



Extra Programme 500 000 jobseekers trained

Programme de formation pour 500 000 demandeurs d'emploi



France

1 DESCRIPTION

Timespan

2015 - 2016

Stage**OTHER**

A new jobseekers training programme will be set up in 2018 for the period 2018-2022.

Focus area**MATCHING SKILLS FOR TODAY'S JOB MARKET**

2 FOUNDATIONS

Policy Area**ADULT EDUCATION AND TRAINING**

The aim is to increase the number of jobseekers trained in collaboration with companies and sectors' skills needs.

Policy Goal

The aim is to increase the number of jobseekers trained in line with companies and sectors' skills needs. Training for jobseekers is chosen after local diagnosis of companies and sectors needs.

Mismatch**EXPLICITLY DESIGNED TO ADDRESS SKILL MISMATCH**

The aim is to increase the number of jobseekers trained in line with companies and sectors skills needs.

Aim of policy instrument**MATCH SKILLS OF YOUNG GRADUATES****UPSKILL AND MATCH SKILLS OF UNEMPLOYED****FACILITATE JOB/CAREER TRANSITIONS****ADDRESS SKILL SHORTAGES****BROADLY ADDRESS SKILL MISMATCH****Legal basis****MINISTERIAL ORDER**

Administrative level**NATIONAL****Main responsible body**

The PES: PÃ´le emploi The agency for adult training (AFPA) - the regional councils that finance training for jobseekers.

Stakeholders**GOVERNMENT (CENTRAL & REGIONAL)****EMPLOYER FEDERATIONS****TRADE UNIONS****RESEARCH CENTRES AND UNIVERSITIES**

Ministry of Labour at the regional level PES - is in charge of the programme. AFPA - the public training institute, who is in charge of organising some of the training sessions according to regional calls of tender. Regional councils - is in charge of financing the training for jobseekers (within a partnership with the PES PÃ´le emploi). Regional skills monitoring centres - the results of the regional skills monitoring centres are used to determine what training sessions have to be done.

Funding

State funding through the Ministry of Labour, the regional Councils, the mutual sectoral funds for training (OPCA), the national FPSPP (a national fund for lifelong learning), the unemployment insurance fund (UNEDIC), and the PES (PÃ´le emploi).

Intended beneficiaries

The beneficiaries are the jobseekers, mainly the low-skilled jobseekers and long term unemployed. They upgrade their skills and their opportunity to get jobs.

3 PROCESSES**Use of labour market intelligence****INFORM THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)****DESIGN TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED****INFORM AND TRAIN CAREER GUIDANCE AND COUNSELLORS****INFORM CAREER-MAKING DECISIONS OF STUDENTS**

The results of REC (RÃ©seau Emploi CompÃ©tences) and the regional skills monitoring centres are used to choose the training courses. Local and shared diagnosis are sometimes made at the local (infra-regional) level.

Financial schemes

Funding for training is provided.

Frequency of updates

Through local diagnosis made by the PES and the local stakeholders.

Development

The programme is successful. It is now under evaluation. But the same programme will be reconducted for the period 2018-2022.

Barriers

The main difficulties are coordinating the different stakeholders.

Success factors

The change of the PES practices that was not training-oriented.

Monitoring

All types of indicators are monitored: types of jobseekers (e.g. long term unemployed), types of training sessions followed, duration of the training session, sectors, impact on job return. They were monitored in 2016 for the year 2015, in 2017 for the year 2016.

Innovativeness**VERY INNOVATIVE**

The innovation is to give individual initiatives through a universal scheme available for employees, jobseekers, self-employed, whatever their status. Another innovative feature is to develop a training session chosen through an agreement between an employee and his manager or company responsible.

4 SUSTAINABILITY

Evidence of effectiveness

860,000 jobseekers are beneficiaries of a training in 2016 for an average duration of 4.7 months, compared to 680,000 in 2015. 59% secure a job after 6 months (long term contracts or short term contracts above 6 months, and 40% of the training courses lead to a certification). The total number of jobseekers trained and the share of long term unemployed and non-qualified jobseekers is increasing respectively by 98% and 64%. There are no unexpected benefits or costs.

Engagement of stakeholders

The programme will go on with a reinforced partnership between the PES and the Regional councils. Agreements at the regional level between the PES and the Regional Council allowed a shared strategy to buy training sessions through monthly meetings, and a follow-up realised by the Regional Council for Employment, Training and Orientation (CREFOP).

Transferability**EASILY TRANSFERABLE**

There is only a question of financing.

Sustainability

Yes. It will be continued through the new Government initiative "Great Investment in skills" 2018-2022 that aims to provide training for a million jobseekers.
