



APPRENTICESHIP IN FRANCE



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Dual system in France

- In the dual system, 2 main types of contracts are coexisting in France

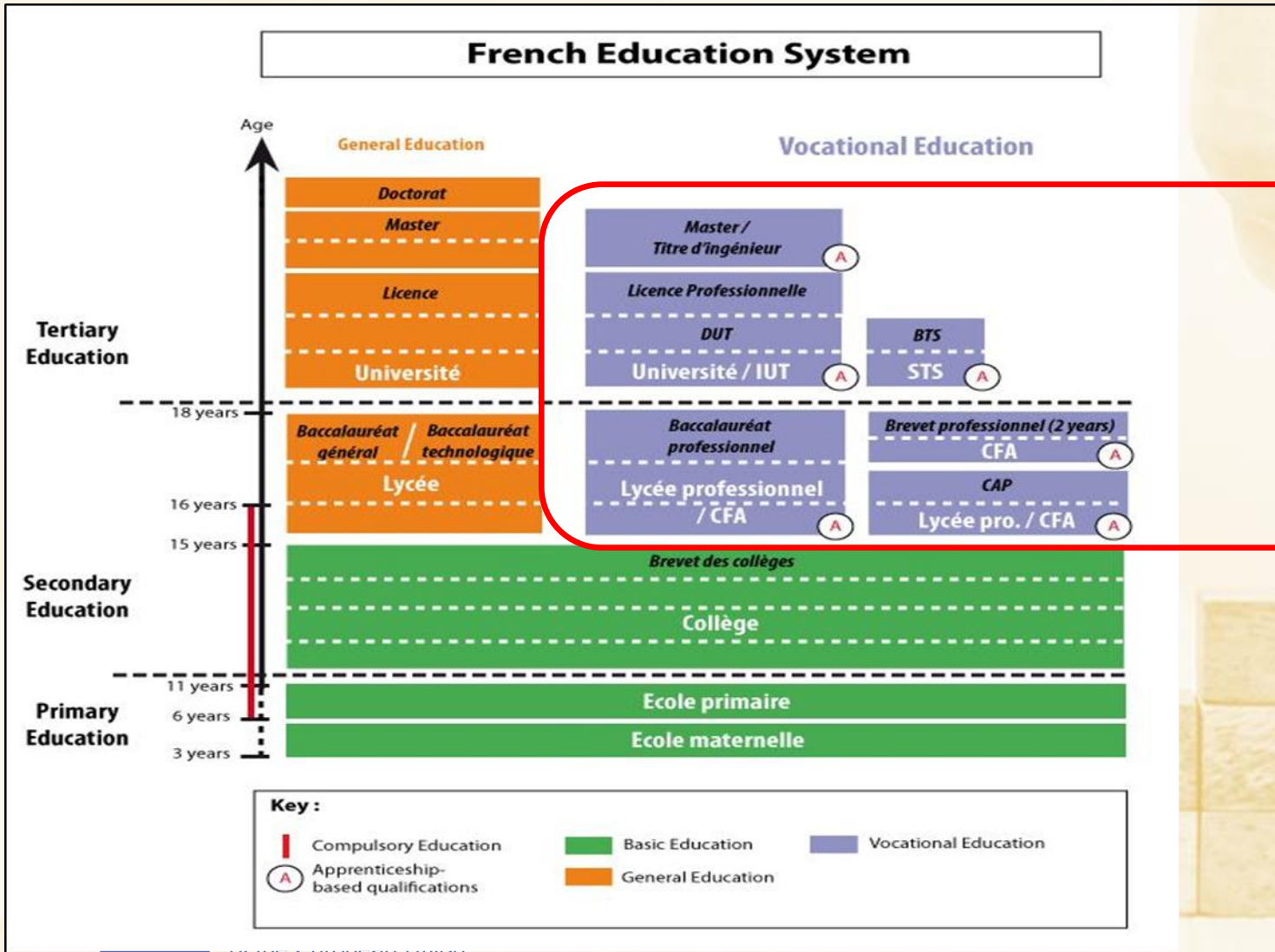
<i>Initial Training</i>	<i>Lifelong learning</i>
Apprenticeship Contract	Training-for-employment contract
5,3 billion euros in 2014*	1,1 billion euros in 2014*
288 000 new contracts in 2016	195 000 new contracts in 2016
400 000 apprentices in 2017 When 500 000 apprentices targeted	
A « Big Bang » Reform in 2018	

- Both are employment contracts between employer and employee.
- Both propose a vocational and theoretical training
- Both leads to National Certifications

