

# **CAN APPRENTICESHIPS BE A SOLUTION IN SECTORS EXPERIENCING LABOR SHORTAGES ? AN EXAMPLE IN THE HEALTHCARE, SOCIAL, AND MEDICO-SOCIAL SECTOR**

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## A few simplified principles and data concerning apprenticeship in France



## Introduction, a few simplified principles concerning apprenticeship in France

- An employment contract between an employer and an apprentice
  - Characterised by alternating training in the company and training in an apprentice training centre (CFA)
- 
- Open to young people aged 16 to 29
  - It includes a qualification, which is the objective of the contract
  - The qualification must be recorded in a register that guarantees the acquisition of a qualification recognised on the labour market and by the State : the RNCP : National Directory of Professional Certifications
- 
- Within the company, an apprenticeship supervisor provides practical training for the apprentice and helps him to obtain the qualification
  - The CFA : to operate, it must hold national quality certification, "Qualiopi" which takes into account the specific features of apprenticeships

# Introduction, a few simplified principles concerning apprenticeship in France

## Contract Duration

- The duration of the contract ranges from six months to three years, primarily determined by the targeted qualification
- In some cases, it can be extended to four years

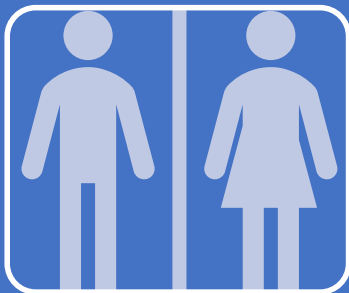
## Funding and Financial Support

- The employer benefits from coverage of the apprentice's training costs through pooled funds
- Employers may be eligible for financial aid, primarily funded by the state
- For contracts starting from February 24, 2025, until December 31, 2025, employers can receive up to €6,000 for recruiting apprentices with disabilities, €5,000 for companies with fewer than 250 employees, and €2,000 for larger companies

## Cost to Apprentice

- The training is free for the apprentice
- They are also paid during their training periods at the CFA (Apprentice Training Center)

## A social portrait of apprentices



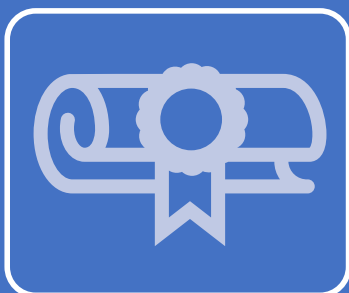
### Gender Distribution

- Men still constitute the majority, accounting for 55% of contracts initiated in 2024 (unchanged from the previous year)



### Age at Entry : The age at entry has slightly increased :

- 58% of contracts are signed by apprentices aged 20 or older // +1 percentage point compared to 2023



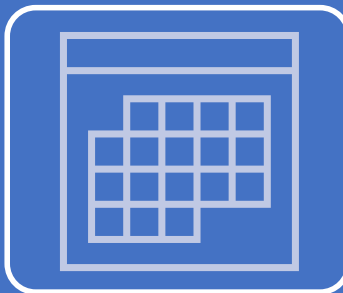
### Educational Level : A majority are pursuing higher education certifications:

- 61% of contracts are for training at a level equivalent to two years of post-secondary education or higher // -1 % compared to 2023

### Type of Qualification : A significant portion are preparing for professional titles :

- 34% of contracts aim to prepare for a professional title // +2 % in one year /The rest of contracts aim to prepare for a diploma

## A social portrait of apprentices



### Duration of their Contract :

- Nearly half of the contracts have a planned duration of less than 18 months

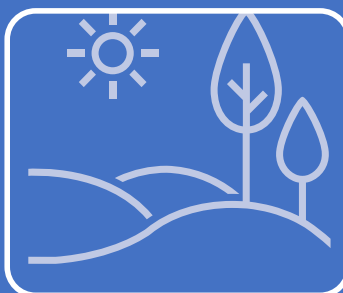
49% of contracts started in 2024 are expected to last less than 18 months (+2 percentage points compared to 2023)



### Company Size

- Four out of ten contracts are with small companies :

