

Personal Training Account

Compte personnel de formation (CPF)

Description

Description of the initiative This is a national measure linked to the individual right to training (new law from 2018 Liberté de choisir son avenir professionnel). The objective of this measure is to concretely apply the right to lifelong learning by enhancing access to training, independent of employment record or situation. This instrument enables the accumulation of credits for the right to training for every individual since their entrance into the labour market. The account is entirely transferable from one occupation to another, and preserved when changing or losing one's job. It is financed through yearly contributions to the account (500€ per year worked., up to a ceiling of 5000€, and 8000€ for low-skilled). Employers contribute to the account under certain conditions.

Focus area

KEY TRAINING POLICY MEASURE

It is not directly linked to the skills anticipation system. However, an individual and a relevant actor can use the information provided by the skills anticipation system to make an informed choice to continuing training activities. In this respect the two measures are linked.

Link

<https://www.service-public.fr/particuliers/vosdroits/F10705>

Implementation level

NATIONAL

Legal base Labour Code
https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LE...;
https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LE...;
https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LE...;
<http://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA0000286...>;
https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LE...;
<https://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA000038...>;
<https://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA000038...>;
https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LE...;
<https://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA000039...>;
<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT00003781...>

Starting period 2015-2017

Perspective CPF has been initiated, building on a long experience in the area of continuing training policies. All available information has been used in order to set up this new instrument.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

EQUALITY/EQUAL OPPORTUNITIES

Funding

FUNDED BY NATIONAL GOVERNMENT

OTHER

Companies have to contribute a certain percentage of the wage sum to continuing training and vocational training.

Skill mismatch

Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

OTHER

any type of eligible continuing training

Skills matching focus

Note that the CPF is targeting at the active population, including employees, self-employed, helping family members, unemployed. It is based on an individual right to lifelong learning. It can be used to reduce skills mismatch, but it is used to improve the career progression chances of an individual.

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The more active people use their CPF, on the basis of guidance received from a career counsellor and through expressed needs by employers, the usage of CPF is likely to reduce skills mismatch and close skills gaps.

UPSKILL OR RESKILL EMPLOYED ADULTS

Through making use of the individual training account, the individual, the employed can engage in upskilling

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Through making use of the individual training account, the individual, the unemployed can be upskilled

FACILITATE JOB / CAREER TRANSITIONS

The CPF can be used to smooth the career transition

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

The CPF can be used to address skills shortages, if individuals select upskilling or reskilling for these occupations or if they are advised to do so.

ADDRESS MISMATCH BROADLY

Skills delivered	BASIC LITERACY AND NUMERACY SKILLS
	BASIC DIGITAL SKILLS
	MORE ADVANCED DIGITAL SKILLS
	GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)
	GREEN SKILLS

Methods

Methods	<p>OTHER</p> <p><i>This measure is used by an individual. The person should have access to get individual guidance. This may include an assessment of skills and competences of the individual.</i></p>
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Use of skills intelligence	INFORMING DECISIONS ON COURSE FUNDING/PROVISION
	<p>INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS</p> <p><i>Voluntary and free access to vocational guidance is an important element for using the CPF (conseiller en Conseil en évolution professionnelle)</i></p>
	ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL
	<p>OTHER</p> <p><i>The use of the CPF has the main objective to provide training for the acquisition of a qualification (diploma, professional title, etc); acquisition of basic knowledge and competences; support for the validation of acquired experience; skills assessment; business start-up; acquisition of skills for volunteering</i></p>

Stakeholders

Main responsible body

NATIONAL MINISTRY

Ministère du Travail, de l'Emploi et de l'Insertion (ministry of work, employment and integration)

Other involved organisations

NATIONAL PES

Local PES counsellors can be implied in the implementation, as CPF is also used by unemployed, Information is provided on the web page of PES.

TRAINING PROVIDERS

Training providers indirectly benefit from CPF, if the individual uses CPF and takes training at a certified provider.

OTHER

Employers are involved through their annual individual review of employees training needs. The employer may have an influence on convincing an employee to take up CPF and to use it for training that would be relevant for the company. The individual wanting to make use of the CPF has free access to an individual vocational and career counsellor (conseil en évolution professionnelle (CEP)).

Sustainability

Success factors The PES counsellor and other professional counsellors are highly involved in the implementation. Another success factor is the portability from one employer to the other. Every two years the employer needs to conduct career interview with its employees. Training session chosen through an agreement between an employee and his manager or company responsible is another important feature.

Barriers Personal training account is a relatively new instrument, depending on the initiative of each employee or jobseeker. The implementation is slow, and the main barrier is the lack of information. Take-up is higher among unemployed. As it follows the logics of an individual training account their might be a danger that in particular low-educated employees do not sufficiently take own initiative to engage in lifelong learning.