French Educational and Vocational System

Initial Training

Lifelong Learning



Apprenticeship

Ministry of Labour certification

Training for employment

Ministries certification + Professional qualification

Financing and Governance

	Apprenticeship Contract	Training-for-Employment Contract
Governance	Regional Council	Professional associations
Financing	Apprenticeship Tax paid by companies (0,68% of wage bill)	Vocational training contribution paid by Companies
Pedagogical Supervision	Ministry of National Education Or Ministry of Agriculture Or Ministry of Sports	Quality control with no pedagogical aspect

APPRENTICESHIP REFORM :

⇒ **Governance Evolution** : Professional Associations are more powerful in Apprenticeship Policy. Region councils don't decide for the opening of a new apprenticeship training course any longer

⇒ **Funding arrangement's modification** :

- End of the subsidies system from the Region Council : Finance linked to contract signature
- Homogeneization of contract's costs
- Simplification of Financial and registration contracts circuit

⇒ Professional Associations and Chambers of Commerce are taking part in pedagogical supervision

Who is in charge of contract ?

	Apprenticeship Contract	Training-for-Employment Contract
Beneficiaries	Young people from 16 to 26 years old (with certain exemptions)	Young people from 16 to 26 years old and job seekers above 26 years old
Training centers	Vocational Training Centers accredited by the Regions (nearly 1 000 CFA)	Any vocational training center
Companies	Any employer , private or public, companies or association	Any private employer and any Industrial and Commercial public organization who pay vocational training contribution
Tutoring	« Maître d'apprentissage » compulsory	Tutor compulsory

APPRENTICESHIP REFORM :

⇒ Maximum Age for apprenticeship : 30 years old instead of 26

⇒ **Any VET center can propose Apprenticeship training courses**

With 2 main conditions : apprenticeship included in its statutes and Quality Certification achieved

⇒ Vocational training centers responsibilities regarding support services enhanced

⇒ Tutors professionalization enhanced : New certification « *Maître d'Apprentissage/tuteur* »

What are contracts characteristics ?

	Apprenticeship Contract	Training-for-Employment Contract
Contract duration	From 1 to 3 years (except exemption : 6 months or 4 years) Average duration : 20,2 months in 2016	From 6 months to 2 years Average duration : 14 months in 2016
Duration in the training center	minimum: 400 hours per year	From 15% to 25 % of the total duration of contract – can't be under 150 hours
Remuneration	Between 25% and 78% of the minimum wage, according to the applicant's age and contract's year	Between 55% and minimum wage (SMIC) according to the applicant's age and qualification level.

Training Reform:

=> Standardization of the contrat duration : from 6 months to 3 years

=> Duration's modification for Training into Apprenticeship Center : 25% of contract's duration

Financial assistance for dual system

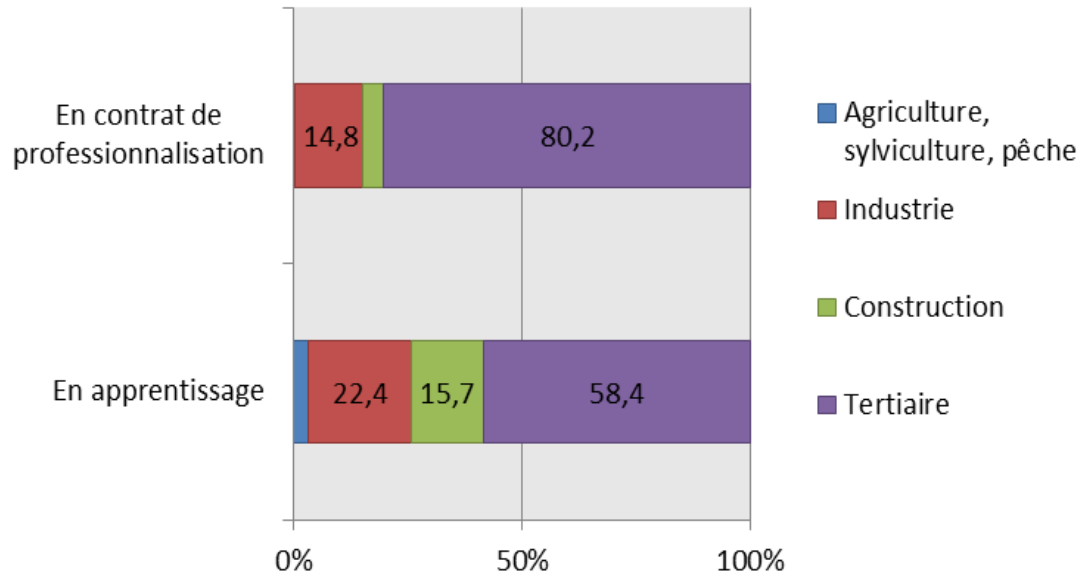
	Apprenticeship Contract	Training-for-Employment Contract
Beneficiaries	Accommodation, food and mobility Aids	Accommodation, food Aids Not systematic
Companies under 250 employees	Recruitment aids Exemption from payroll taxes Tax credits	Aids from the Labour Agency Exemption from payroll taxes
Companies over 250 employees	Exemption from payroll taxes Tax credits	

