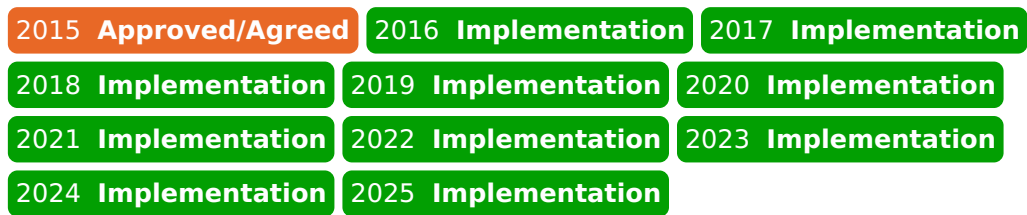


# Strengthening apprenticeships in the public sector

**POLICY DEVELOPMENT**      **PRACTICAL MEASURE/INITIATIVE**       FRANCE

## Timeline



**ID number 28215**

## Objectives

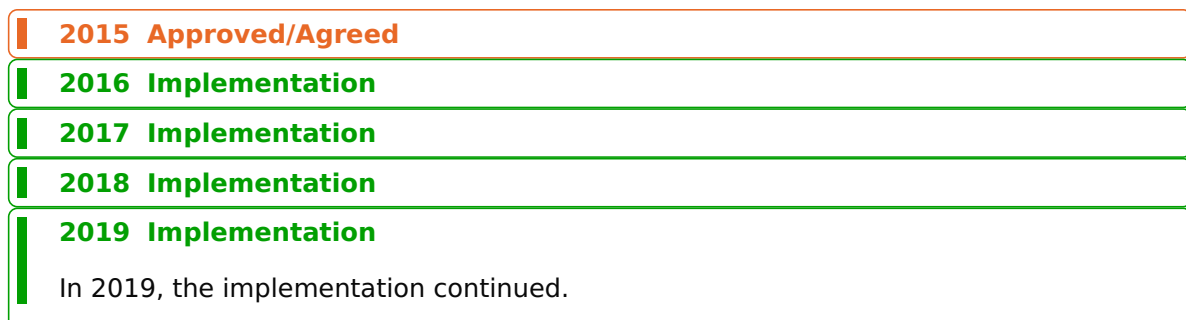
This policy development aims at increasing the number of apprentices in the public sector.

## Description

A 2015 circular established conditions for apprenticeship contracts within the non-industrial and non-commercial public sector. The overall goal was to create 500 000 apprenticeships by 2017, with specific targets for the public sector: 4 000 apprenticeships starting in September 2015 and an additional 6 000 by September 2016. A practical guide was issued for human resources services to facilitate this process. The targets were successfully met, with 4 420 apprentices recruited in 2015 and 8 300 in 2016, as reported by the Ministry of Education in February 2017.

The Law of 8 August 2016 also designated apprenticeship as a regular pathway for public sector recruitment.

In 2018, the apprenticeship campaign in the State public service saw significant progress, with ministries fully engaged in the implementation of the apprenticeship development plan. This resulted in a remarkable 115% increase in apprenticeship contracts since 2014, reaching over 9 400 apprentices by September 2018.



### 2020 Implementation

Exceptional financial aid of EUR 3 000 for apprenticeship contracts concluded between 1 July 2020 and 28 February 2021 will be awarded, as part of the France Relance recovery plan, to local and regional authorities retroactively where appropriate.

### 2021 Implementation

In August 2021, *France Compétences* and the National Centre for the Territorial Civil Service (*Centre National de la Fonction Publique Territoriale, CNFPT*) made an initial assessment one year after signing their first partnership agreement. In 2020, apprenticeships in local authorities are increasing and 7 100 new apprenticeship hires were made by local authorities. As a reminder, since January 2020, the CNFPT has been responsible for 50% of the training costs of apprentices employed by local authorities and their public establishments.

In October 2021, the Ministers for Labour and for the Civil Service, the representatives of local authorities and the CNFPT concluded a framework agreement whose main objective is to maintain the long-term financing of the recruitment of apprentices by local authorities.

Finally, in 2021, the number of apprentices in the civil service reached a record level: almost 20 000 new apprenticeship contracts were signed.

### 2022 Implementation

From 2022 this policy development is part of the national implementation plan (NIP) measure 'Develop all forms of training and particularly work-based training', action: 'The contribution of national education to the development of apprenticeship'.

From 2022 onwards, apprentices are no longer counted in the job caps of the ministries; each apprenticeship supervisor receives an allowance of EUR 500.