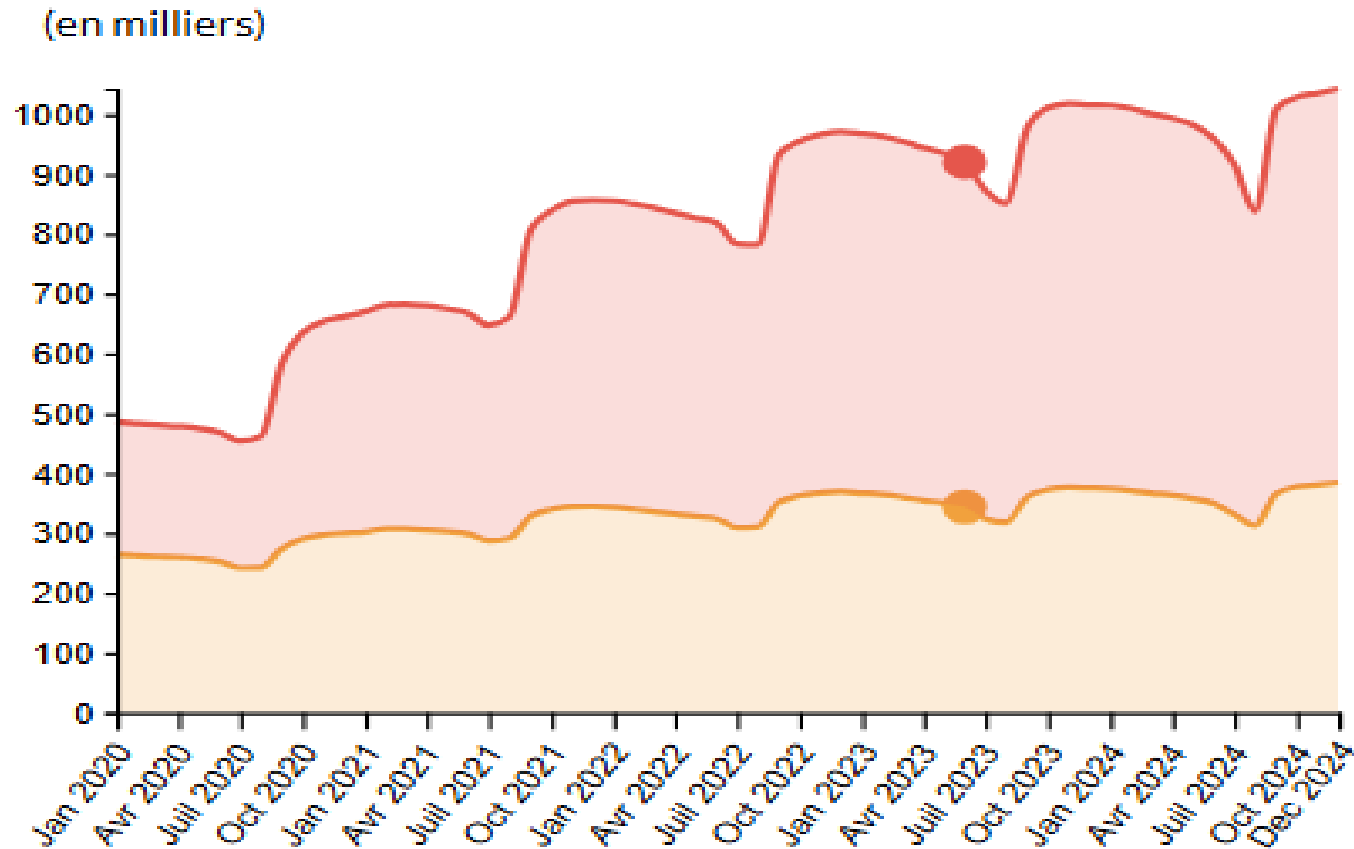
43% of contracts started in 2024 are with companies employing fewer than 10 people // unchanged from the previous year



### Regional Distribution

- A quarter of new contracts are in Île-de-France :
- 25% of the contracts initiated in 2024 take place in companies located in Île-de-France

# Strong growth in the number of apprentices nationwide



- ✓ At the end of December 2024, 1,042,500 people were on apprenticeship contracts,
- ✓ Compared with around 500,000 in 2020

Red. higher education stocks / Gross data / France as a whole

Yellow. secondary education stocks / Raw data / France as a whole

# The increase in the number of apprentices affects all diploma levels, but it is particularly pronounced in higher education

By the end of 2023, 8.6% of young people aged between 16 and 29 have been following an apprenticeship  
During the 2022/2023 school year, 51% of individuals aged 14 to 29 were enrolled in education, representing approximately 15.7 million people

Apprentices in higher education have become the majority :

- 62% of apprentices in 2023
- Compared to 39% in 2017

Shift in Training Focus : In connection with this increase in higher education :

- Apprenticeship training programs are now more frequently related to services rather than production sectors.
- This trend reflects a significant shift in the landscape of apprenticeships, with a growing emphasis on higher education qualifications and service-oriented professions