Training Reform:

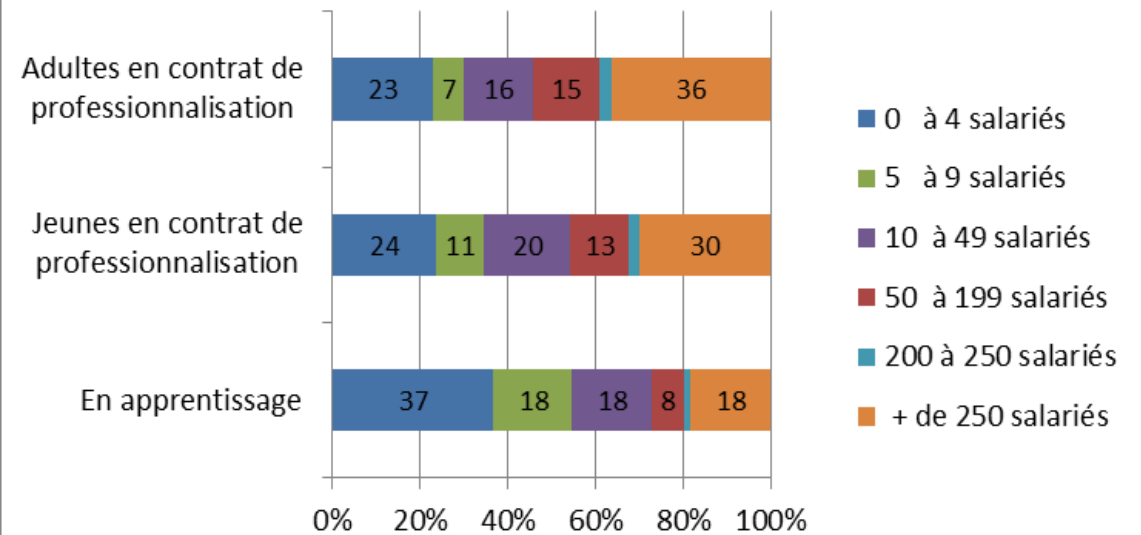
=> Apprenticeship : Only 1 financial aid for Companies less than 250 employees
Only for 4th and 5th level

Recruitment companies characteristics

Le secteur des entreprises en 2016



Répartition des contrats selon la taille de l'entreprise - 2016





AFPA in SET APP



AFPA in SET APP project

The National Agency for Adult Vocational Training (AFPA) is :

- a public authority, member of the French employment public service.
 - the biggest training organisation in France for adults with 110 training centers and 200 locations used to train employees and job seekers.
 - in charge of national and regional public service missions for professional certifications, sectorial skills anticipation and territorial expertise on jobs analysis.
- ❑ 82 % of success rate
 - ❑ 84 % of satisfaction
 - ❑ 66 % of access to employment (6 months later)
 - ❑ 6 000 companies
 - ❑ 140 000 trainees (87 000 job seekers)