In order to facilitate and simplify this process, a new tool for inputting apprenticeship contracts has been introduced for government authorities and Apprentice training centres. Known as CELIA, this platform allows apprenticeship contracts to be processed electronically. It is intended for use by employers in the three branches of the public sector - State, local and hospital administrations - as well as by all training centres that are involved in training apprentices in the public sector. Launched on 15 February 2022, it enables public sector employers to input the apprenticeship contract online, send the contract to the administrative departments in charge of processing and filing it, and monitor the status of the file in real time. Since August 2022, new features have become available, such as the e-signature option.

### 2023 Implementation

A circular was published in March 2023. It sets increased targets for the number of apprentices in the three branches of the civil service (public administration, hospital and territorial public services) for the period 2023-26, with a focus on apprenticeships within the digital services across ministries and on persons with disabilities.

### 2024 Implementation

To support take up of apprenticeships in the public sector, a guide to apprenticeship for public sector employers was published in April 2024. It details the different steps to set up and run an apprenticeship (preparatory work, recruitment procedure, remuneration, content of the training, technical steps for the modification, suspension and finalisation of the apprenticeship contract) as well as good practices.

In 2024, 24 140 new apprenticeship contracts began in the public sector, 2.2 % fewer than in 2023. This decrease was mainly observed in the State civil service (-3.4 %) and the hospital civil service (-7.1 %), while the decline was more limited in the local civil

service (-0.6 %).

### 2025 Implementation

Published in July 2025, *Stats rapides No. 126* from the Directorate-General for Administration and the Civil Service (DGAFP) confirmed the stabilisation of public-sector apprentice recruitment after the 2024 downturn. The analysis detailed the distribution across the three branches: the local civil service still accounted for the majority of contracts (56 %), ahead of the State civil service (35 %) and the hospital civil service (9 %).

Apprentices were on average 22 years old, and more than half prepared for a bachelor degree or higher - a proportion that was higher in the State civil service. The study also highlighted the growing share of apprentices with disabilities, reaching 7 % in the local civil service.

## Bodies responsible

- 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)

## Target group

### Learners

Learners in upper secondary, including apprentices

Young people (15-29 years old)

Unemployed and jobseekers

## Thematic categories

### Governance of VET and lifelong learning

Coordinating VET and other policies

Engaging VET stakeholders and strengthening partnerships in VET

### Modernising VET offer and delivery

Developing and updating learning resources and materials

Reinforcing work-based learning, including apprenticeships

### Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning

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

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

### Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

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

## Subsystem

IVET CVET

## Further reading

[Practical guide for human resources services](#)

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[Apprenticeships in the public sector](#)

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[Circular of 21 May 2021: 2021-22 campaign for the recruitment of apprentices within the State civil service](#)

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[France Competences/Apprenticeship in the local civil service: review of one year of implementation of the agreement between France Competences and the CNFPT](#)

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[CNFPT - Apprenticeship: time for a first assessment](#)

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[Finance Bill 2022 - amendment on the counting of apprentices in the state civil service](#)

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[Ministry of Labour, Employment and Integration, 2022 - Public sector apprenticeship contracts: New online platform for receiving and processing apprenticeship contracts](#)

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[Circular No. 6394-SG of March 10, 2023, on Strengthening the Recruitment of Apprentices in the Public Sector for the Years 2023-2026](#)

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[Guide to Apprenticeship for Public Sector Employers](#)

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[Redon, G.; Direction generale de l'administration et de la fonction publique \(DGAFP\). \(2025, July\). Recruitment of apprentices in the civil service no longer increasing in 2024 \[Les recrutements d'apprentis dans la fonction publique n'augmentent pl](#)

## Related policy developments

**2025 Implementation**

### Supporting apprenticeship mentors and tutors

In initial vocational education and training apprenticeship schemes, learners receive guidance and support during their in-company training by professionals in the company they work.

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#### Type of development

Regulation/Legislation

#### Subsystem

IVET CVET

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## 2025 Implementation

### Training actions for jobseekers

In January 2016, the government launched a plan to create 500 000 training places for jobseekers (*Plan 500 000 formations pour demandeurs d'emploi*).

 FRANCE

#### Type of development

Strategy/Action  
plan

#### Subsystem

IVET CVET

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## 2025 Implementation

### Developing apprenticeship

Social partners have been involved in the design of the reform, along with regional authorities, chambers of commerce, and experts. Stakeholder consultation lasted from November 2017 to January 2018.

 FRANCE

#### Type of development

Strategy/Action  
plan

#### Subsystem

IVET CVET

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#### “ ... ” Cite as

Cedefop, & ReferNet. (2026). Strengthening apprenticeships in the public sector: 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/28215>