



# TCR France – Challenges

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# 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.



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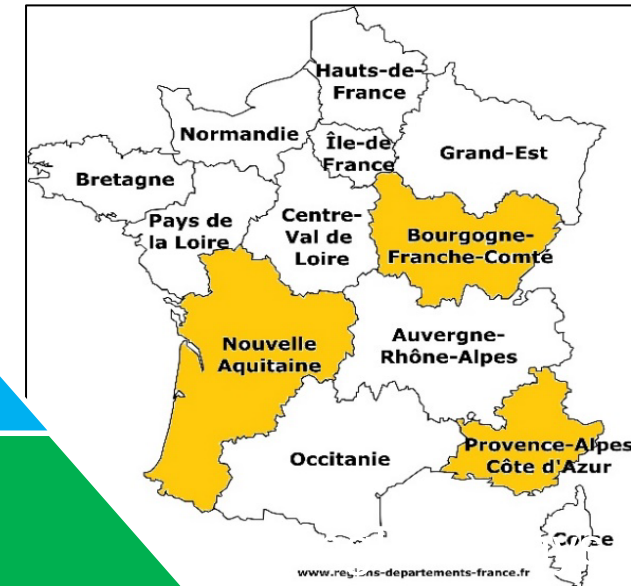
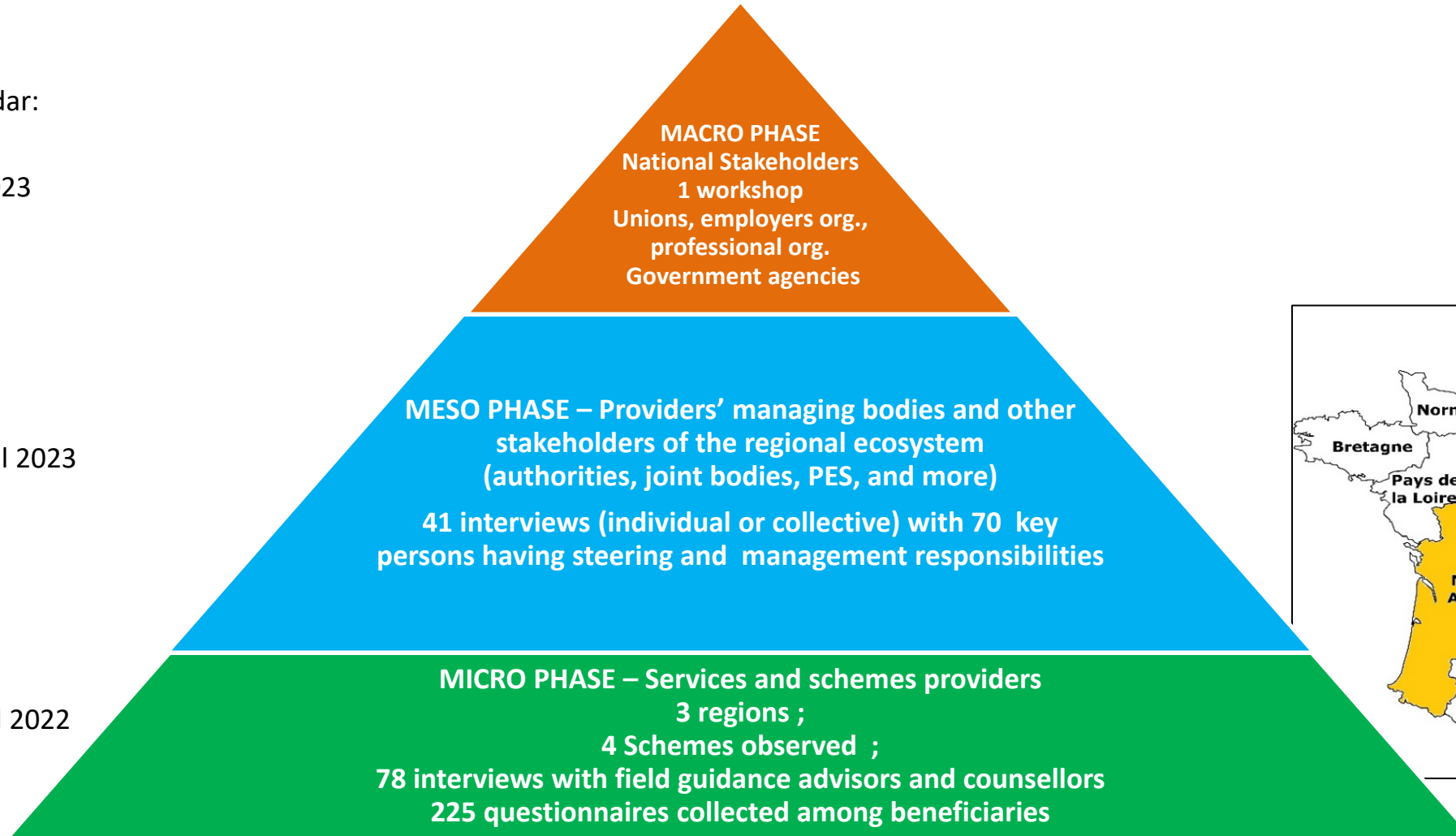
# A look to research protocol implemented

Surveys Calendar:

November 2023

January – April 2023

January – April 2022



# How UP is implemented in France

- EU UP recommendation echoes the following French legal framework:
  - **Law 2018-771, 5 September 2018,**  
“Freedom to choose one’s own professional future”
  - **Main financial instrument : Skills Investment Plan 2018-2022**  
(*Plan d’Investissement dans les Compétences – PIC*)
  - Complemented by the Post-Covid **Recovery measures for the French economy (Plan Relance)** through its component dedicated to training and employment.



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## 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

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# Challenges

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



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# 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



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# 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



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# 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



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# Companies' contribution to upskilling

- **Recruitment shortage issues** make companies more incline 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



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# 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



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# 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

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# Thank you

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