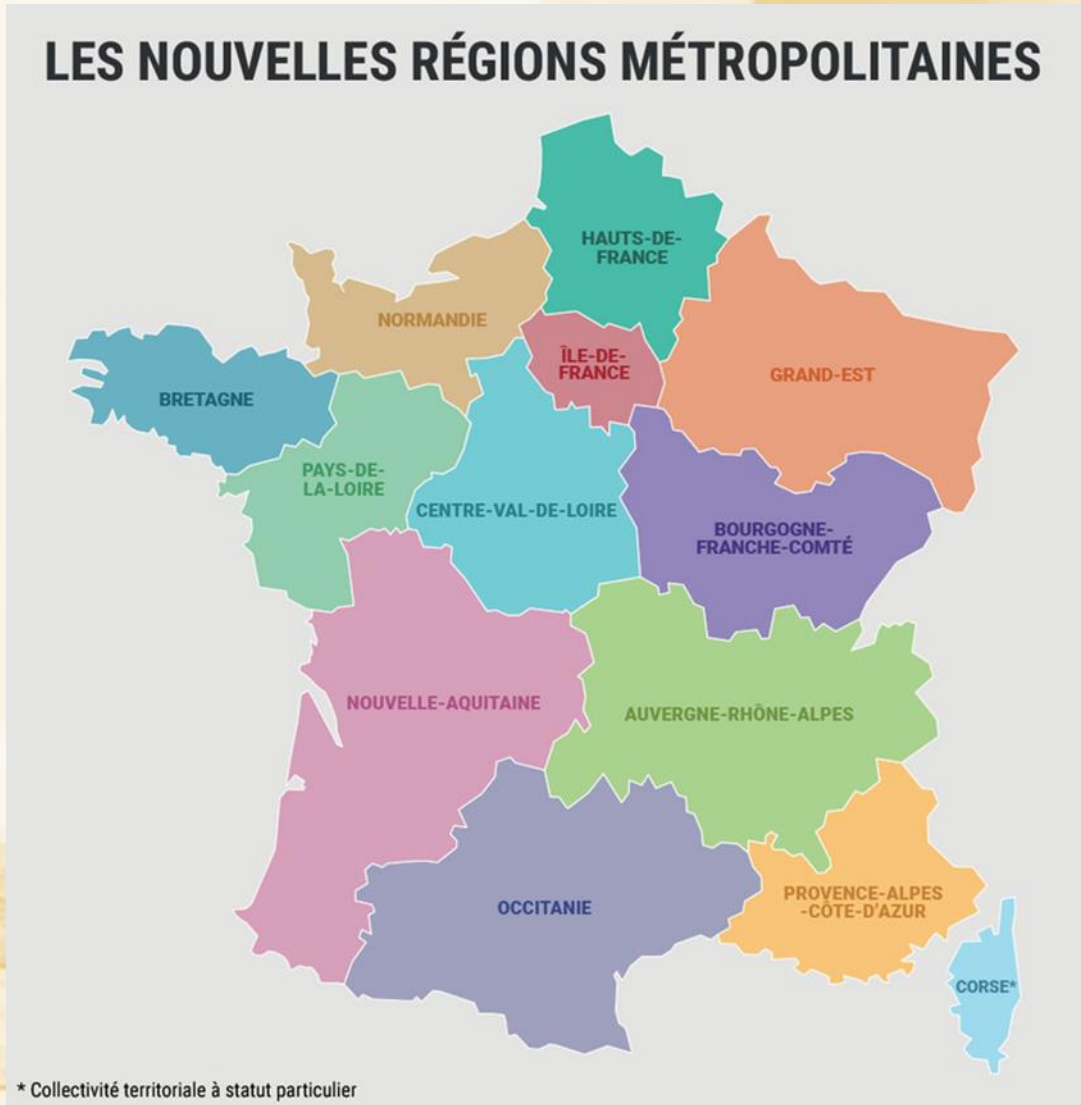
AFPA, european partner for SET APP project

Two regions are concerned by the project :

- Nouvelle Aquitaine – capital city Bordeaux
- Occitanie – capital city Toulouse

Apprenticeship in Occitanie and Nouvelle Aquitaine

25 000
new contrats in
apprenticeship
in Nouvelle
Aquitaine



24 000 new
contrats in
apprenticeship
in Occitanie

Territorial Pact in Nouvelle Aquitaine

1. Territorial Pact in home help services

Home help services is a sector:

- with significant needs for recruitment and training needs
- which doesn't often use apprenticeship thus far

A partnership between Afpa Sud Aquitaine » and the « GEIQ SAD Pays de l'Adour »
(Association of employers working to help people in the south of the region to find jobs and gain qualifications in home help sector)

- Objective : set up a training action in apprenticeship leading to the Labor Ministry certification « Assistante de vie aux familles »

Afpa has got the Region Agreement and signed a partnership agreement on the 13th of November



Territorial Pact in Occitanie

2. Territorial pact in Tourism

Tourism in Occitanie :

- 4th region in France for tourist numbers
- 13 billion euros of incomes – 181 Million nights – 14.2 million tourists of which 7 millions are foreign people
- 1st region in France for outdoor accommodations
- Significant needs for recruitment in this sector in particular for management functions in touristic structures.

A partnership between AFPA (training center of Béziers) and Montpellier Business School

- Partnership between a business school with a corporate network in this sector and Afpa's engineering to set up a training action in apprenticeship, leading to the Labour Ministry certification « Responsable d'équipement touristique »

Afpa has got the Region Agreement and is signing a partnership agreement on the 22th of November.



Thanks for your attention !



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