## The main factors driving growth in apprenticeships at national level : The 2018 reform fundamentally transformed the governance and financing of apprenticeships

From a system managed by the Regions and subject to budgetary constraints, apprenticeships have been liberalized in both regulatory and financial terms : freedom to establish new training center for apprentices - CFA

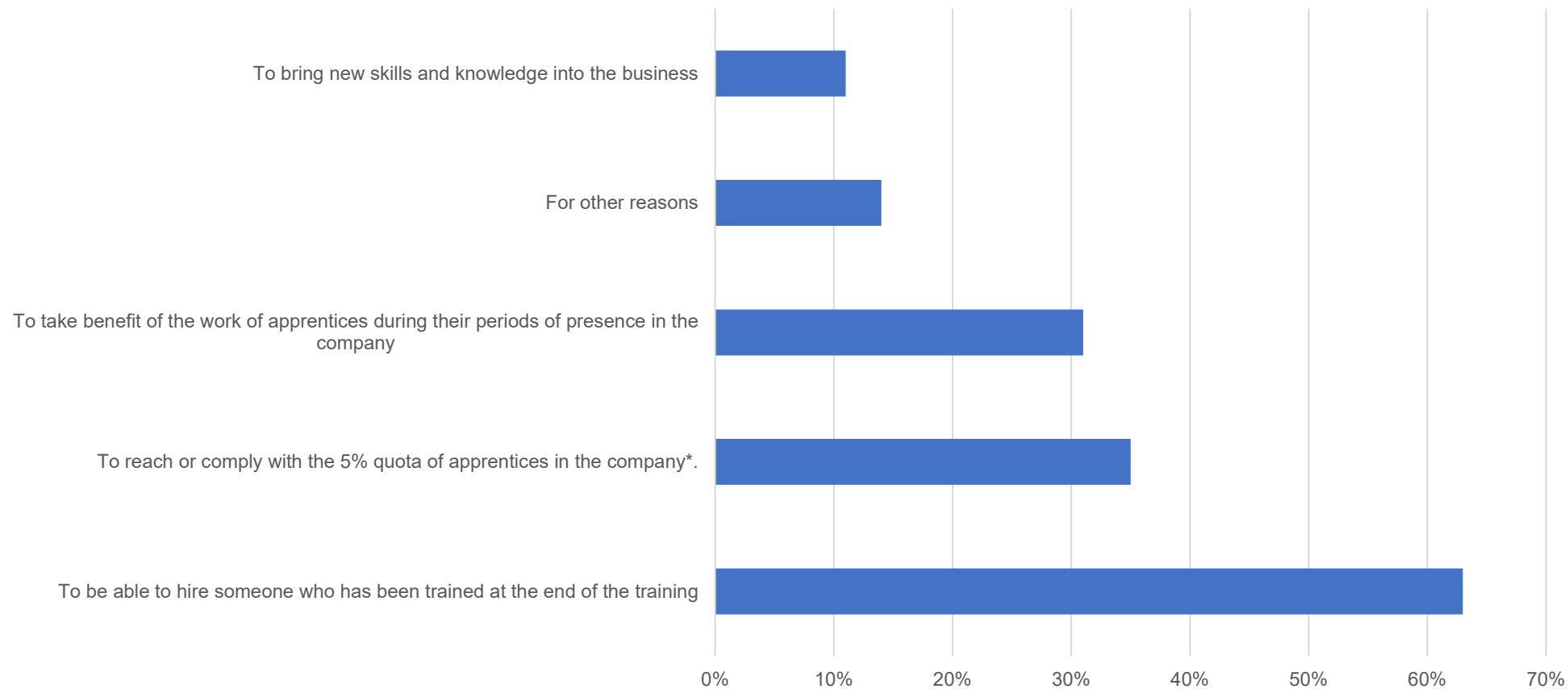
Funding of training center for apprentices - CFA- linked to contracts

Generalized extension of hiring subsidies - since the COVID-19 crisis

Extension of the age limit for entering into a contract to 30 years

# For employers, recruitment is not just about financial aid

For employers, the reasons for the increase



# Reasons Behind the Growth in Apprenticeships: The Apprentice Perspective : A Social mobility

In secondary education, apprentices are more likely to come from advantaged backgrounds compared to vocational high school students

In IUT (University Institutes of Technology) and professional bachelor's programs, the social background of apprentices is similar to that of students in traditional academic pathways

