or area of activity were: childcare, health/paramedical, reception/secretarial/administrative, care giving and retail.

The following initiative can be considered as additional support to the framework: training providers (Association for adults vocational training - Afpa, Digischool) and the business, La Poste, have launched a new free educational application, SuperCléA Num, which helps people to acquire digital skills and to improve their ability to use digital technology in their daily life or in a professional setting. The application can also be used to help obtain the digital CléA qualification.

### 2023 Implementation

Certif'Pro launched two new campaigns to accredit additional training organisations for the CléA and CléA digital certifications. This accreditation is mandatory for any organisation intending to evaluate or train within the CléA certification framework, which focuses on foundational professional skills.

To address evolving managerial practices and the growing need for structured skill development in leadership, Certif'Pro has been tasked by social partners to create a unified foundational skills framework, CléA Management. Currently under review for registration with France Compétences, CléA Management comprises three core areas aimed at defining essential managerial competencies. With this certification, Certif'Pro adds a new dimension to its interprofessional certification offerings—expanding the scope beyond CléA and CléA numérique.

CléA Management is designed to assess and certify fundamental management skills for those aspiring to supervisory roles, new managers, and existing team leaders seeking to enhance their capabilities. Upon approval, the next steps will include registration in the specific certification registry and the accreditation of providers qualified to assess and train candidates in this new managerial skills standard.

Additionally, a regional survey, 'CléA: where are they now?', was conducted in Île-de-France to track the progress and outcomes of individuals certified under the CléA programme.

### 2024 Implementation

In 2024, Certif'Pro launched new accreditation campaigns for CléA, CléA digital, and the recently developed CléA Management. These initiatives aim to update the network of qualified organisations authorised to assess and deliver training under each certification framework, improving access to pathways for skills development across core, digital and management skills.

### 2025 Implementation

In spring 2025, the Normandy Regional Council published an evaluation of how the CléA basic skills certification was implemented regionally, carried out by Amnyos and IR2 within the *Regional Skills Investment Pacts* (PRIC) 2019–23 framework. The study combined document analysis, semi-structured interviews and statistical work on a sample of 28 000 individuals, including more than 4 000 CléA beneficiaries. It examined how CléA is mobilised, the characteristics of participants, the types of pathways in which it is used, and subsequent outcomes in employment or access to qualifying training.

Results show very diverse rationales for using CléA, depending on beneficiary profiles and referral practices. These heterogeneous uses explain the mixed effects observed: around half of beneficiaries obtain the certification, and outcomes in employment or training vary according to the pathways. The findings, discussed within the regional committees on employment, vocational guidance and training (*Comité régional de l'emploi, de la formation et de l'orientation professionnelles*, CREFOP), encourage the Region to reconsider CléA's role in its broader strategy for access to core skills certifications.

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## Bodies responsible

- National cross-sector jobs and training committee (COPANEF) (until 2019)
- Association CertifPro

## Target group

### Learners

Adult learners

Persons in employment, including those at risk of unemployment

Low-skilled/qualified persons

Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

### Entities providing VET

Companies

Small and medium-sized enterprises (SMEs)

## Thematic categories

### Modernising VET offer and delivery

Acquiring key competences

Integrating digital skills and competences in VET curricula and programmes

### Supporting lifelong learning culture and increasing participation

Ensuring equal opportunities and inclusiveness in education and training

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

VET as a driver for innovation and growth preparing for digital and green transitions and occupations in high demand

VET promoting equality of opportunities

### Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

## Subsystem

CVET

## Further reading

Cedefop ReferNet France (2017). CleA certificate of key competences in demand among jobseekers and employees.

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Decree No 2019-14 of 8 January 2019

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Order of 19 February 2019 on the professional knowledge and skills base

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Association Certif'Pro

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Press release: Certif Pro launches CleA Management

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SuperCleA Num: a new application for developing digital skills

## Related policy developments

### 2025 Implementation

#### Tackling illiteracy in work situations

In 2015, social partners created a professional certificate which recognises basic knowledge and skills needed for the workplace (*Certificat de connaissances et de compétences professionnelles*).

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##### Type of development

Practical  
measure/Initiative

##### Subsystem

CVET

#### “ … ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28238>