



**RÉPUBLIQUE
FRANÇAISE**

*Liberté
Égalité
Fraternité*

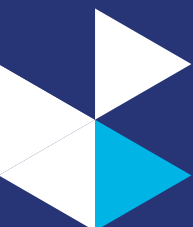


**FRANCE
compétences**

France compétences

NATIONAL AUTHORITY
FOR THE FINANCING
AND REGULATION
OF VOCATIONAL TRAINING
AND APPRENTICESHIP





Introduction

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Created on the 1st January 2019 by the law “The freedom to choose one’s professional future”, France compétences is the **national authority for the financing and regulation of vocational training and apprenticeship**. The aim of this wide-ranging reform was to respond to major economic challenges, such as changes in professions and skills, but also to simplify the lifelong training landscape and enable everyone to play an active role in their professional development.

In just a few years, France compétences has become a key player in the French vocational training ecosystem.

At European and international level, through its role as the national coordination point for the European Qualifications Framework (EQF) and the European Quality Assurance Framework (EQAVET), it is also a window into the world of vocational education and training in France.



“By drawing on the expertise of its teams, France compétences has, since 2019, been able to undertake the tasks assigned to it under the Professional Future law with the requisite flexibility. France compétences continues its efforts to regulate the vocational training and apprenticeship system for the benefit of the workforce across the entire country.”

Stéphane Lardy,
Chief Executive

France compétences was created with the ambition of improving the efficiency of the vocational training and apprenticeship market by operating at three levels.

FINANCE

the vocational training and apprenticeship system as efficiently and sustainably as possible.

REGULATE

the market to facilitate the identification of skills needs and develop economic and educational models.

IMPROVE

transparency and synergy between the stakeholders in the vocational training and apprenticeship system.

FRANCE COMPÉTENCES, A NATIONAL BODY WITH THREE KEY MISSIONS

Created on the 1st January 2019 the “Professional Future” law, France compétences is the **national authority responsible for the financing and regulation of the vocational training and apprenticeship system. Its mission is to finance, regulate and improve the system.**

Placed under the supervision of the ministry **responsible for vocational training, its four-party governance structure comprises representatives of the State, the Regions, trade unions representing employees and employers** at national and inter-professional level, as well as two experts

Its objectives?

To promote skills development and the acquisition of professional qualifications, and to contribute to equal access for all to vocational training and apprenticeship.

In addition to distributing pooled funds among the various stakeholders, France compétences is involved in **regulating the quality, costs and funding rules for training courses.**

By carrying out rigorous work to register, update and make clear the qualifications listed in the National Professional Qualifications Register (Répertoire national des certifications professionnelles - RNCP) and the Specific Register (Répertoire spécifique - RS), France compétences strives to **ensure that qualifications are relevant and aligned with the needs of the economy.** Through its various initiatives, the institution works to **establish a legible, coherent and fair system for skills development and professional transitions of the population.**

France compétences is in continuous dialogue with institutions and professionals operating in the sector. This proximity enables it to fully exercise its skills in the areas of evaluation, knowledge dissemination, recommendations and the reporting of deficiencies. In this way, France compétences helps to create **synergies between the stakeholders and, more generally, to improve the system itself.**



Consult the “Professional Future” law

GOVERNANCE: EXPERTS DEDICATED TO TRAINING AND APPRENTICESHIPS

Under the supervision of the ministry responsible for vocational training, France compétences has the status of a public administrative body.

The Board of Directors, a four-party governance structure (representatives of the State, the Regions, trade unions representing employees and employers at national and cross-sectoral level, and experts), deliberates on a number of topics established by decree and is kept informed on a certain number of matters, also specified by decree.

Four thematic commissions analyse, investigate and provide dedicated expertise in their fields



The Professional Qualifications Commission has a special status. Although it reports on its activities to the Board of Directors, it was not established under the authority of the latter. Established by the law of 5 September 2018, its composition is set by the

decree of 18 December 2018 and its members are appointed by the Minister of Labour on the proposal of the organisations of which it is comprised (ministries, employers' organisations, employees' trade unions and regional councils), as is its Chairman.



