



APPRENTICESHIP REFORM in FRANCE

Eric Dumartin ,Vienna, November 7th 2018

[European VET researchers' meeting - Vocational education and training across the lifespan](#)



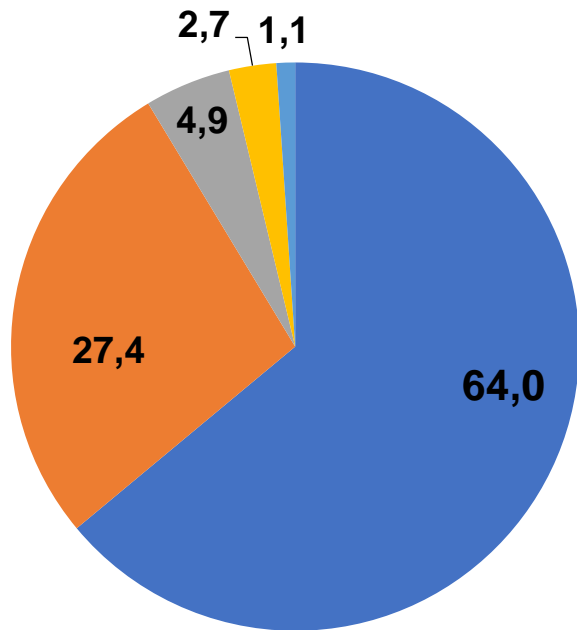
European
Commission

EUROPEAN VOCATIONAL
SKILLS WEEK

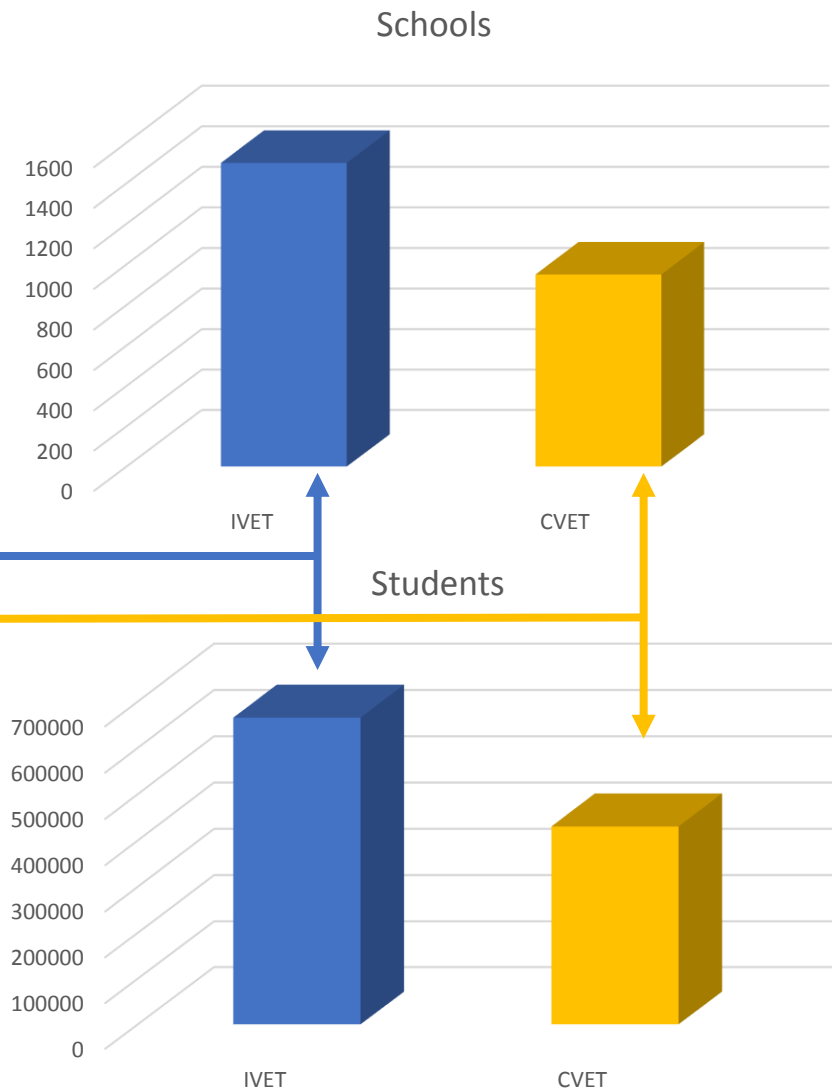


Orientation after 3rd (y 10 of secondary school)

