

PERSONAL TRAINING ACCOUNT AND CAREER ADVISORY PROCESS IN FRANCE

Graziana BOSCATO

graziana.boscato@ac-strasbourg.fr

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Personal Training Account
(*Compte Personnel de Formation, CPF*)



Career advisory
process
Career Transition
Counselling (*Conseil en
évolution
professionnelle, CEP*)



Context: challenges of globalization, job transformations, new challenges for vocational training...

- 50% of jobs will be profoundly transformed in the next ten years: investment in skills, national necessity → Renovation of the social model, creation of new rights for citizens...
- New Law to ensure access to knowledge and skills for all citizens “*Loi pour la liberté de choisir son avenir professionnel* » (September 2018)
- CVET was complicated → reform. Vocational training is a major tool at the disposal of all working people: employees, self-employed, company managers or job seekers. It allows you to train throughout your professional career, to develop your skills and access employment, to stay in employment or to change jobs.
- → A right to vocational training and guidance for every individual

Law for the freedom to choose one's professional future

- This law has profoundly changed the landscape of vocational training and apprenticeship:
 - it changes both **the governance** of the system and **the interaction of actors** between them.
 - it is addressed to **each person** in their particularities and professional choices in order to **support them effectively on the job market**
- The law carries the ambition that everyone should be able to fulfil **himself** in his professional life. To achieve this: it's necessary **remove the obstacles** and **discrimination** that persist in our country and needs the creation of **new rights** for everyone. So that they can **choose** their professional life throughout their career

Objectives of the Law

- **to develop and facilitate access** to training, based on people's initiatives and needs, in a spirit of equity and professional freedom, within a collectively organized and financially viable framework
- to increase companies' **investment in the skills** of their employees, by significantly simplifying the institutional and regulatory framework and developing social and economic dialogue. This investment must by definition be inclusive: the legislative framework will simplify and adapt employment integration tools for the most vulnerable target populations, including workers with disabilities.

The law aims to enable all members of the working population to actively shape their professional careers:

- by allowing uninterrupted access to training, thanks to the new CPF (Personal Training Account) application
- by enabling all those who so wish to benefit from free and personalized professional development advisory services
- by allowing individuals to evolve in their careers and adapt to changes in the world of work, and to access re-skilling

Impact of the Law

Creation of the agency *France Compétences*

It is reforming:

- apprenticeship
- vocational training: reforming funding mechanisms; establishing a dis-intermediated' training system
- the personal training account scheme (*Compte Personnel de Formation*, CPF), in place since 2015, has been at the center of the reform
- Career advice and guidance services for employees shall be developed through the improved Career transition counselling (*Conseil en évolution professionnelle*, CEP)

It also includes measurements on:

- the extension of unemployment insurance
- gender equality
- the employment of people with disabilities
- the fight against fraud in detached work

Personal Training Account

- It makes it possible to acquire **training rights** that can be mobilized throughout one's professional life. It has a universal vocation and is aimed at all working people. It is attached to **the person** and not to the employment contract or status: the person can acquire rights, without time limit.
- The ambition of the Personal Training Account (CPF) is to contribute, at the initiative of the individual, to **maintaining employability and securing the professional career path**.
- One of the major innovations of this training reform is the transformation of the Personal Training Account (CPF) into **euros**.
- The euro credits recorded on the account remain fully vested for the person in the event of a change in status, professional situation or loss of employment, regardless of the reason for termination of the employment contract.
- Another new feature will be that employees will be able to purchase their training directly via a **mobile application** managed by the *Caisse des dépôts et consignations (CDC)*.

Personal Training Account: for which training courses?

For all active people, are eligible:



- actions to validate prior experience (*VAE*)
- the skills assessment (*Bilan de compétences*)
- training activities provided to business creators or purchasers (to ensure the sustainability of an activity)
- the preparation of the theoretical test and the practical test of the driving licence.
- For public servants, eligible training courses are those listed in the training catalogues of public employers or offered by private organizations.
- For a training course to be eligible for the Employees' Personal Training Account (CPF) since 1 January 2019, it must be sanctioned either
 - by a professional certification registered in the National Directory of Professional Certifications (RNCP)
 - by a certificate of validation of a block of competences forming part of a professional certification registered in the National Register of Professional Certifications (RNCP)

Personal Training Account, in brief...

- The new scheme
 - 500 €/ year => 5 000 € - 8 000 € for least qualified
 - Eligible trainings: **training programs leading to a qualification**, skills audit, support for entrepreneurship, preparation of driving licence, ...
 - A digital application to directly sign up
- Rationale: place the individual at the heart of the system
 - Monetisation: lisibility of the rights to training
 - Direct access to the rights to training (no more intermediaries)
- Strengthening Career transition counselling :
« *Conseil en évolution professionnelle* » (CEP), free guidance service for all (employees + jobseekers)

Previously: 24h / years => 150 h

Previously:
- 6 lists managed by social partners, eligible actions were different depending professional branches and regions
- Possibilities for funding often exceeded the amount of hours

Previously:
The funding for employees was managed by the OPCAs (joint approved collecting bodies)



New governance



- Created on 1 January 2019, *France compétences* is the **only** national governance body for vocational training and apprenticeship.
- It is created as a **public administrative establishment** with legal personality and financial autonomy, placed under the supervision of the Ministry in charge of vocational training.
- Its strategic orientations are defined by a **quadripartite governance** composed of the State, the Regions, trade union organizations of employees and employers representative at national and inter-professional level, and qualified personalities.

