

Financing adult learning database

Name of the instrument - Local language	Compte Personnel de Formation (CPF)
Name of the instrument - English translation	Individual Learning Account
Scheme ID	259
Country	 France
Reporting year	2015
Type of instrument	Grant for individuals
Type of entry	Single instrument

Short description	The individual learning account (CPF) enables anyone, employees or job seekers, at one's own initiative, to undertake a training action. The account is credited a number of hours at the end of each year, within the ceiling of 150 hours of training over 8 years.
Short description of the related instruments	nap

Level of operation	National
Name of a part of the country	nap
Name of the region (for regional instruments)	nap
Name of the sector (for sectoral instruments)	nap
Relevance	Key scheme
Legal basis	[1] Loi n° 2014-288 du 5 mars 2014 relative à la formation professionnelle, à l'emploi et à la démocratie sociale; Décret n° 2014-1120 du 2 octobre 2014 relatif aux modalités d'alimentation et de mobilisation du compte personnel de formation
Year of implementation	2015
Operation/management	The CPF replaced the DIF (Individual Right to Training)

	<p>since 1 January 2015.</p> <p>The CPF is managed by the Caisse des Dépôts et Consignations, a public financial institution, which serves as a bank for the account. However, beneficiaries deal with intermediary organisations to identify and validate the use of their time credit.</p> <p>OPCAs (associations created by agreement between employers' organizations and trade unions) are the intermediaries of employees wishing to use their training time available through their CPF. For job-seekers, the public employment services (Pôle emploi) and the FPSPP (administrated by employers organizations and trade unions) are the intermediary.</p> <p>The training request is at the initiative of the employee. It may be requested during or outside working hours. If the training will happen at least partly during working hours, the employer needs to give agreement on the content (theme of the training) and the schedule. If the training takes place entirely outside working hours, no agreement is needed.</p> <p>The following training only requires the employer's agreement on the training schedule (not on the choice of training):</p> <ul style="list-style-type: none"> - Training aimed at the acquisition of the common base of knowledge and skills or accompanying actions to the validation of prior experience - Specific training foreseen by sectoral, company or group agreements <p>Companies or 10 employees or more may sign a CPF direct management agreement. Companies then do not have to make the CPF contribution of 0.2% to their OPCA, although this contribution has to be used to fund training requests of their employees. In that case, employees may not address their request to an OPCA.</p>
Eligible group(s)	Employees and job seekers.
Group(s) with preferential treatment	The Law of March 5 2014 defines the following priority groups among employees: the least qualified, exposed to occupational risk factors, employee in threatened jobs, or employed part-time.
Education and training eligible	<p>The CPF is intended to fund qualifying training (mandatory), 'corresponding to the foreseeable needs of the economy in the short or medium term'.</p> <p>In particular, the following training are eligible:</p> <ul style="list-style-type: none"> - Training to acquire the common base of knowledge and skills (content defined by decree) - The accompanying actions to the validation of prior experience - Training included in a national branch list (CPNE - Commission paritaire nationale pour l'emploi), a national interprofessional list (COPANEF - comité interprofessionnel pour l'emploi et la formation), or a regional interprofessional list (COPAREF - Conseils paritaires interprofessionnels régionaux pour l'emploi et la formation) - Training leading to a qualification registered on the National Directory of Professional Certification (RNCP - Répertoire national des certifications professionnelles) - Training leading to a branch professional qualification certificate (CQP) or interbranch (CQPI). - Training leading to a qualification registered on the

	<p>inventory being developed by the National Professional Certification Commission (CNCP - Commission Nationale de la Certification Professionnelle</p> <p>- Training contributing to the access to a qualification for job-seekers, and financed by the regions, employment agency (Pôle Emploi and the AGEFIPH)</p>
Source of financing and collection mechanism	OPCA, FPSPP, companies, employees, State/regional authorities
Financing formula and allocation mechanisms	<p>For those working full-time, CPF is credited with 24 hours per year up to 120 hours and then 12 hours per year with a maximum 150 hours over 8 years. In the case of part-time work, the calculation is made in proportion to the number of hours worked.</p> <p>For employees: training costs and additional costs (transportation, accommodation, meals, child and dependent parent care costs (if the training happens outside working hours for the later)) are borne by the OPCA or company.</p>
Eligible costs	Fees and other costs related to education and training (transportation, accommodation, meals, child and dependent parent care costs)
Volumes of funding	<p>There is no specific data on budget volumes.</p> <p>Approximately EUR 800 000 000 per year are available for funding within this scheme.</p>
Beneficiaries/take up	<p>There is no specific data on numbers of beneficiaries.</p> <p>Generally there are 23 000 000 of potential beneficiaries.</p> <p>In August 2015, 1 650 000 people were registered on the platform and 21 361 requests for funding were validated.</p>
Organisation responsible for monitoring/evaluation	Conseil national de l'emploi, de la formation et de l'orientation professionnelles (Cnefop) / Comité régional de l'emploi, de la formation et de l'orientation professionnelles (Crefop).
Monitoring/evaluation reports available	na
Most relevant webpage - in English	na
Most relevant webpage - local language	na
Sources	na