* Depp Sept 2018

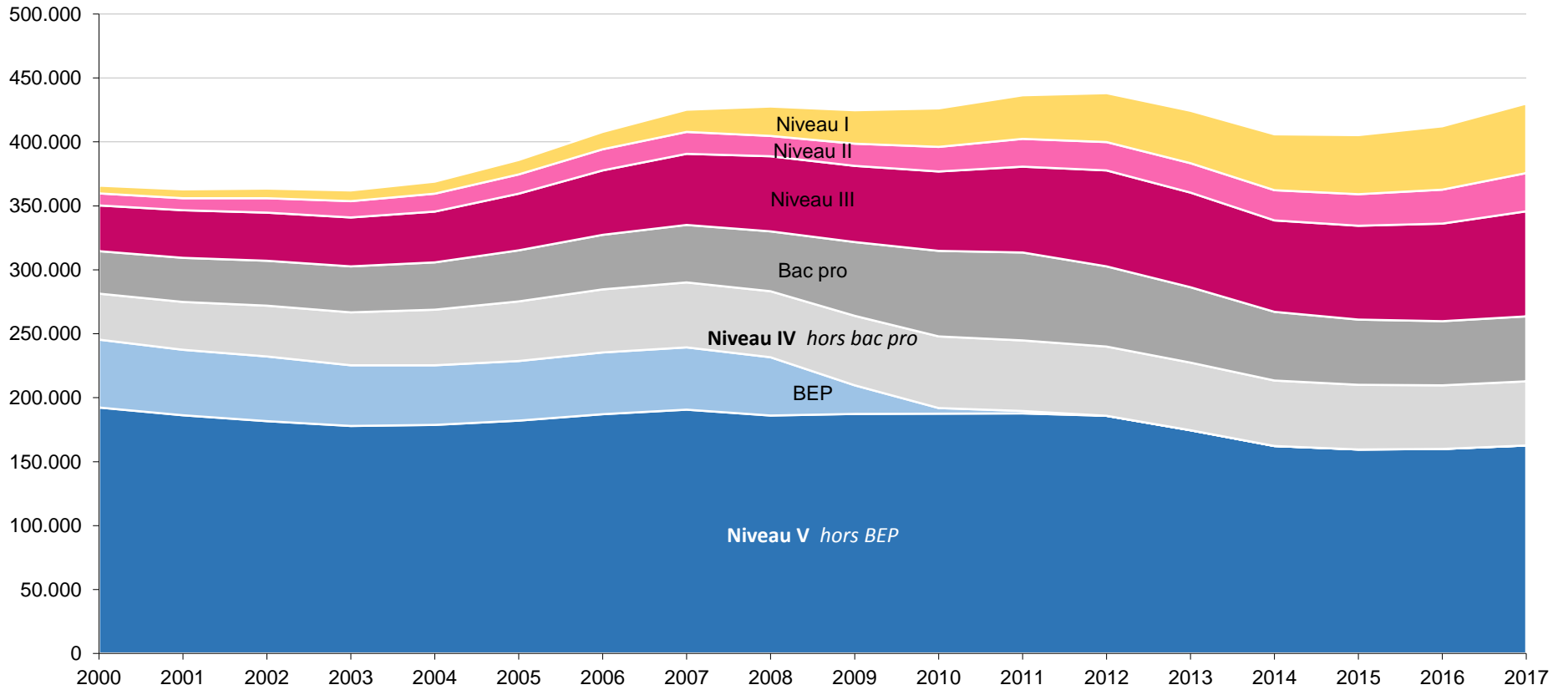


- 1 - Vers seconde GT
- 2 - Vers voie professionnelle scolaire
- 3 - Vers apprentissage
- 4 - Redoublement et autres 1er cycle
- 5 - "Sorties"