New governance



Its task is to ensure the **financing, regulation, monitoring and evaluation** of the vocational training and apprenticeship system, and **to promote the development of skills**, the acquisition of **qualifications** and **equal access** to vocational training for all workers.

www.francecompetences.fr

Its activities:

- establish and guarantee the relevance of qualifications: updating the National Directory of Professional Qualifications (*RNCP*) and the certifications and accreditations of the specific directory
- identification of evolving or emerging professional certifications;
- integration of new professional skills.
- regulate the quality of training activities;
- regulate the costs and rules of care for public funders;
- contribute to the public debate;
- organize and finance Career Transition Counselling (*CÉP*);
- allocate all vocational training and work-study funds.

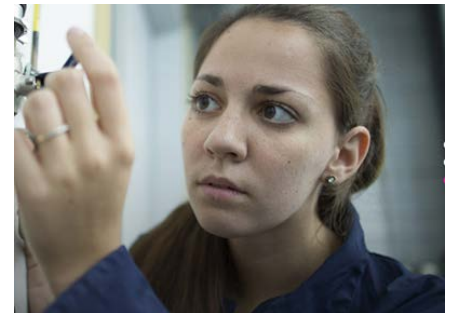
Career Transition Counselling: for whom?



- A new right: a **free, confidential service** and **professionals** who support the applicant in complete confidentiality.
- For each asset, it provides an opportunity to **review** his or her **professional situation** and, if necessary, initiate a professional development process.
- Its aim is to **promote** the evolution and security of the courses.
- It aims to **increase** its **skills, competences and qualifications**, in particular by facilitating its access to training.
- *France compétences* organises and finances the CEP for all employed workers (excluding public employees). To this end, it selects regional operators via a public contract.



www.mon-cep.org



Career Transition Counselling



- Employees are **informed** by the company of the possibility of using Career Transition Counselling, particularly during the professional interview. It is not necessary to obtain the employer's agreement to benefit from the CÉP.
- The **support of the person** in the context of professional development advice is provided on a free time basis, and a branch or company agreement may provide for the conditions under which this can be mobilized in terms of working time.
- Depending on the person's situation, he or she contacts one of the **CÉP operators** provided for by law

Career Transition Counselling



The service offer, structured on two levels, is tailored to the person's situation and project

An individualised reception	A personalised advice
<p>which should enable the beneficiary to analyse his professional situation, to decide whether or not to continue with his actions and to identify the actors likely to help him.</p>	<p>which is part of a dynamic process, must enable the beneficiary:</p> <ul style="list-style-type: none">- to clarify its request and define its priorities- to identify transferable skills for professional mobility and/or skills to be acquired to support professional development (training needs)- to identify jobs corresponding to the skills acquired;- define his/her professional project and assess its feasibility in the light of the opportunities identified (strategy)- for the implementation of his project, which consists in establishing and monitoring the progress of an action plan.

A single website to learn about his rights and follow his professional career :

www.moncompteactivite.gouv.fr

The screenshot shows the website's header with logos for the French Republic, 'monCompte activite.gouv.fr', and 'mon CompteFormation'. Navigation links include 'FAQ', 'CONNEXION', and 'MENU'. The main banner features the text 'Un seul site, un accès plus facile pour vos droits à la formation' and a large image of a hand. Below the banner is a navigation bar with four colored buttons: 'Mon Profil' (teal), 'Mon Projet professionnel' (purple), 'Ma Formation' (red), and 'Mes Droits à formation' (blue). Each button includes an icon and a link to 'En savoir plus'.

- Je complète mon parcours
- Je renseigne mes compétences
- Je fais un test de personnalité

- Je crée et j'enrichis mon projet
- Je consulte ma galaxie des métiers
- Je recherche un métier
- Je recherche une offre d'emploi

- Je veux me former : que dois-je faire ?
- Je recherche une formation
- J'accède à mes dossiers de formation

- Je consulte mes droits :
 - Mon CPF (compte personnel de formation)
 - Mon CEC (compte d'engagement citoyen)
 - Mon CPP (compte professionnel de prévention)

More information

- <https://travail-emploi.gouv.fr/formation-professionnelle/droit-a-la-formation-et-orientation-professionnelle/CEP>
- <https://travail-emploi.gouv.fr/grands-dossiers/formation-je-passe-a-l-action/>
- www.centre-inffo.fr/site-reforme/cinq-infographies-pour-tout-comprendre-de-la-loi-avenir-professionnel-un-an-apres-son-adoption
- https://travail-emploi.gouv.fr/IMG/pdf/act_for_the_freedom_to_choose.pdf (in English)