In master's programs, engineering schools, and business schools, apprentices tend to come from less advantaged backgrounds compared to their counterparts in academic pathways

After completing their training, apprentices integrate into the labor market more successfully than their peers from academic pathways, particularly in secondary education

## Apprenticeship as a Popular Choice : Apprentices highlight several advantages of this training model

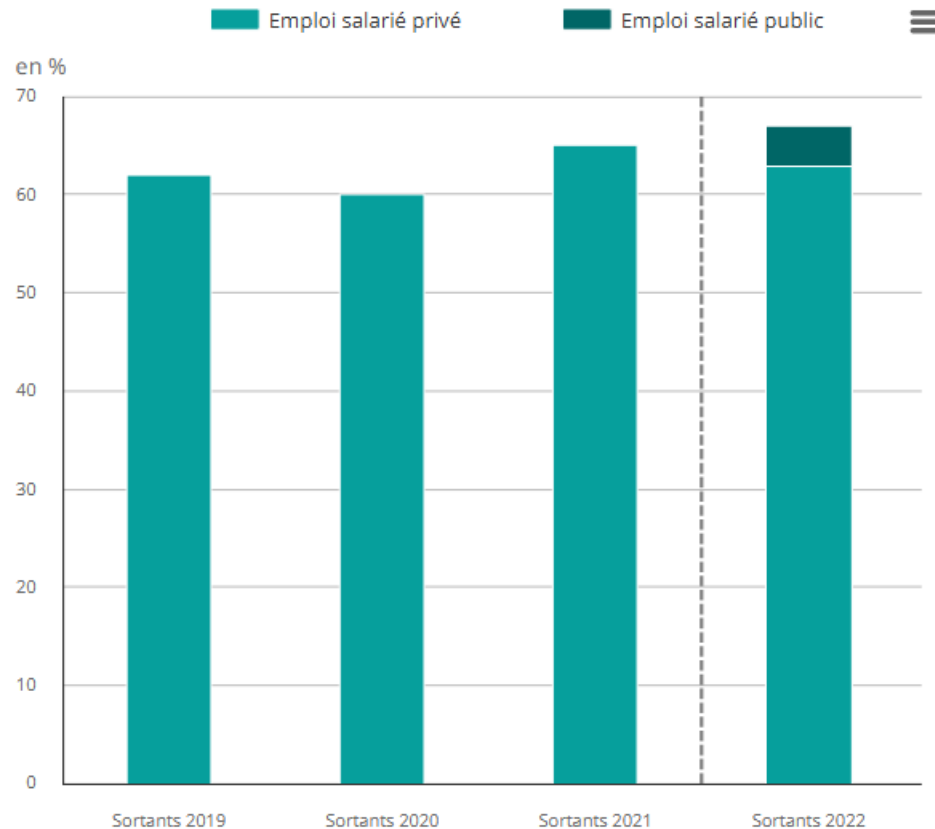
A practical approach to learning : Learning differently with immediate application of knowledge acquired during training

Financial benefits : Receiving a salary - as opposed to relying on student grants - provides greater economic comfort

Professional development : Taking on more significant responsibilities within the company, handling a wider variety of tasks, and progressively developing professionalism

Enriching experiences : Engaging in meaningful missions and gaining valuable professional experience

# Data on the integration of apprentices : Rate of paid employment after 6 months for apprentices who have completed their studies, by year of graduation



## Private Sector Employment Rates for Apprentices Graduating in 2021 at 6 and 24 Months

- High Insertion Rate : Among the 62% who are no longer in education the following year, 67% are in salaried employment

## Employment Type :

- 60% of the occupied jobs are permanent contracts : CDI - Contrat à Durée Indéterminée

## Comparison with Vocational School Students

- The higher insertion rates of apprentices compared to vocational high school students after training from CAP to BTS level can be explained notably by initially different profiles of young people from these two pathways

## Growth of apprenticeship in Healthcare sector



# OPCO Santé: An Overview



Sylvie Ussel Sonnet, Director of Services for OPCO Santé

# OPCO Santé: An Overview



The private health sector encompasses diverse activities: healthcare, social care, medico-social care, as well as elderly care, disability services, occupational health, and even spa therapy.

It represents 1,3 million employees.

OPCO Santé supports all these sectors to help employees train and keep up with evolving professions.

In 2024, OPCO Santé financed the training of over 600,000 employees in France.



Organizationally, OPCO Santé is a joint body. Although state-approved, employer federations and employee unions form our board of directors. The three professional branches grouped within OPCO Santé are:



The healthcare, social, and medico-social sector, representing about 69% of members. This sector primarily comprises non-profit private associations and foundations.