APPRENTICES in 2017

* Depp Sept 2018



Eric Dumartin ,Vienna, November 7th 2018

[European VET researchers' meeting - Vocational education and training across the lifespan](#)

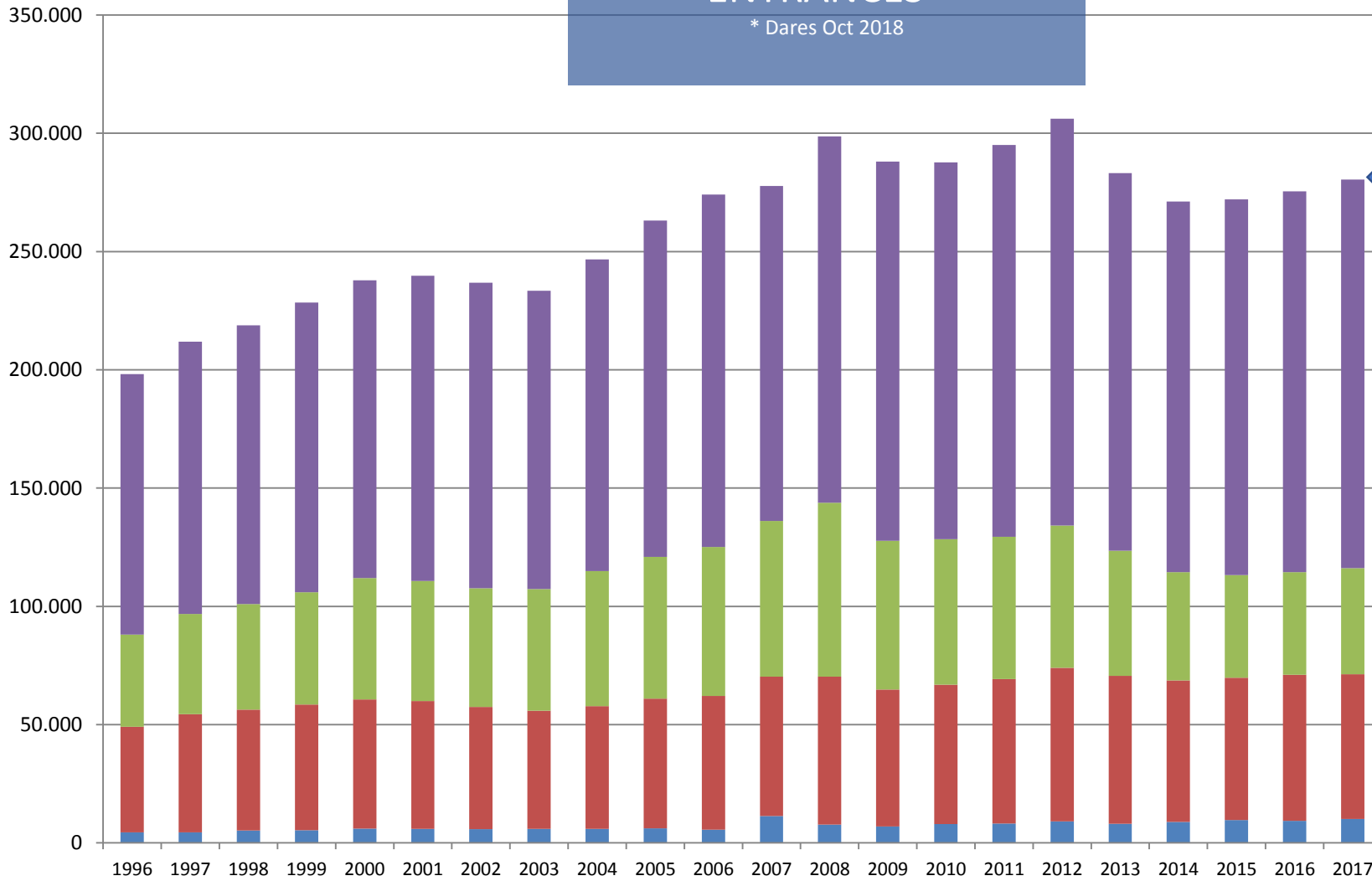


EUROPEAN VOCATIONAL SKILLS WEEK



NEW APPRENTICES ENTRANCES*

* Dares Oct 2018



50% of Growth coming from 26-30 experimentation

■ Agriculture, sylviculture, pêche ■ Industrie ■ Construction ■ Tertiaire

Eric Dumartin ,Vienna, November 7th 2018

European VET researchers' meeting - Vocational education and training across the lifespan