“Four-party governance provides a forum conducive to debate, facilitating decision-making in line with requirements on the ground. The diverse range of approaches and experiences within the Board of Directors and the ongoing dialogue between the members - an essential link between practice and policy - represent assets that France compétences harnesses to successfully achieve its objectives: to contribute to the challenges brought about by the law and to guarantee the smooth running and effectiveness of the system.”

Pierre Deheunynck,
Chairman of the Board of Directors

The core missions of France compétences

FINANCE THE SYSTEM

France compétences contributes to the overall performance of the vocational training and apprenticeship system in two ways: by acting as a single distributor, seeking to optimise the allocation of funds collected through taxes and other contributions, and by providing a monitoring and alert service regarding the financial sustainability of the system.

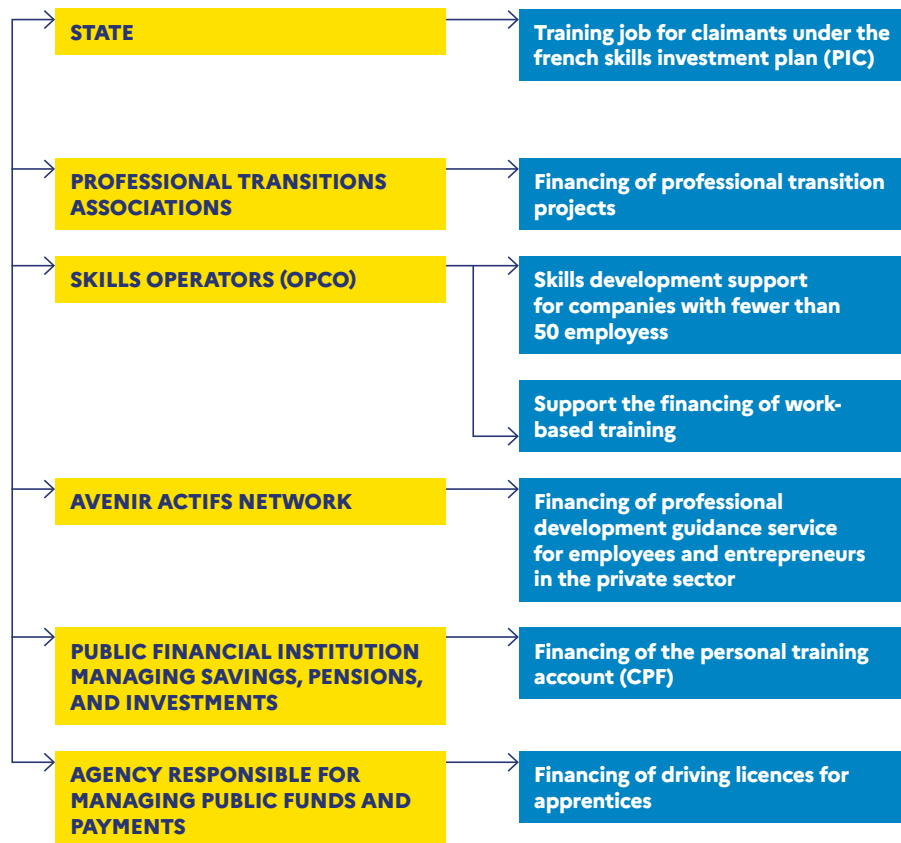
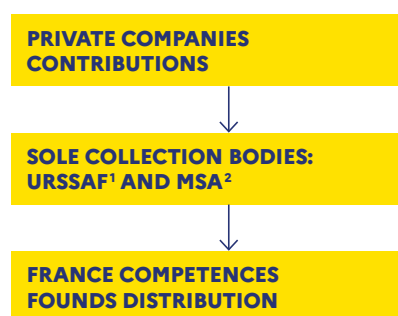
Each year, France compétences allocates the amount of employers' contributions to vocational training, and determines the amount of the various allocations within the regulatory ranges.

In total, France compétences distributes around €15 billion over the course of the year to fund various forms of training and services for young apprentices, employees and job claimants.