Monitoring and evaluation DARES has published the use of the PES between 2015 and 2018 (published on 19 February 2020). In 2018 383,000 employees have used it for training (a strong increase, compared to 2017. (1.7% of employees in the private sector) Half of users were aged 25-44 years. About 149,000 unemployed used it in 2018.

Updates

YES

Changes introduced, in force since 2019, have changed an account in training hoiúrs into an account in euro.

Effectiveness In 2018 383,000 employees have used it for training (a strong increase, compared to 2017. (1.7% of employees in the private sector) Half of users were aged 25-44 years. About 149,000 unemployed used it in 2018.

Sustainability It is sustainable, since there is a shared commitment for lifelong learning. There is also a commitment on fostering individual responsibility.

Investing in competences 2018-2022

Plan d'Investissement dans les Compétences 2018-2022 (PIC)

Description

Focus area**KEY TRAINING POLICY MEASURE**

The Competences Investment Plan (CIP) 2018-2022 mobilizes nearly 15 billion euros for the following measures: - finance actions aimed at developing the skills of low-skilled job seekers and unqualified young people, including people with disabilities and people from priority urban neighbourhoods and areas of rural revitalization. - meet the recruitment needs of companies, particularly for shortage jobs; - contribute to the transformation of skills: qualification of the workforce to respond to changes in skills, particularly in connection with digital transformation and ecological transition. Purpose: to train 1 million low or unskilled job seekers and 1 million young people removed from the labour market. Another objective is to promote the transformation and modernisation of the VET system, including pedagogical aspects as well as skills governance aspects

Link

<https://travail-emploi.gouv.fr/le-ministere-en-action/pic/>

Implementation level**NATIONAL****REGIONAL**

Regional PICs are signed with the state. The PIC as a national programme has a national subprogramme as well as regional programmes. In addition, a third budget line is dedicated to experimental projects.

Legal base

It is an investment plan decided by the government, as part as the Grand plan d'investissmenet 2018-2022

Starting period

The plan is for the period 2018-2022. The plan became operational in 2018.

Perspective

There is a bulk of knowledge indicating the poor labour market prospects of vulnerable groups and low-skilled.

Policy area**EDUCATION**

The PIC targets upskilling, including education of low-skilled

TRAINING

The PIC targets upskilling, including training of low-skilled

EMPLOYMENT

People in employment, and in particular vulnerable groups participating in ALMP are targeted by the PIC.

MIGRATION

People with a migration background, and in particular refugees are among the target groups of the PIC.

SOCIAL INCLUSION

Social inclusion is one of the objectives of the PIC

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

OTHER

The national programmes that can be funded through the PIC include e.g.: assessing and certifying basic digital competences, assessing transversal competences; certifying vocational competences, developing French language skills of refugees and asylum seekers; validation of prior learning; VET in occupations in demand; training for low-skilled youth in ICT occupations; vocational guidance and follow-up of young people; support to labour market integration for young people through targeted active labour market programmes; job-search training; second chance schools; vocational rehabilitation. The PIC also supports regional actions as well as innovative and experimental projects.

Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

The PIC does finance a wide variety of measures and programmes. Upskilling adults, in particular low-skilled adults, is one of the priority

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The PIC does finance a wide variety of measures and programmes. Upskilling unemployed is one of the priority

FACILITATE JOB / CAREER TRANSITIONS

The PIC does finance a wide variety of measures and programmes. Training and upskilling for promoting the transition to a sustainable employment is priority.

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

Single measures can be used for addressing shortage, although this is not a priority of the programme

OTHER

Labour market inclusion of in active as well as of disadvantaged groups is a focus of the PIC

Skills delivered	BASIC LITERACY AND NUMERACY SKILLS
	BASIC DIGITAL SKILLS
	MORE ADVANCED DIGITAL SKILLS
	GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)
	JOB SEARCH SKILLS
	CAREER MANAGEMENT SKILLS

Methods

Methods The PIC is built on available main skills forecasts, as well as on research on the labour market situation of disadvantaged groups

OTHER

The PIC is not a skills anticipation instrument. Analysis of skills mismatch and skills anticipation may be an element in a specific programme. In particular the identification of competences and skills needs of an individual, and new methods to design transition paths are among key priorities.

Use of skills intelligence There is no insights yet on how exactly the LMI has been used in PIC. In principle, information should have been used for the indicated items

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

DESIGNING STANDARDS AND ACCREDITATION

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

Stakeholders

Main responsible body

NATIONAL MINISTRY

Ministry of Labour (Ministère du travail, de l'emploi et de l'insertion)

Other involved organisations

REGIONAL MINISTRY

They are concluding and implementing regional pacts (regional PICs)

NATIONAL AGENCY

REGIONAL AGENCY

Through regional pacts

SOCIAL PARTNER: EMPLOYER ORGANISATION

Social partners are included in the negotiations for pluriannual budgeting with the regions.