European Commission

EUROPEAN VOCATIONAL SKILLS WEEK





The French REFORM

Eric Dumartin ,Vienna, November 7th 2018

[European VET researchers' meeting - Vocational education and training across the lifespan](#)



European
Commission

EUROPEAN VOCATIONAL
SKILLS WEEK



3 MAIN OBJECTIVES FOR THE FRENCH TRAINING LAW

Liberate
apprenticeship

Reinforce
Employees
Individual Rights

Instaur new
Governance and
Funding
Schemes



MAIN DRAWBACKS OF EXISTING ALTERNANCY SYSTEM

For Cies
Very Complex system of tax and subsidies

For Cies
Rigid system for recruitment periods

For All
Breakdown rate of the apprenticeship contracts

For Students
Difficulty to find a Cie to carry the contract

For All
National Education is not helping for orientation

For Students
Regions are not offering the same possibilities

For Students
Apprentice contract conditions are not attractive

For Cies
Not covering manpower needs

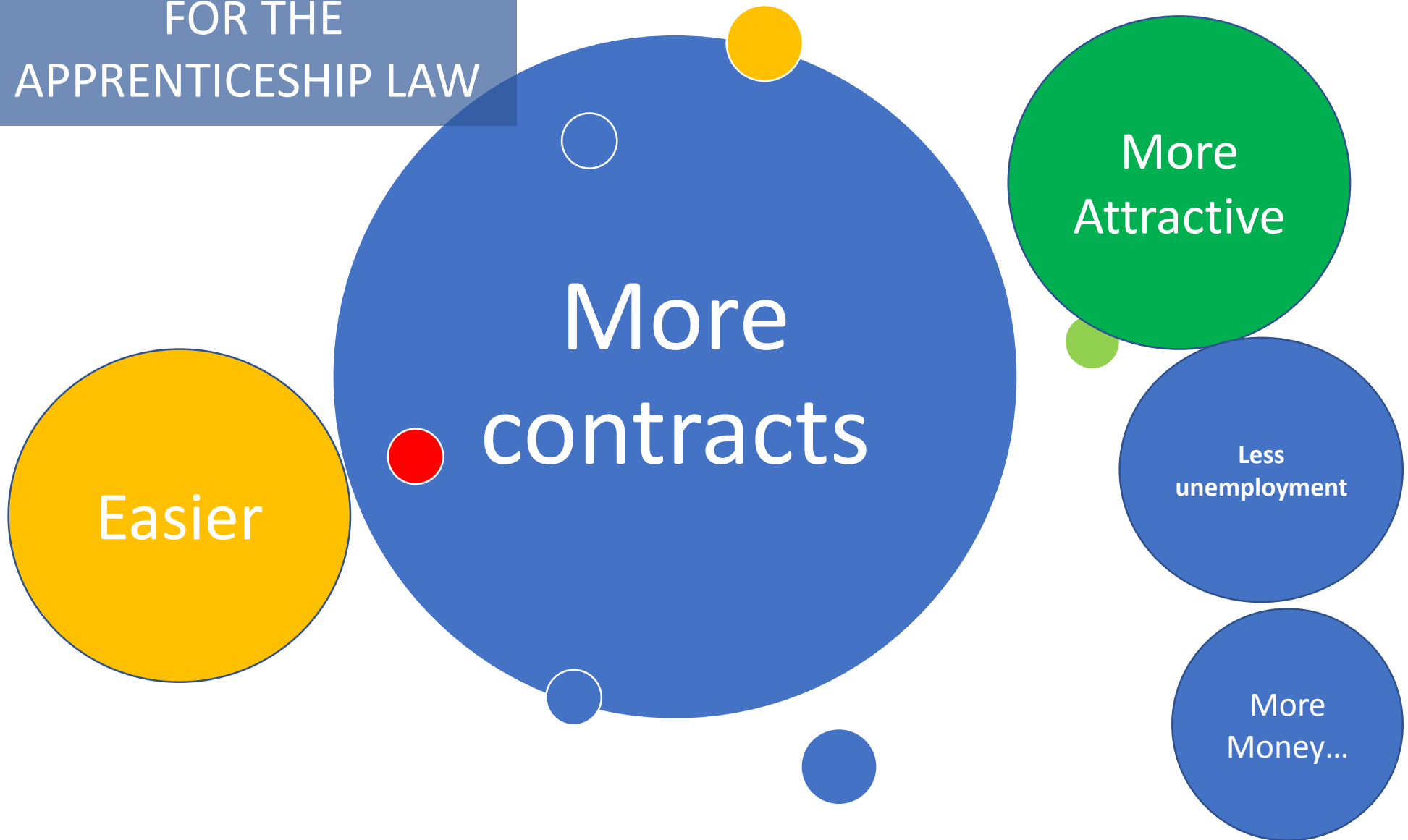
For Cies
Complex administrative system

For All
Lowest qualifications are not supported

For Students
European mobility is not developed

For All
Complex and « dark » system of Governance

1 MAIN OBJECTIVE
FOR THE
APPRENTICESHIP LAW



Eric Dumartin ,Vienna, November 7th 2018

[European VET researchers' meeting - Vocational education and training across the lifespan](#)



European
Commission

EUROPEAN VOCATIONAL
SKILLS WEEK



3 pillars to make it possible

Break existing governance system

Inverse offer/demand logic

the market

1. Regions disappear as « manager » of CE
2. National F... influence... diplom... minimi...
3. Control is given to unique govern... institution

1. Every Training Cie can create a VET School
2. Every Company can create a VET School

LIBERALISM

Branches are making the offer

Now Demand logic



ANSWERS TO DRAWBACKS

For Cies
Very Complex
system of tax
and subsidies

For Cies
Rigid system for
recruitment
periods

For All
Breakdown rate
of the
apprenticeship
contracts

For Students
Difficulty to find