The private hospitalization branch, representing 29% of members includes hospitals, private clinics, senior residences, nursing homes, and spa therapy



The occupational health and prevention sector, commonly known as occupational medicine representing 2% of members

Initiative by Initiative by  
the Opérateur de  
Compétences Santé  
(Opco Santé)



**Objective:** To actively contribute to the development of apprenticeship across territories

**Means:**

- Promotion of apprenticeship as a pathway to the health sector
- Deployment of certifications created by the branches, such as the title of Master or Mistress of the house in the social and medico-social sector
- Prospective studies conducted by our observatory, which help inform policy decision-making
- Support provided to national joint employment commissions when determining the levels of coverage for apprenticeship contracts

**Results:**

- Establishment of a dedicated structure to promote and oversee apprenticeship development at the regional level
- Consideration of local particularities
- Involvement of key stakeholders in the sector

# Data on apprentices in healthcare sector

## Pre-2018 Reform Situation

- Prior to the 2018 reform, the health sector had a low number of apprentices :
- In Île-de-France, only 1,321 apprentices were recorded in this sector in 2019
- Nationwide, there were approximately 2,000 work-study contracts in the sector

**Post-Reform Growth :** The health sector has experienced significant growth in apprenticeships since the reform :

**Overall Increase :** By the end of 2023, the sector totaled at least 16,543 work-study contracts - apprenticeship and professionalization contracts

- **OPCO Santé Statistics**
  - The number of contracts concluded through OPCO Santé increased from **3,200 in 2019 to over 16,500 in 2023**
- **Public Hospital Sector**
  - ANFH (representing the public hospital sector) reported 4,422 apprenticeship departures in 2023
- **Sector Share in Professionalization Contracts - another work-linked contract**
  - Between 2016 and 2020, the health sector's share in the distribution of new professionalization contracts increased from 4.6% to 6.4%

**This substantial growth demonstrates the health sector's increasing adoption of apprenticeship programs, likely influenced by the 2018 reform and subsequent initiatives to promote work-study arrangements in healthcare**

## A sector facing a shortage of candidates

The shortage of human resources in the healthcare sector is a global crisis linked to insufficient training, poor working conditions, and a lack of incentive measures. All these factors contribute to driving healthcare professionals away from the regions where needs are most acute

For instance, in nursing assistant training programs, a decline in enrollment has been observed over several consecutive years (-6% between 2016 and 2018), as well as a sharp decrease in the number of applicants for entrance exams, which has dropped significantly since 2014 (-42%)

# The CFA du Social - AFRIS Paris Parmentier

Apprenticeship training in the social and medico-social sector :  
A pathway of excellence to develop professional skills  
and meet employers' needs.

By Alexandra MARIE-MOREAU, Head of the CFA du Social (Social Apprenticeship Training Center)

OECD Paris, 2 APRIL 2025.



## Who are we ?

### **AFRIS Paris Parmentier**

Non-profit organization specialized in social and medico-social intervention.

### **IRTS Parmentier**

Social work school with two Apprenticeship Training Units (UFA) in Paris and Melun.

### **CFA du Social**

Apprenticeship training center managing 9 programs in partnership with IRTS Parmentier and the St Honoré Training Unit.



# Creation of the CFA

1

**2020**

Creation of the CFA to strengthen the professional integration of young people.

2

**Certification**

Qualiopi certified, a mark of quality.

3

**Today**

Over 500 apprentices, 467 partner companies, and an 89% success rate in diploma completion.