SOCIAL PARTNER: TRADE UNION

They are involved in the implementation or for consultation of the programmes at national and regional level.

NATIONAL PES

They play a role within the specific programmes and measures

REGIONAL PES

They play a role within the specific programmes and measures

CHAMBERS OF COMMERCE

They may play a role within the specific programmes and measures

TRAINING PROVIDERS

Implementing training

RESEARCH CENTRES, UNIVERSITIES

They may be involved in related research activities on skills needs, they are involved in the evaluation of the PIC

Sustainability

Success factors	Not know yet. A large evaluation of the PIC will be carried out. : https://travail-emploi.gouv.fr/IMG/pdf/dares_evaluer_une_exigence_tradu... ; https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_...
Barriers	Not known yet.
Monitoring and evaluation	Key results published by the Ministry of employment in October 2020 show that in 2019, 1340000 people enrolled in training and counselling/guidance/follow-up financed by the PIC. About 964,000 unemployed participated in PIC training measures in 2019 (and increase of 18% compared to the previous year). There is an increase in take up of training as compared to 2017 and 2015 (but not 2016, as another large programme was run in that year). Monitoring data show a clear increase in enrolling in skills adaptation measures (as compared to 2015). 55.7% of participants were low skilled in 2019, and 22.9% were under the age of 25. The take up rate of training increased as compared to 2015 (from 7 to 10%), in all age groups (with strongest relative increase among the 50+). https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_... A large evaluation of the PIC will be carried out. : https://travail-emploi.gouv.fr/IMG/pdf/dares_evaluer_une_exigence_tradu... ; Mid-term monitoring results have been published by the Ministry of employment. https://dares.travail-emploi.gouv.fr/sites/default/files/pdf/dares_pic_...

Updates	NO
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Effectiveness	Not know yet. A large evaluation of the PIC will be carried out.
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Sustainability	The investment plan is limited in time. It is too early to assess the long-term effects of the PIC.
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Anticipation for jobs and occupations

Prospective des Métiers et Qualifications

Description

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The aim is to anticipate the skills needs in different occupations to design the initial vocational education programmes and vocational training programmes. All the results about future jobs and skills needs are published and disseminated to those responsible for education and training programmes within the whole country

Implementation level

NATIONAL

Legal base

MINISTERIAL ORDER

Starting period 2001 - present

Perspective

This is a skills forecasting system

Policy area

EDUCATION

TRAINING

EMPLOYMENT

MIGRATION

DIGITAL ECONOMY

SOCIAL INCLUSION

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The a quantitative labour market forecast. It is based on demographic projections and macroeconomic hypotheses (scenarios) concerning future labour demand and skills demand for 87 occupations ten years in the future. In the result it shows which occupations will be in demand. This may be a valuable source of information for vocational guidance.

UPSKILL OR RESKILL EMPLOYED ADULTS

is an information source for relevant actors.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The a quantitative labour market forecast is based on demographic projections and macroeconomic hypotheses (scenarios) concerning future labour demand and skills demand for 87 occupations ten years in the future. In the result it shows which occupations will be in demand. This may be a valuable source of information for deciding for re-skilling and major upskilling measures (it helps to assess the employment potentials of an occupation)

FACILITATE JOB / CAREER TRANSITIONS

*As this is a quantitative forecast of occupations, it does only indirectly facilitate job/career transition. The current work for the projection for 2030 also looks into occupational mobility issues
(<https://www.strategie.gouv.fr/sites/strategie.gouv.fr/files/atoms/files...>)*

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

The a quantitative labour market forecast is based on demographic projections and macroeconomic hypotheses (scenarios) concerning future labour demand and skills demand for 87 occupations ten years in the future. In the result it shows which occupations will be in demand.

ADDRESS MISMATCH BROADLY

The a quantitative labour market forecast. It is based on demographic projections and macroeconomic hypotheses (scenarios) concerning future labour demand and skills demand for 87 occupations ten years in the future. In the result it shows which occupations will be in demand.

Methods

Methods

SKILLS FORECASTING

It is based on demographic projections and macroeconomic hypotheses (scenarios) concerning future labour demand and skills demand for 87 occupations ten years in the future. The statistical exercise is carried out by DARES and France Stratégie.

EMPLOYER SURVEYS

Studies of other actors are consulted for scenario building and analysis of main trends.

SKILLS FORESIGHT

Studies of other actors are consulted for scenario building and analysis of main trends. This includes in particular work done by sector and regional observatory. The whole skills forecasting project is based on a broad participation of relevant actors, qualitative interviews have been carried out.