a Cie to carry the
contract

For All
*National
Education is not
helping for
orientation*

For Students
Regions are not
offering the
same
possibilities

For Students
Apprentice
contract
conditions are
not attractive

For Cies
Not covering
manpower
needs

For Cies
Complex
administrative
system

For All
Lowest
qualifications are
not supported

For Students
European
mobility is not
developed

For All
Complex and
« dark » system
of Governance

2014

0,2% FPSPP

0,2% CIF

0,2% CPF

0,4% Pro
dont CP / PP /
tutorat

0,68% TA dont
51% région, 26%
Quota, 23% Hors
quota

« 2018 »

1% France
compétences

- CPF / CPF de transition,
- Développement des compétences des entreprises de moins de 50 salariés,
- Demandeur d'emploi
- CEP
- Alternance (Contrat de pro et Pro A)

0,68% TA dont :
• 87% France
Compétences ou
déductible
• 13% Formation
initiale pro et techno

- A unique aid for companies with less than 250 employees will be given by the government (probably 3000 € per year and per contract).
- Tax for companies are following the same objective of simplification:

The training contribution is now unique but divided into 2 parts : contribution for training and apprenticeship tax. The apprenticeship tax remains unchanged at 0,68% of gross salary, 87% of that amount being poured to France Compétences, and 13% left to companies initiative (2 parts instead of 3 previously).

FLEXIBLE ENTRANCE

- Possibility to enter into apprenticeship at any time during the year, the rigidity of scholar agenda being one of the past main brake to companies collaboration.

ADAPT CONTRACT TO TRAINEE LIMIT BREAKDOWN RISK BY DURATION FLEXIBILITY

- Contract duration can be adapted in regards of trainee existing competences.
- The minimum duration of an apprenticeship contract is **6 months instead of 1 year**.
- Apprenticeship contract duration can also be adapted following professional branch's needs (under collective agreement conditions) with a **minimum of 25 % of time spent at school**.