# Our mission

## To promote apprenticeships

To develop apprenticeships in the social and medico-social sector

## To develop skills

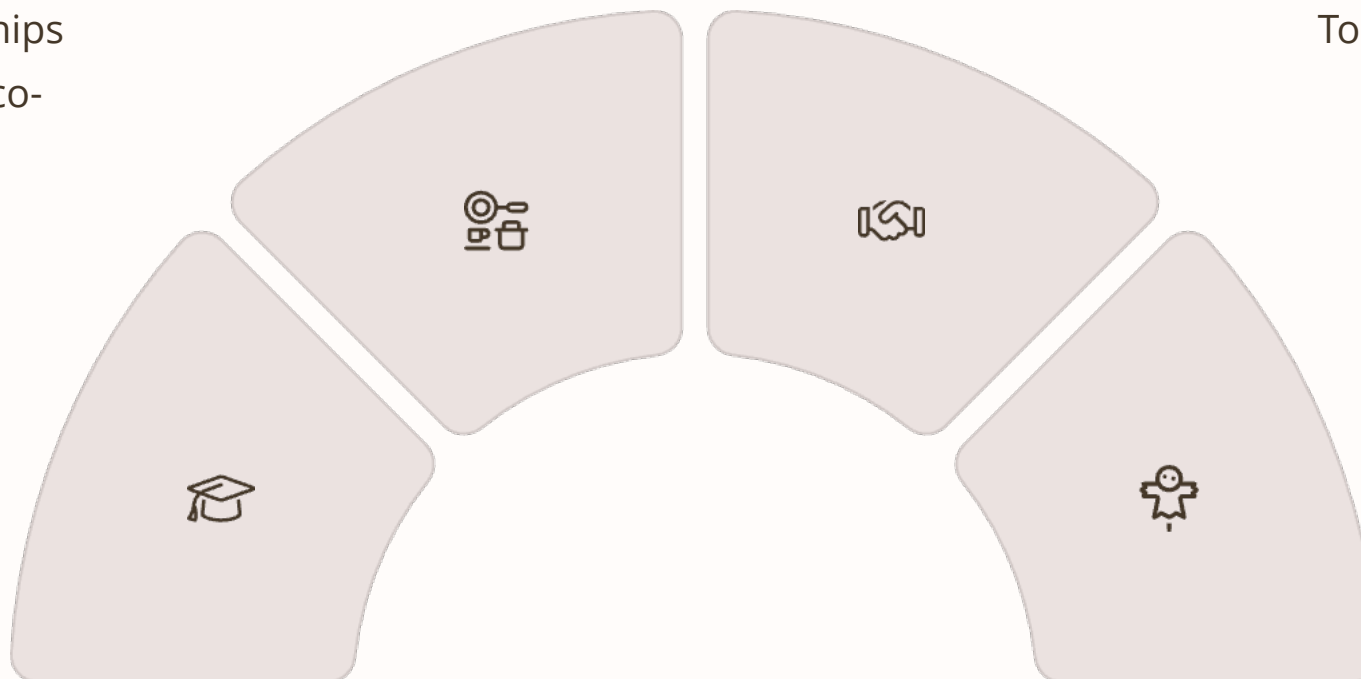
To train qualified and competent professionals

## To meet the needs

To fulfill the needs of employers in the sector

## To facilitate integration

To facilitate the professional integration of learners



# Our priority areas and initiatives for developing apprenticeships



# Support and Guidance



## Contract search

Support for candidates in finding apprenticeship contracts.



## Network of companies

Collaboration with a large network of partner companies.



## Personalized support

Individual follow-up tailored to the needs of each apprentice.





# Information on Apprentices' Rights and assistance



## Housing benefits

Information on available housing assistance programs



## Financial aid

Guidance toward appropriate financial resources



## Driving licence

Support for obtaining a driving licence



## Specialized assistance

Guidance toward disability advisors, psychologists, or social workers

# Securing apprenticeship pathways

## Preventing interruptions

Close collaboration with UFA to prevent apprenticeship contract terminations.

## Follow-up meetings

Arranging regular start-of-term and tutoring sessions.

## Attendance monitoring

Close monitoring of apprentices' attendance and engagement.

## Evaluation interviews

Carrying out initial interviews to assess needs and possible difficulties.



# Empowerment and initiatives

## Full-fledged stakeholders

Apprentices are considered responsible stakeholders in their training.

Their feedback is integrated into the improvement of our practices.

## Civic responsibilities

Raising awareness of civic and social responsibilities.

Engagement in actions such as blood donation.

## Support for innovations

Encouragement of initiatives and innovative practices.

Promoting commitment, independence, and personal growth.

# Innovative practices of partner UFAs



## Integration day

Fun and participatory activities to strengthen social skills (at IRTS Melun).



## Meeting led by apprentices apprentices

Facilitation of mentoring meetings by apprentices (at IRTS Paris).



## Solidarity library

“Book swap” created by the apprentices (at IRTS Paris).



## Learning in a real-world context

Field projects, study trips, and international immersions.



# Results and satisfactions

**96%**

## Recommendation

Respondents recommend the CFA du Social and its UFAs.

**11%**

## Pursuing further studies

Graduated apprentices continue with apprenticeships.

**81%**

## Professional integration

Respondents have a job three to six months after completing the training.