EXPERT PANELS

Studies of other actors are consulted for scenario building and analysis of main trends. The whole skills forecasting project is based on a broad participation of a wide range of relevant actors.

SKILL AUDITS

Note that France Stratégie, responsible for the skills forecast, carries out a wide range of other activities related to the assessment of skills and competences and is taking also in account the work done by other institutions. Projection of competences is one element of current work for the 2030 forecast

VACANCY SURVEYS

For the current projection (for 2030), also the skills needs survey is taken into account

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

There is no information on the specific use of forecast. It is publicly available information, with high visibility.

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

There is no information on the specific use of forecast. It is publicly available information, with high visibility. A survey among users shows that it has been used for preparation of initial and continuing training cards as well as for the development of new training.

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

There is no information on the specific use of forecast. It is publicly available information, with high visibility. A survey among users shows that it has been used for preparation of initial and continuing training cards as well as for the development of new training; adaptation of training places; balancing of supply chains in the territory, support for sectors, contracts of territorial objectives, GPECT

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

There is no information on the specific use of forecast. It is publicly available information, with high visibility. It can be used by any career guidance and counsellor. As the information of PMQ feeds into the French prospective works it feeds into information on occupations.

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

There is no information on the specific use of forecast. It is publicly available information, with high visibility. It can be used by any career guidance and counsellor and by the individual young person to get informed about study choices. It goes also into foresight work of Pôle emploi, the French PES, and Pôle emploi takes this information up in fiches about occupations, that each individual can consult on the web.

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

There is no information on the specific use of forecast. It is publicly available information, with high visibility. It can be used by any career guidance and counsellor and by the individual to get informed about employment prospect . Quite likely the information will be used by an employment counsellor guiding the unemployed. It goes also into foresight work of Pôle emploi, the French PES, and Pôle emploi takes this information up in fiches about occupations, that each individual can consult on the web.

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

There is no information on the specific use of forecast. It is publicly available information, with high visibility. Survey results obtained for an impact assessment conducted in 2018 indicate that it is used for business development.

OTHER

There is no information on the specific use of forecast. It is publicly available information, with high visibility. Survey results obtained for an impact assessment conducted in 2018 indicate the following usage:

- Preparation of initial and continuing training cards
- Development of new training o (SAP, Digital, green economy)
- Adaptation of training places (health and social)
- Balancing of supply chains in the territory, support for sectors, contracts of territorial objectives, GPECT
- Provide prospective insight within the company, preparation of seminars, publications, studies
- Commercial action plan

Foresight work at Pôle emploi

Stakeholders

**Main
responsible
body**

NATIONAL MINISTRY
France Stratégie (attached to the Prime Minister's Office)

Other involved organisations**NATIONAL MINISTRY**

Ministry of labour participates in the production of inputs

REGIONAL MINISTRY

Regions participate in the network on employment and skills, they may provide directly or indirectly inputs. Regional employment observatories may provide inputs

NATIONAL AGENCY

E.g. the national Agency for lifelong learning, the national agency for VET, and the national agency for the improvement of working conditions are members of the advisory board / steering group. The Statistical office is delivering inputs.

REGIONAL AGENCY

In the context of the regional analysis

SOCIAL PARTNER: EMPLOYER ORGANISATION

Social partners are members of the advisory board

SOCIAL PARTNER: TRADE UNION

Social partners are members of the advisory board

NATIONAL PES

Is a member of the advisory board and may provide inputs

REGIONAL PES

Possibly in the context of the regional analysis

TRAINING PROVIDERS

They are members of advisory groups, mainly at the regional level

RESEARCH CENTRES, UNIVERSITIES

They are providing inputs. The research centre on education and training CEREQ is also part of the advisory board.

OTHER

e.g. Adecco; Réseau Emplois Compétences (REC) (Network employment and Skills) which brings together representatives of the state, social partners, regions, branch observatories, organizations producing observation and forecasting work. In addition Cedefop and the European Commission have been members of the advisory board for the Prospective 2022

Sustainability

Success factors The network REC and previously PMQ set up a shared prospective vision of the French economy needs in term of employment and skills. As a result of a very collaborative work process, all the different stakeholders make the most of the results.

Barriers The main difficulties were to gather data from different sources and to adopt common methodologies.

Monitoring and evaluation For the REC : 200 institutions are involved, 5 workshops and 5 regular reports. An assessment of PMQ was made by France Stratégie and DARES in February 2018.

Updates

YES
Every 4 years

Effectiveness The PMQ instrument is used by the different partners and implemented at the regional and sectoral level (13 regions and around 30 sectors). The beneficiaries are composed of the active population, and mainly the jobseekers.

Sustainability Yes, because PMQ was completed and coordinated with the regional skills monitoring centres, and the sectoral skills monitoring centres now have a long experience and is used by all the stakeholders.