DELETE EXISTING BARRIERS

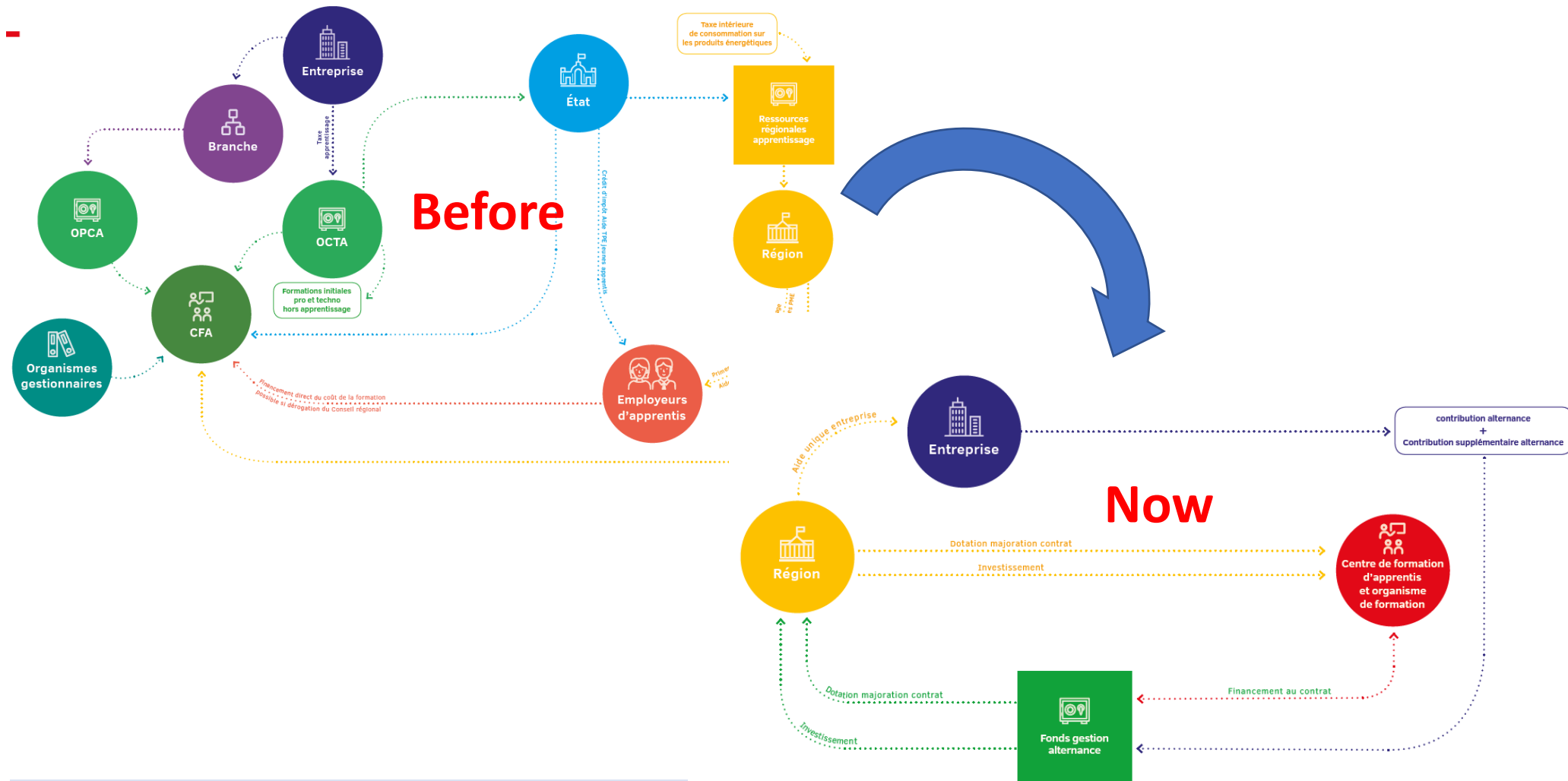
- Working conditions for minor apprentices are made more flexible: Working time, night work...
- Possibility of hiring apprentices all year round
- Simplified procedure for the deposit of the contract with the end of the administrative registration
- Contract breach is made easier (no need to go in front of the Court)
- Age limit is pushed from 25 to 30