Distribution of funds

The sums collected by France compétences are distributed in accordance with the decisions of its Board of Directors and are used to support the following stakeholders and public services:



1/ Social security and family allowance contribution collection agencies
2/ Agricultural mutual benefit social fund

REGULATE THE VOCATIONAL TRAINING AND APPRENTICESHIP SECTOR

Regulating the vocational training and apprenticeship market facilitates the development of economic and educational models and promotes the identification of the skills requirements of working people, in order to improve the value for money of the provided services. France compétences contributes to this through six main areas of intervention.

REGULATE THE LEVEL OF FINANCIAL SUPPORT FOR APPRENTICESHIP CONTRACTS ³

France compétences issues recommendations for economic sectors' representatives with a view to harmonising the levels of financing for apprenticeship contracts and contributing to the financial sustainability of the system. The institution has adopted an objective method for drawing up its recommendations. It enables the calculations within a large amount of data and ensures equal treatment for all economic sectors. It is based on work carried out by the economic sectors' representatives and on cost monitoring, in order to reflect economic reality as closely as possible.

MONITOR COSTS TO PROMOTE TRANSPARENCY AND ASSIST DECISION-MAKING

France compétences is responsible for monitoring, observation and ensuring the transparency of costs and the rules governing the funding of vocational training when service providers receive public or pooled funding. Cost monitoring should therefore make it possible to develop general information on vocational training, assist decision-making and provide market stakeholders with analytical information.



3/ The level of support does not represent to the total cost. It is the amount that an apprentice training organisation will receive from a training financing provider. The cost of an apprenticeship contract can be, and often is, higher, with the difference being paid by the company recruiting the apprentice

