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European Centre for the Development
of Vocational Training

Apprenticeships for adults through the professionalisation contract

FRANCE



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The regulatory framework

2 types of alternance contract

combining periods of training and periods in the company

- The apprenticeship contract for young people from 16 to 29 years old
→ to prepare a diploma in the initial education
- **THE PROFESSIONALISATION CONTRACT**
to prepare a certification in the continuing training
→ **integration or reintegration into employment**
for young people from 16 to 25 to complete initial training
for JOBSEEKERS AGED 26 AND OVER
for RECIPIENTS OF SOCIAL MINIMA

beneficiaries

The professionalisation contract

recruitment level = all levels of qualification

but targets categories of adults generally low-skilled
job seekers registered for more than a year
beneficiaries of social minima

To acquire a vocational qualification

the list is wider than in apprenticeship

- ❖ vocational diploma
- ❖ professional certification of the Labour ministry ↘
- ❖ certification created and issued by a branch ↗
- ❖ vocational qualification recognised in a sectoral agreement

Remuneration

It varies according to the AGE

(and the initial level of qualification for the young people)

For example

if jobseeker 26 and over with a qualification < level 4

→the minimum wage

= monthly net 1 330€

or 85% of the conventional minimum wage if more favorable

Funding

The contract can be concluded with all private employers
subject to the contribution for the vocational training

WAGE → employer

TRAINING COSTS → the joint financing body of the branch on which the company depends

The amount varies according to the branch

*In most cases, the operator finance the full costs of training.
Some branch finance tutor training and bonuses*

Fixed term or open-ended contract

- **fixed term contract** (84% of the contracts in 2021)
 - 6 to 12 months**
 - extended to 24 months by collective agreement**
 - or 36 months for some vulnerable public**
- If open-ended contract
 - the 1st phase is called the period of professionalisation

Some characteristics

- ❑ **TRAINING TIME** included in **working time** between **15% and 25%** of the duration of the contract or the professionalisation period
It cannot be less than 150 hours

A sectoral agreement may extend to more than 25% for certain groups (recipients of social minima) or for certain qualifications.

- ❑ **provided by a training body or by the company** if it has a training service
- ❑ **The employer must appoint a TUTOR** with at least 2 years of professional experience relative to the prepared qualification for 3 employees maximum in contract of professionalisation or apprenticeship contract

Figures : number of new contracts signed

the number of professionalisation contracts decreases ↘

235 000 in 2018 ↘ 121 000 in 2021

Profile of new beneficiaries in 2021

jobseekers ↗ + 10,8 points

slight majority of men 52%

slightly less graduate : 12,5% have no diploma or professional qualifications

older ↗ 45% over 25 (26% in 2018)

Figures : new contracts signed by age

age	2019	2020
16	0.3 %	0.2
17	1.3	1
18	4.7	3.8
19	7.1	5.8
20	11.2	8.9
21	12.8	10.4
22	12.4	11.1
23	10	9.4
24	7	7
25	4.8	4.9
26-44	24.2	31.4
45 and more	4.3	6.1



The incentives

For low skilled adults and companies

Incentives

FOR THE BENEFICIARY

to be an employee with a salary + free training + certification

FOR THE COMPANY

- certifications in line with the needs of the company
- exemption from employers' social insurance contributions
- beneficiary 45 and over = recruitment subsidy 2 000€ (State)
- job seeker 26 and over = 2 000 € (public employment services)
- young jobseekers < 30 = same financial incentives as apprenticeship
 - = 5 000 <18 years old and 8 000€ >18 years old
- long-term jobseekers >30 years old = 8 000€



Strengths and weaknesses

Strengths

helps to reintegration into employment through long training periods
average 12 months

meets the short-term needs of businesses
in a context of labour shortage

access to shorter training
increasingly used for

- ↗ vocational certificates (12% in 2018 20% in 2020)
- ↗ qualification recognized by a national collective agreement

strengths

→ an **EXPERIMENT** until 31 dec 2023 concerns mainly the **CERTIFICATIONS**

The contract can be concluded **for the acquisition of competences defined between the employer, the funding joint body of the branch and the beneficiary**

*For ex **to obtain one or more skills blocks** = homogeneous sets of skills contributing to the autonomous exercise of a professional activity and which can be evaluated and validated*

⇒ employability in the short term and **1st step towards certification**

⇒ for those furthest away from the labour market

⇒ periods of practical training could be taken into account for the validation of non formal and informal learning

evaluation committee with the State, the social partners, the skills operators

weaknesses

- **Main weakness : Employees are excluded and are too old for apprenticeship**
- Less known than apprenticeship contract by the employer and the jobseekers
- the apprenticeship contract has become too competitive so the financial incentives have been harmonised

Thank you



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