



Université
Lille1
Sciences et Technologies



Life Long Learning and NQF Evolution in France

TEMPUS IV – SUFAREL
St-Petersburg – May 27th – 29th, 2014



Université
Lille1
Sciences et Technologies

Sandrine Bonnet



Université
Lille1
Sciences et Technologies



Vocational Training The evolution of French Law

French Law

- March 6th 2014 : law on ***Vocational training, employment and social democracy***
 - including the provisions of the ***National Intersectorial Agreement*** signed in December 2013.

Main objectives

- Securing career path and developing competences and skills adapted to the labour market
- Improving career transition consulting



The Government's roadmaps

- The law provides :
 - ✓ a personal account for training
 - ✓ a development and assessment interview for each employee (every two years)
 - ✓ a Council for career path consulting
 - ✓ a new governance structure : a key role for Regional Authorities

CPF : personal account for training

(Compte Personnel de Formation)

- Dedicated to
 - ✓ Young people from 16 to 25
 - ✓ Employed or unemployed people without any qualification
 - *means no national diploma or professional certificate registered within RNCP*
 - ✓ Employed or unemployed people with a low level qualification
- For young people it means **a right** to go back to school to follow a training program leading to qualifications
 - ✓ a decree should define the process to implement this enforceable right

CPF : changes for employees

- **Terms of the CPF :**

- ✓ 24 hours / a year credited on the account up to 120 hours → then, 12 hours / a year credited up to 150 hours (maximum)
- ✓ linked to the person and not to job positions
- ✓ when people lose one's job or change jobs : they keep credited hours in their personal account for training
- ✓ available from the entry to the labour market to retirement

CPF : changes for employees

- **Main objectives :**
 - ✓ Acquisition of a professional qualification
 - ✓ Improvement of the level of qualification
- **Eligible training programs**
 - ✓ leading to validate basic skills or key competences
 - ✓ registered in the RNCP → leading to validate a set of skills
 - ✓ Professional Qualification Certificate
 - ✓ leading to validate cross-disciplinary competences in professional context (inventory elaborated by CNCP, planned for the end of 2014)
 - ✓ qualification for unemployed people
 - ✓ assistance for the preparation of non-formal and informal validation



CPF : changes for employers

- A key lever for competitiveness and the development of knowledges, skills and qualifications.
- Evolution of skills regarding the economic context in order to match labour market skills needs
- The way to finance has been simplified : 0,55% of wage bills for small firm (<10 employees) and 1% for others



Professional evolution

- Development and assessment interview
 - ✓ **Compulsory**
 - ✓ With the employer every two years
 - ✓ Discussion about career opportunity
- Career transition consulting
 - ✓ Free consulting with job center
 - ✓ Favour access to training program → regarding labour market requirements
 - ✓ Facilitate the emergence of new professions



Regional governance

- Regional Council is in charge of regional policy for professional training and apprenticeship
- Creation of a regional public service for training





Université
Lille1
Sciences et Technologies



French NQF and the Evolution of RNCP

French NQF : 1st generation of EQF

- The original NQF (from 1969) :
 - ✓ restricted scope (referenced from level 3 to 8 in EQF)
 - ✓ oriented on vocational and professional qualification
 - ✓ based on labour market
 - ✓ descriptors : knowledge, skills, competences
- Need a new level structure... (in CEDEFOP, European Inventory on NQF, 2012)
- But... the reform was delayed...



Level correspondence between French NQF and EQF

- Cf. CEDEFOP – European Inventory on NQF 2012

French 5 level structure	EQF
I – Doctorate grade	8
I – Master grade	7
II – Bachelor grade	6
III	5
IV	4
V	3
No reference	2
No reference	1



The future nomenclature

- As suggested by National Authorities
 - ✓ Level I should be split up → towards level 7 / 8 of EQF
 - In order to distinguish Doctorate & Master
- Level 1 and 2 of the EQF have no equivalences in the French NQF
 - ✓ Actually, there is no consensus for a level corresponding to level 1 in EQF



Changes in prospect

- The evolution is provided in the decree of the CNCPC (National Committee of Professional Certifications)
- Recommendation for a 8 levels structure for French NQF (or at least 7 levels)
- CPF (recent law for vocational training March 2014) is subject to an inventory of certification elaborated by CNCPC (not ready yet)



Criteria to be registered in the inventory as a certification (for the CPF)

- The opportunity to create certification regarding labour market needs
- The actual occupational integration
- Engineering of certification
- Right to validate formal and non-formal experience