DISTORSION OF OFFER AND CONDITIONS DEPENDING ON REGION

- The regions will not decide any longer of the opening of training centers (CFA).
- **A training company can become a CFA** just after declaration and must have a quality certification process.
- **Apprenticeship schools will be funded contract by contract by France Compétences and not globally by their regions.**



Governance is transferred from regions to branches



Eric Dumartin ,Vienna, November 7th 2018

European VET researchers' meeting - Vocational education and training across the lifespan



European Commission

EUROPEAN VOCATIONAL SKILLS WEEK



ERASMUS will be developed for apprentices

- 15 000 young people will be entitled to follow an « Erasmus Pro » apprenticeship path from 2022



CONTRACT CONDITIONS ARE MADE MORE ATTRACTIVE (time and money)

- The minimum wage is increased by 30 € net per month and for the eldest the salary will come closer from minimum wage.
 - An additional aid to get driving license will be given (500 €)
-
- Contract duration can be adapted in regards of trainee existing competences. The mini-mum duration of an apprenticeship contract is 6 months instead of 1 year.
 - Apprenticeship contract duration can also be adapted following professional branch's needs (under collective agreement conditions) with a minimum of 25 % of time spent at school.



LOWEST QUALIFICATIONS ARE NOT FORGETTED

- Access conditions to apprenticeship for unemployed and people living with minimum social wage in a « difficult area » are enlarged. Without delay an inter-ministerial delegate has been nominated to support apprenticeship in popular areas. One of his missions will be to align local competences with companies needs via apprenticeship.
- for young with a lack of basic competences (writing, reading...) a preparation course will be created upstream the apprenticeship courses.
- Individual situation is taken into account : pre-apprenticeship period to ensure prerequisites, soft skills and basic competences, possibility of adapting contract duration following each apprentice level (from 6 months to 3 years)

Moreover, as aids are now focused on lowest qualifications we can hope that apprenticeship will return to its initial vocation instead of growing on the highest levels.

DRIVEN BY Cies NEEDS

- Professional branches take the leadership on CFA creation. **This is probably the key measure of the reform.** Until now the collected taxes went to the regions that decided to redistribute it to their schools. The new system is much simpler: **the schools are paid for each apprenticeship contract** (contract pricing being determined by each branch). This is the end of an obscure system made of political subsidies. *Until now the regions could maintain the activity of their local schools for political considerations, with the new system the only survivors will be the schools answering real manpower needs as if an envelope of 250 M€ will be maintained to balance some critical cases in the regions.*
- Professional branches become the pivot point of professional world in apprenticeship system. Becoming a school delivering VET is now opened to all training companies **and Companies**. The positive contribution of these new comers will be innovative learning and challenging some existing positions.

The “1 employer + 1 apprentice = 1 funded contract” is creating a mandatory link between labour market and apprenticeship. It clearly appears that this principle is excluding VET without a link to labour market.



LOSS OF INFLUENCE OF NATIONAL EDUCATION

- Orientation is not left at the National Education but at the regions that are supposed to know manpower needs in their areas.
- Regions will organize with all secondary schools a discovery session for trades and branches including meetings with professionals.
- Some “trades campus” will be organized with the professional branches to show all trades possibilities and create bridges between secondary schools, higher education and apprenticeship.



UNIQUE...

- Aid
- Administrative deposit
- Tax collector

To summarize

- Break existing system
- Enlarge eligible population
- Add some factors of attractiveness
- Open the market to new actors (training Cies, Cies)
- Give leadership to professional branches
- Move to a Demand/Offer system

And now research questions...

- Can we be confident in training quality without National Education control and left to companies and training companies initiative? Is that the price to pay for efficiency?
- Orientation and information are absents from the reform. How could we leverage on the new system to attract a new range of apprentices?
- Can liberalism be the solution to apprenticeship essor?

