

Preparatory programmes for apprenticeship

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 FRANCE

Timeline



ID number 28226

Background

Several measures have been taken to establish training programmes upstream of an apprenticeship training pathway.

Réussite apprentissage is a 12-month integrated course which offers assistance from planning an apprenticeship to checking in with the young person during their contract. It aims to create a knock-on effect which favours the remobilisation of all players to support the development of apprenticeships that lead to employment. The 2018 Law for the freedom to choose one's professional future established the *Prépa apprentissage programme*.

Objectives

The aim of the initiatives is to ensure the success of young people seeking apprenticeship training.

The 2015 *Success in apprenticeship* initiative supports apprenticeship programmes for young people from prioritised disadvantaged urban areas underrepresented among apprentices. The *Prépa apprentissage* programme, established by the 2018 law, aims to meet the needs of young people wishing to move into apprenticeship training and needing support to prepare and strengthen their basic skills to meet the training prerequisites.

Description

The 2015 Success in apprenticeship initiative has put in place 142 projects in 20 regions, most involving the local youth employment and social integration centres (*Missions locales*) in partnership with apprentice training centres (*Centre de formation d'apprentis, CFA*). Programmes last 12 months and include guidance. The 2018 Law for the freedom to choose one's professional future sets up a mechanism to support those target group members who wish to enter an apprenticeship with a view to improved employability. Students are

strongly encouraged to become familiar with the vocational world in all its diversity. In the school year 2018-19, 30 000 internships (15 000 in the public sector and 15 000 in the private sector) were offered to students in their final year of lower secondary school in the high-priority education network (*Réseau d'éducation prioritaire renforcée, REP+*).

The *Prépa apprentissage* programmes offer a support programme allowing the young person to identify his/her skills and knowledge, to develop his/her relational prerequisites and to secure his/her entry into an apprenticeship contract, as well as administrative support for recruiting apprentices for the company hosting the young person. The duration of the preparatory courses can vary from a few days to several months, depending on the profile of the young person and his/her professional aspirations.

2015 Implementation

2016 Implementation

2017 Implementation

2018 Legislative process

Following the 2018 Law on the freedom to choose one's professional future, the provisions for implementing apprenticeship preparations programmes have been incorporated in the labour code (Article L.6313-6). Courses can be offered by apprentice training centres or other organisations and establishments, which are determined by a joint order of the ministers in charge of VET, national education, higher education and agriculture. Beneficiaries must be affiliated to a social security system (L. 6342-1) and receive remuneration (L.6341-1). Such courses may be financed by the State as part of national programmes designed to meet an additional need for qualifications for young people who have left the school system without any qualifications and for jobseekers with a level of qualification less than, or equal to, the baccalaureate (EQF level 4).

2019 Implementation

In 2019, implementation continued; 115 applicants were selected during the first call for projects (apprentice training centres, consular chambers).

2020 Implementation

The measures are operational.

2021 Implementation

Two calls for projects were launched in March and September 2021 by the Office of the High Commissioner for Skills. Any competent structure, public or private, with a legal entity, which wishes to provide support for young people within the framework of the *Apprentice Preparation programme*, can apply.

Eventually, 75 000 beneficiaries could benefit from this initiative, in about 1 000 sites in France and in the overseas territories. 132 projects have been selected through 3 successive waves of calls for projects. Authorities developed an online map that displays the projects implemented across the country, and the providers offering them, for individuals to select from and to which they can apply through different continuing training schemes. The projects will run till 2023.

2022 Implementation

By 2022, 60 000 people were supported through preparatory programmes for apprenticeship (*Prépa apprentissage*).

2023 Implementation

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Pre-apprenticeship projects have been awarded recognition, highlighting the achievements of participating youth. An example is the team at the CFA Henri Martin who won the 1st prize for writing and video creation in the European Youth for Peace competition organised by the Regions of France association. This recognition underscores the value of pre-apprenticeship programmes as significant investments in youth development, encouraging engagement in creative initiatives and fostering a sense of European solidarity and peace among the younger generation.

2024 Implementation

Award recipients have been invited to request an extension, with or without additional funding, to achieve their quantitative objectives by 31 December 2024. The engagement committee decided that 60 project leaders have been approved to continue with additional funding, 25 without additional funding, and 9 have had their actions halted as of 31 December 2023. The pre-apprenticeship support programmes were concluded by 31 December 2024. There are no new calls for projects anticipated at this time, to ensure that project leaders can meet their goals while maintaining the integrity and focus of the pre-apprenticeship initiatives.

Admissions to *prépa-apprentissage* ended on 31 December 2024.

2025 Completed

The 2021-2025 experiment proved effective in supporting young people furthest from the labour market by helping them design career plans, search for employers and acquire workplace norms and codes.

According to a qualitative evaluation commissioned by the Ministry of Labour's statistical department (DARES) and conducted by several research bodies, the programme offered diverse approaches such as occupational discovery, guidance towards sectors or apprenticeship training centres, and learning workplace codes.

These measures helped remove barriers to entering apprenticeship and strengthened young people's confidence in their career plans, ensuring momentum and stakeholder engagement for future initiatives.

Bodies responsible

- Ministry of National Education, Higher Education and Research
- Ministry of Labour, Full Employment and Inclusion
- Delegate Minister for VET under the education and labour ministers
- Ministry of Labour, Employment and Professional Integration (until 2022)
- Ministry of National Education and Youth (until 2024)
- Ministry of National Education, Youth and Sports (from 2020 till 2022)

Target group

Learners

Learners in upper secondary, including apprentices
Young people (15-29 years old)
Young people not in employment, education or training (NEETs)
Learners with migrant background, including refugees
Learners at risk of early leaving or/and early leavers

Entities providing VET

Companies
VET providers (all kinds)

Thematic categories

Modernising VET offer and delivery

Acquiring key competences

Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

Lifelong guidance

Ensuring equal opportunities and inclusiveness in education and training

Subsystem

IVET CVET

Further reading

[State-Region partnership agreement on Working together for employment, as presented to the press on 30 March 2013](#)

[Law No 2016-1088 of 8 August 2016 on labour, modernisation of social dialogue and securing career paths. Article 39 of Law No 2016-1088 of 8 August 2016, amending article L. 6323-7 of the Labour Code](#)

[Ministry of Labour - Prepa Apprentissage: launch of a new wave of the call for projects](#)

[Prepa Apprentissage: presentation of the first selected schemes \(March 2021\)](#)

[Ministry of Labour, Employment and Integration, 2022 - Prepa-apprentissage](#)

[Pre-Apprenticeship Program: A Rewarded Investment](#)

[The Pre-Apprenticeship Program](#)

Related policy developments

2025 Implementation

Reinforcing access for all to lifelong learning (the 2018 law)

The 2018 Law for the freedom to choose one's professional future provides for:

 FRANCE

Type of development

Regulation/Legislation

Subsystem

CVET

“ ... ” **Cite as**

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