



**MINISTÈRE
DU TRAVAIL,
DE L'EMPLOI
ET DE L'INSERTION**

*Liberté
Égalité
Fraternité*

**Délégation générale
à l'emploi et à la
formation professionnelle**

**UPDATING THE EU GUIDELINES FOR VALIDATION: MAKING VALIDATION A REALITY IN EUROPE
30TH NOVEMBER 2021**

**WORKSHOP B : MAKING VALIDATION A REALITY FOR INDIVIDUALS
INDIVIDUAL LEARNING ACCOUNT IN FRANCE**



1. The « Compte personnel de formation » (CPF) : overview

A. What is it ?

Individuals acquire training rights all along their working life. All the working population is concerned. **The scheme attaches training rights to individuals, regardless of their status** : fixed-term contracts, atypical forms of employment, discontinuous careers, multiple periods of unemployment.

Acquire rights



All along the working
life



All workers



Objective : put individuals at the center of the training choices, to maintain his/her employability and to secure his/her professional career.

1. The « Compte personnel de formation » (CPF) : overview

B. A renovated and redesigned account since the 2018 reform (1/2)

The CPF was created in 2015 and revised by the **2018 law for the freedom to choose one's personal future** (*loi pour la Liberté de choisir son avenir Professionnel du 5 septembre 2018*).

An individual account and rechargeable in euros for training



Mobilization of rights for eligible training



Eligible courses offered by training organizations must lead the person towards certification

The rights registered on the account remain acquired



Even in the event of a change of employment status or loss of employment of the holder

1. The « Compte personnel de formation » (CPF) : overview

B. A renovated and redesigned account since the 2018 reform (1/2)

When the rights accrued are insufficient, the holder may participate in the financing



Purchase via the internet or mobile apps



Functionality planned for autumn 2019

1. The « Compte personnel de formation » (CPF) : overview

C. A simplified governance with the 2018 law through two public bodies

France Compétences	Caisse des dépôts
<p><u>The certifications and the eligible titles</u> Registration and update of eligible certifications of the various certifiers</p> <p style="text-align: center;"></p> <p>Further details in the part 2 of the presentation</p>	<p>Managing the account holders From the registration of the holders to the choices of training courses and their financing.</p> <p>Referencing the catalog of training offers Managing the catalog of eligible certifications of training organizations and payment</p> <p>Managing « mon compte formation » Management of “mon compte formation” on all digital media</p>

1. The « Compte personnel de formation » (CPF) : overview

D. Key figures (1/2)

Number of personal training accounts activated since 2015 : **18 millions** (Number of persons within the labor force : 38M).

500 000 account activation each month (even during the lockdown and the COVID19 crisis)

3,4 millions website visits by month

1. The « Compte personnel de formation » (CPF) : overview

D. Key figures (2/2)

Top 5 training choices

1. Modern languages, foreign and regional civilizations



2. Computer science, information processing, data transmission networks



3. Transport, handling



4. Development of social integration and reintegration skills



5. Security of property and persons, police, surveillance (including health and safety)



2. ILA : for what certifications ?

France Compétences registers and updates two directories of **professional certifications** :

- 1. professional certifications, registered in the **national registry of professional certification (RNCP - Répertoire national des certifications professionnelles)** for the validation of acquired skills and knowledge necessary for the exercise of professional activities
- 2. A specific registry

2. ILA : for what certifications ?

Individuals can use their ILA to fund :

- professional certification registered in the RNCP
- an attestation of validation of a block of skills within a professional certification (RNCP)
- a certification or accreditation registered in the specific register (RS)
- actions enabling the validation of acquired experience (VAE)
- skills assessment
- training actions for creation or taking over of companies
- driving licence

3. How the individual accounts are funded ?

1. The mandatory contribution

The mandatory contribution paid by employers

2. Individuals

They can participate to the funding if their account are insufficient (digital friendly: credit card online)

3. Additional funding

Possibility of tops-ups **by the private firms** is a new opportunity launched in 2020. It is a result of **social dialogue and collective decisions** within each firm.

4. Results : increase of the participation in training

Participation of older and low-skilled workers in training have improved

- 35% of users are jobseekers
- 20% are over 50 years old
- 73.3% among low and medium qualified

Possible explanations:

⇒The easier the tool is to use, the more it facilitates access to training for all audiences.

⇒Autonomy reinforces the incentives and interest of people for training



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THANK YOU FOR YOUR ATTENTION!

