

Financing adult learning database

Name of the instrument - Local language	Congé pour validation des acquis de l'expérience
Name of the instrument - English translation	Validation of prior experience leave
Scheme ID	262
Country	 France
Reporting year	2015
Type of instrument	Training leave
Type of entry	Single instrument

Short description	An employee has the right, under certain conditions, to take a leave in order to undertake a validation of prior experience while retaining his salary and benefiting from funding to pay the training provider. The employer cannot refuse the leave, but can delay it if justified. The leave is limited to 24 hours.
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	Marginal scheme
Operation/management	<p>Bodies involved:</p> <p>DGEFP (General delegation for employment and vocational training)</p> <p>OPCAs / OPACIFs / FONGECIFs (associations created by agreement between employers' organizations and trade unions)</p> <p>FPSP (administrated by employers organizations and trade unions)</p>

	<p>OPCAs are in charge of collecting companies' contribution. OPCAs will transfer then transfer the funding to OPACIFs through the FPSPP. Funding requests are processed by OPACIFs. The FPSPP also provides financial assistance to OPACIF.</p> <p>If an employee (under an open-ended contract or fixed-term contract) wishes to benefit from the validation of his prior experience during working hours, he must make request of absence to his company. This request is sent to the employer at least 60 days before the scheduled the start date. The employer cannot refuse the leave, but can delay it if justified. The service provider of the validation of prior experience must be chosen from a list established by the FONGECIF/OPACIF to which his company his linked. The remuneration of the employee is maintained if the financing of validation of prior experience is accepted by the OPACIF (otherwise, the employee is on unpaid leave). The leave is limited to 24 hours (consecutive or not).</p>
Eligible group(s)	Employee under an open-ended contract must prove a professional experience (in the a broad sense, including voluntary work, etc.) of at least 3 years. Employee under fixed-term contracts (or previously working under one) has to: have worked for 24 months, consecutively or not, as an employee or apprentice, during the last five years. The leave takes place outside the period of the work contract and shall begin no later than 12 months after the end of the contract. However, the leave may be taken at the employee's request and with the agreement of the employer, in whole or in part before the end of the employment contract.
Group(s) with preferential treatment	None
Education and training eligible	Validation of prior experience
Source of financing and collection mechanism	Levy on companies
Financing formula and allocation mechanisms	Salary and validation of prior experience costs (fully or partially).
Eligible costs	Specific arrangement
Volumes of funding	na
Beneficiaries/take up	7 774 individuals participated in the training leave in 2013.
Organisation responsible for monitoring/evaluation	FPSPP.
Monitoring/evaluation reports available	na
Most relevant webpage - in English	na

Most relevant webpage - local language	na
Sources	na