TCR France – Challenges

Matteo Sgarzi, Céreq (France)
CEDEFOP TCR France outline

- **Objective**: to shed light on the transposition in France of the European Recommendation (2016/C484/01) on "Skills development pathways: new opportunities for low-skilled adults".

- Analysis priorities:
  - Reach out and (re)mobilising low-skilled adults, their access to and use of support services and schemes
  - Support for low-skilled adults, particularly in its **individualised and formative dimensions**.

- Cross-cutting issues:
  - Coordination between stakeholders, services complementarity;
  - Financial and non-financial support.

A VISION FOR THE FUTURE
#UpSkillingPathways
A look to research protocol implemented

Surveys Calendar:

November 2023

January – April 2023

January – April 2022

MACRO PHASE
National Stakeholders
1 workshop
Unions, employers org.,
professional org.
Government agencies

MESO PHASE – Providers’ managing bodies and other stakeholders of the regional ecosystem (authorities, joint bodies, PES, and more)
41 interviews (individual or collective) with 70 key persons having steering and management responsibilities

MICRO PHASE – Services and schemes providers
3 regions;
4 Schemes observed;
78 interviews with field guidance advisors and counsellors
225 questionnaires collected among beneficiaries

CEDEFOP
How UP is implemented in France

- EU UP recommendation echoes the following French legal framework:
  - Complemented by the Post-Covid Recovery measures for the French economy (Plan Relance) through its component dedicated to training and employment.
Since 2022, a vast ongoing project of PES reform

- 2022. Establishment of an **High Commissioner for “employment end enterprises commitment”**
- November 2023. promulgation of the **Law for the “full employment”**
- January 2024. Establishment of **France Travail** and the new **network for employment** federating all PES plus additional stakeholders
Challenges

- Outreach challenges
- Funding issues
- Challenges affecting counselling and guidance professions
- Companies' contribution to upskilling
- National ecosystem(s) governance and coordination
- National Policy trends
Identifying and encouraging the less qualified adults

- How to reach out to the less qualified unemployed adults?
  - Many individuals are stuck in a “invisibility” condition
  - They cumulate multiple obstacles and everyday urgent problems.
  - A part of this population is unable to work (at least in the short run)

- How to reach out to the less qualified adult workers?
  - Information on upskilling instruments not enough promoted internally in companies
  - No specific upskilling policy dedicated to low skilled workers
  - Weak involvement of low skilled workers in upskilling activities
Funding issues

- Trends observed for low-skilled qualified adult jobseekers:
  - Wealth of funding (increase and diversification)
  - A boost to developing innovative practices (particularly in outreach)
  - Lack of coordination among stakeholders
  - Competition among old and new providers for beneficiaries sourcing

- Trends observed for adult workers:
  - New mechanisms for distributing resources affecting joint organisations capacities
  - Difficulties in scaling up
  - Little targeting of the less qualified and lack of funding for actions impacting less qualified workers
Challenges affecting counselling and guidance professions

- The "market logic" have an impact on structures delivering upskilling support and public funded services
  - Staff Turnover
  - Diversification of services, funding and target public
  - In-house diversification vs pooling resources among different entities

- Upskilling jobs undergoing change
  - Individualised support requires to broaden competences
  - Complementarity vs hybridisation of skills and professions
  - “generalist” professionals and “specialist” professionals
  - Tight cooperation with social and medico-social professionals at local level
Companies' contribution to upskilling

- **Recruitment shortage issues** make companies more inclined to open up to the less qualified adults
  - pressure vs. opportunity (ambivalent opinions)
  - What form of cooperation with PES and guidance providers?

- **Institutional and financial context less conducive to company-based upskilling**
  - short-term HR concerns
  - Upskilling strategies to be financed on top of compulsory tax contributions (except for SME's)
  - Huge emphasis on youth apprenticeship rather than adult upskilling
System governance and coordination among stakeholders

- Persisting asymmetries
  - State action goes in parallel with the Regions’ guidance and training charges (overlapping risk)
  - Blurring of boundaries between Regions (guidance and training policies) and sub regional authorities (social policies)
  - Multiplication of coordination initiatives, each one “according to its own perspectives and interests”.
  - Chaotic framework on the ground
  - The regional steering body (CREFOP) barely matches its ambitions to be a place of co-construction and coordination between all stakeholders

- Fragmentation of entities and schemes supporting adult workers upskilling/reskilling
  - New redistribution of tasks among old and new stakeholders
  - Need to forging new links and share resources
  - Limited budget interoperability among specific instruments
Current policy trends present challenges

- **Top-down approaches** having an impact on the way things are done at local level
  - Focus on quantitative targets and appraisal

- A "**focus on employment**" which can have an impact on upskilling and social support of the most vulnerable adults, requiring longer periods of support (e.g. social revenue subsidies recipients)

- Federating all PES into new **France Travail network**, generates uncertainties and tensions among involved stakeholders
Thank you

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Matteo Sgarzi
matteo.sgarzi@cereq.fr