

# **The Role of French Chambers in the Development of Vocational Training Policies**



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**International Conference**  
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**Moraitis School, Athens November 3rd-5th 2017**

# The Role of French Chambers in the Development of Vocational Training Policies

## SUMMARY

- Introduction
- The French Labor Code
- The Role of French Chambers
- Chambers at PACA regional level

# The Role of French Chambers in the Development of Vocational Training Policies

## Introduction

### ■ French Population 66.0 M

- Active population 29.5 M (44.7%)
- Jobseekers 2.8 M (9.5%)  
of which trained per annum 0.6 M (23%)

### ■ Spending on Professional Training & Apprenticeship €32.0 B

- Apprenticeship € 6.0 B → 0.6 M Beneficiaries
- Public Institutions € 6.0 B → 5.3 M Potential Beneficiaries
- Vocational Training €20.0 B → 23.8 M Trainees  
of which enterprises contribution = €14.0 B

# The Role of French Chambers in the Development of Vocational Training Policies

- Most popular training sessions :
  - Foreign languages (20%)
  - Safety & Quality (19%)
  - Personal Development & Professional Efficiency (9%)
  - Operational Management & Leadership (9%)
  - IT (8%) etc.



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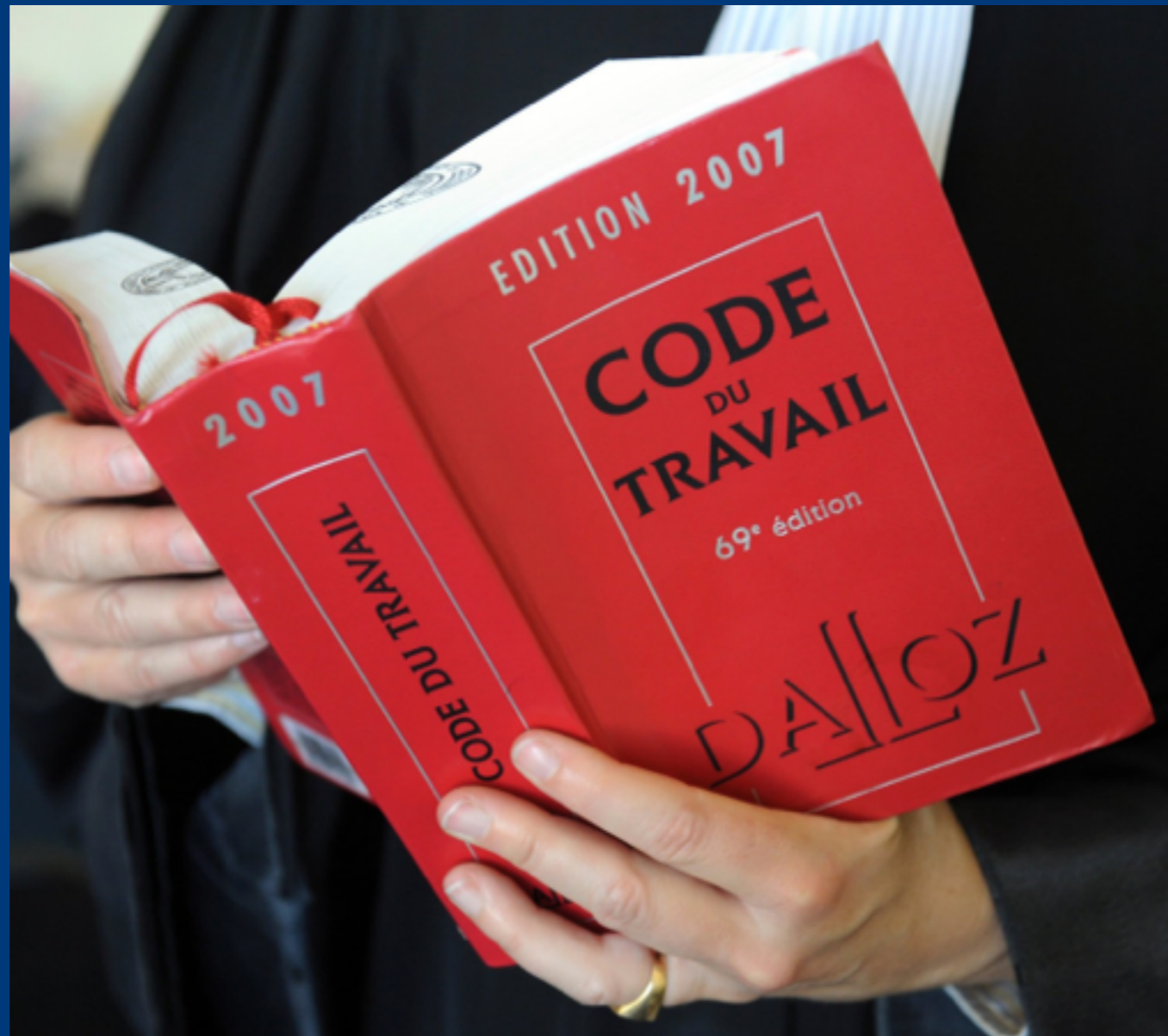
**But...**