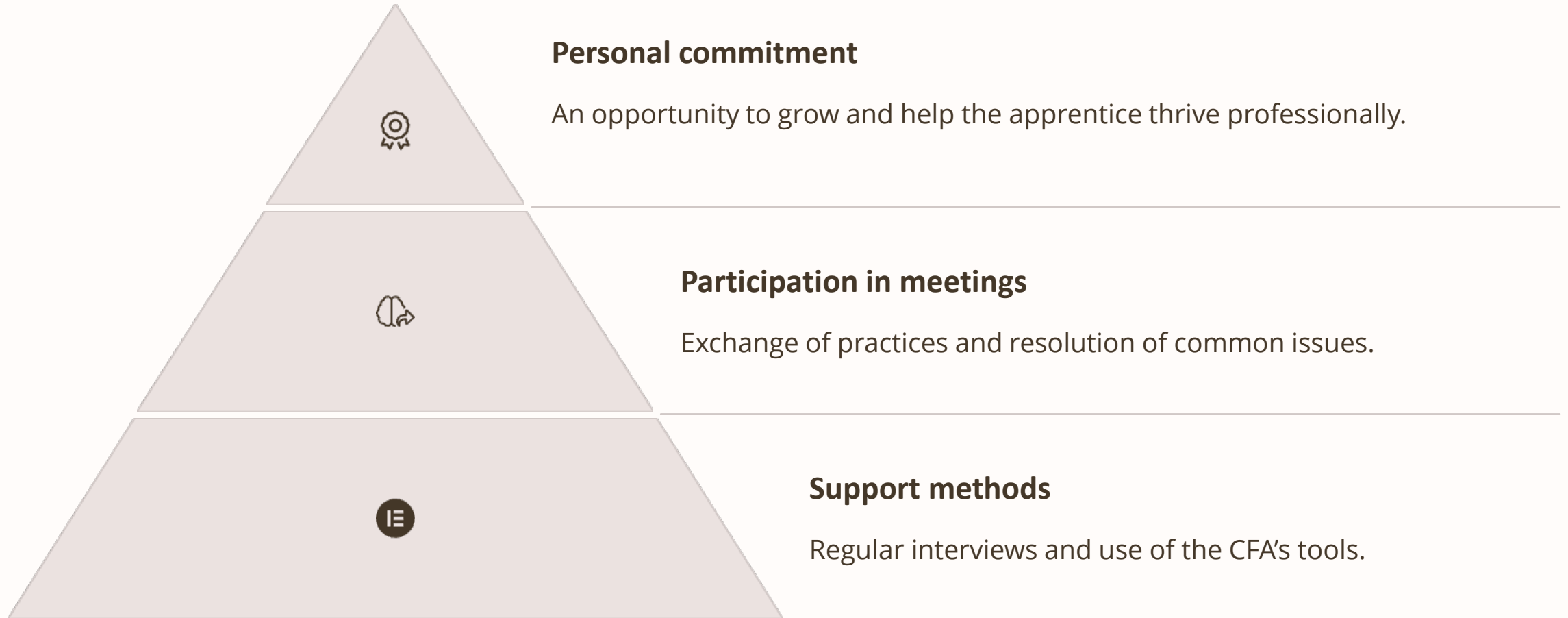


# Transmission at the heart of our approach



Like Prisca SUNKOLEEA, our former apprentices become apprenticeships supervisors. They perpetuate our commitment to transmission and excellence in the social sector.

# Testimony : Prisca SUNKOLEEA, apprenticeship supervisor



# Others initiatives

Mr Romain Pigeaud

# A success story : the CFA CERFAH



## What markers of success?

- Between 2020 and 2024, the Apprentice Training Center (CFA) increased from **300 to 1,000** apprentices across all trades, with 176 nursing apprentices in 2024

## What factors contribute to success ?

- Having reflected on the teachings and roles of various partners, particularly businesses
  - Not having simply overlaid existing pedagogical frameworks
  - Welcoming apprentices, most often in the second year of the training programme
  - Strong demand from private employers in the healthcare sector and nursing homes, and from public employers for early childhood and hospital care

## What are the advantages for the young person ?

- Better integration into the service, familiarity with colleagues, a salary, supplementary training, facilitated job placement, personalised monitoring
- The apprentice benefits from three levels of supervision : the apprenticeship master at the employer's premises, the CFA within the framework of their training, and advisors responsible for enhanced monitoring of apprentices to prevent and regulate difficulties in work, training, and social life

Initiative by the  
sanitary, social, and  
medico-social sector  
branch (3SMS)