**The challenge today is not to spend more, but to focus more resources on those who need them most !**



# The Role of French Chambers in the Development of Vocational Training Policies

## The French Labor Code



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# **The Code du Travail**

**3,324 pages**

**170 govern firings**

**420 regulate health & security**

**50 temporary work**

**85 collective negotiations**

**+ hundreds : wages, specific industries & overseas territories  
etc.**

# The Role of French Chambers in the Development of Vocational Training Policies

## Lifelong Vocational Learning

- A National obligation
- Equal access to all
- Combat illiteracy
- Promote the learning of French
- Minimum one level qualification
- A Personal Activity Account



# The Role of French Chambers in the Development of Vocational Training Policies

## Individual Right to Training (DIF)

2004 - 2014



# The Role of French Chambers in the Development of Vocational Training Policies

## Personal Training Account (CPF)

2015 - 2016



# The Role of French Chambers in the Development of Vocational Training Policies

## Personal Activity Account (CPA)

2017



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# The Role of French Chambers in the Development of Vocational Training Policies

## Personal Activity Account (CPA) 2017

- Personal Training Account (CPF)
- Citizen Commitment Account (CEC)
- Hardship Prevention Account (CPP)



+





# The Role of French Chambers in the Development of Vocational Training Policies

## The Role of French Chambers



20.000 employees  
107 Territorial Chambers  
18 Regional Chambers  
500 Training Centers  
120 Schools

# The Role of French Chambers in the Development of Vocational Training Policies

## Lifelong Vocational Guidance

- A Universal right to Information, Advise & Coaching
- State & Regions ensure Free & Complete Information services
- Chambers participating in Regional Public Guidance services



# The Role of French Chambers in the Development of Vocational Training Policies

## CCI FRANCE Training network

### Trained per annum

500.000 Active Adults & Youths

100.000 Students

80.000 Apprentices in 142 dedicated CFA - CCI Adult Training Centers

### Longlife Vocational Training

180 Lifelong Vocational Training centers

19.7 million Trainees trained each year

74% Company Employees

10% Jobseekers

# The Role of French Chambers in the Development of Vocational Training Policies

## Chambers at PACA regional level



1 Regional Chamber  
7 Territorial Chambers

# The Role of French Chambers in the Development of Vocational Training Policies

## Chambers at PACA regional level

23 chamber operated training centers in 15 cities

3 Higher Business schools (15,000 students)

1 Higher Business school in Sports (recently)

15,966 persons trained of which 6,636 in Lifelong Vocational Training

# The Role of French Chambers in the Development of Vocational Training Policies

## Chambers at PACA regional level

Lifelong Vocational Training in a changing context

A highly competitive market

Digitization issues

A scarcity of funding

Regionalized process since March 2014

Personal Training Account (CPA)

Funds refocused towards skills training

### Enterprises

from obliged to finance (training) to obliged to train

# The Role of French Chambers in the Development of Vocational Training Policies

## Chambers at PACA regional level

### Assets

Nationwide Vocation Training Centers  
Value Chain Integration  
Adapted to specific training requirements  
Recognized qualified certifying network  
Active in « mandatory & regulatory » training

# The Role of French Chambers in the Development of Vocational Training Policies

## Chambers at PACA regional level

### Strategic Challenges

Diversification

Development of Certified Training

### Priority Actions

Regional umbrella branding

Quality Labelled training

Digital pilot actions

Itslearning Management



**The Role of French Chambers  
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**Merci !**  
**Thank You for your kind attention !**



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