**Objective:** To strengthen employment policies  
through apprenticeship schemes

**Means :**

- Agreement on training and skills development
- Goal to double the number of apprentices within three years
- Target post-apprenticeship recruitment rate of 50%
- Apprentice remuneration exceeding the statutory minimum

**Results :**

- Commitment of social partners to promote recruitment and improve living conditions of apprentices

Initiative by the  
Direction Régionale de  
l'Économie, de l'Emploi,  
du Travail et des  
Solidarités (DREETS)  
Auvergne-Rhône-Alpes



**Objective:** To stimulate territorial dynamics for the construction of apprenticeship pathways

**Means:**

- Implementation of exemptions for access to diplomas from the Ministry of Health
- Creation of streamlined pathways towards nursing assistant or social and educational support worker diplomas

**Results:**

- Facilitated access to training in the healthcare sector via apprenticeship
- Expansion of the pool of potential apprentices

Initiative by the  
Normandy Region



**Objective:** To offer more flexibility in training start dates

**Means :**

- Coordination of staggered training start dates throughout the year for Instituts de Formation en Soins Infirmiers (IFSI)
- Anticipated extension of the model to nursing assistant training programmes

**Results :**

- More accessible apprenticeship that is responsive to labour market demands in the healthcare sector

Initiative by the Centre  
de Formation  
d'Apprentis (CFA)  
Adamss



Objective: To enhance alternating training and mentorship of apprentices

Means:

- Creation of dedicated classes for apprentices
- Revision of the training programme for apprenticeship mentors
- More concise formats tailored to needs

Results:

- More structured approach to alternating training
- More relevant mentorship of apprentices by their supervisors
- Increased attractiveness and effectiveness of apprenticeship in the sector

## Positive and critical findings



# Benefits of Apprenticeship Expansion in Healthcare :

## Effective Recruitment Strategy

- Apprenticeships have proven to be an **effective way to diversify recruitment channels** and **strengthen teams** in a sector facing significant labor shortages. This approach attracts **new profiles** to healthcare professions

## Successful Skills Transfer :

- Apprenticeships facilitate the **successful transfer of skills** and the **transmission of professional culture** ....

## Financial Accessibility for Trainees :

- For young individuals, apprenticeships offer the opportunity to **train while receiving remuneration**, making often lengthy and costly training programs more accessible ....

## Improved Professional Integration and Retention :

- Apprenticeships promote **rapid professional integration** and better **retention of future employees** .... Recruiting apprentices trained within the sector has shown to be effective in workforce retention.

## Pedagogical Innovation :

- The increase in apprentices has spurred a **positive dynamic in pedagogy**, encouraging **innovation and renewal** in training programs ....

## Social Mobility :

- Apprenticeships can act as a **social elevator** and lead to better job market integration compared to traditional educational pathways.

## Meeting Employer Needs :

- Apprenticeship is a crucial solution for employers to meet **evolving skill requirements and labor shortages**....

# Challenges of Apprenticeship Expansion in Healthcare :

## Alignment with Training Culture :

- Apprenticeship does not always **align easily with the traditional training culture** of the healthcare sector

## •Training Schedule Challenges :

- Constructing a **training schedule that balances time in the workplace and training center** can be difficult for employers ....
- **The absence of a binding service commitment (where trainees agree to work for a certain period after training) is a challenge for employers...**

## Adaptation of Training Frameworks :

- The **adaptation of training frameworks** to the specificities of apprenticeships is an ongoing process ....

## Mobilization and Recognition of Mentors :

- **Mobilizing and adequately recognizing the role of apprenticeship mentors** remains an important issue ....

## Residual Obstacles :

- **There are residual obstacles to apprenticeship for certain certifications, sometimes due to age limits or incompatible regulatory frameworks ....**

## National Costs of Apprenticeships:

- The **public expenditure dedicated to apprenticeships** was estimated at **€15.3 billion in 2023-24**
- This includes **employer contribution exemptions (€5.7 billion)** and **unemployment insurance expenses (€770 million) ....**
- The **unit cost of an apprentice** amounted to **€19,263 in 2023**, covering pedagogical costs, aid to the apprentice and company, and structural costs.
- The **cost of apprenticeship can be higher than other training pathways** for the same qualification, leading to **financial criticisms** of the 2018 reform ....
- The government has implemented measures to **reduce these costs**, such as decreasing hiring bonuses for employers in 2025

**In conclusion, while the expansion of apprenticeships offers a significant opportunity to address staffing needs and enhance training in the healthcare sector, careful consideration of organizational and financial challenges, particularly at the national level, is crucial for its long-term success and optimization**