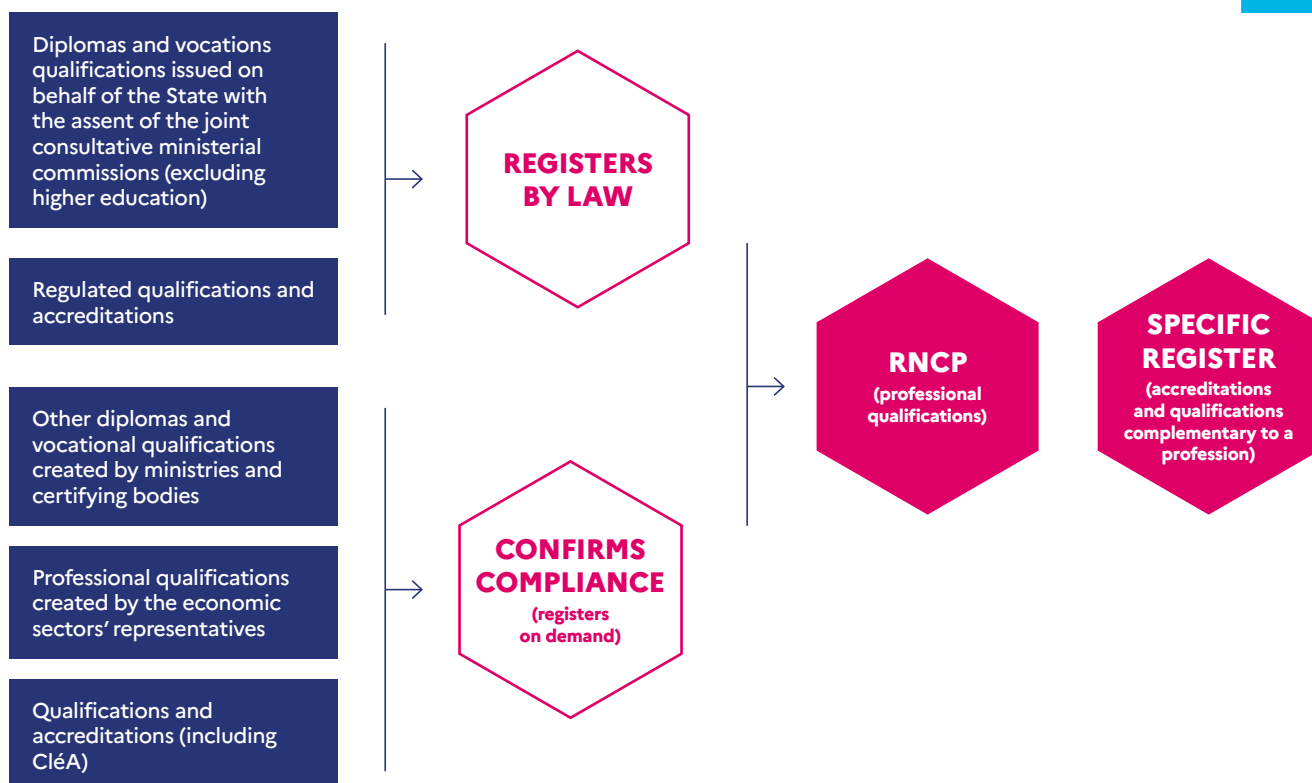


ENSURE THAT PROFESSIONAL QUALIFICATIONS ARE RELEVANT TO THE NEEDS OF THE ECONOMY

France compétences is responsible for managing two professional qualifications registers, which provide official recognition of skills and knowledge: National Professional Qualifications Register (RNCP) and Specific Register (RS). The institution guarantees their relevance to the needs of the economy: the quality of a professional qualification must be considered in relation to the career development of its holders

and its relevance to the skills needs of the labour market. This assessment requires an in-depth examination of each professional qualification project regarding these two objectives.

France compétences oversees the national professional qualifications framework, which is structured into eight levels and three descriptors that characterise each qualification (in line with the European Qualifications Framework).





MONITOR AND EVALUATE THE QUALITY OF TRAINING ACTIVITIES

France compétences also contributes to improving the quality of training on two levels:

- ▶ At the level of the criteria for registering **professional qualifications**, as well as by monitoring compliance of certifying bodies with their commitments during the qualification lifetime;

- ▶ At the level of **training providers**, via the **Qualiopi** system, a quality label awarded to organisations on the basis of a single national reference framework. France compétences is responsible for recognising the labelling bodies, which can award the Qualiopi certification to organisations that are members of their own networks.



To learn more about the Qualiopi certification and consult the national standards



ORGANISING PROFESSIONAL DEVELOPMENT GUIDANCE FOR EMPLOYEES AND THE SELF-EMPLOYED

France compétences selects and pilots 18 regional operators responsible for providing professional development guidance: a free, personalised support service designed to enable any active employee, self-employed person or job claimant to take stock of their situation and receive support in developing their career plans.

ESTABLISH A COMMON FRAMEWORK FOR PROFESSIONAL TRANSITION PROJECTS

France compétences helps to harmonise the rules applicable to requests for professional transition projects

throughout the country. This service enables employees to retrain in a secure manner by financing their training and maintaining their remuneration.

France compétences may also alert government inspectorates regarding any deficiencies identified in the course of its work in the field of vocational training.



IMPROVE THE VOCATIONAL TRAINING AND APPRENTICESHIP ECOSYSTEM

France compétences promotes the performance, transparency and synergy of the stakeholders involved in the vocational training and apprenticeship system by reporting on its actions, informing debates and communicating regularly with a view to continuous improvement.

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France compétences conducts studies and assessments to inform and assist the decision-making of all parties involved in vocational training. For example: studies on individuals who have undergone vocational retraining, and on those who have taken training financed under the professional training account (available in French).



 Consult our publications



 Consult the report on the use of funds

In addition, France compétences highlights the work of other institutions, in particular observatories that forecast future trends in different professions and qualifications. These observatories, which are set up and run jointly by the professional sectors' associations, produce statistics and studies in order to provide a forward-looking analysis of the changes in occupations and skills in their fields.

France compétences has developed the Grande Bibliothèque, a search engine and a single gateway to the work produced and disseminated by the observatories, with access to over 9,000 items of content from more than 150 different websites: statistical industry profiles; key figures on employment and occupations; studies; occupational directories and fact sheets.



 Access to the Grande Bibliothèque



MEDIATION

By facilitating conflict resolution and helping users to better understand their rights, in disputes between them and the operators responsible for financing the personal professional transition training account or those responsible for providing the professional development guidance service for employees and the self-employed, the mediation provided by France compétences plays a decisive role in improving the vocational training system. Each year, the mediation report assesses its activities and suggests areas for improvement.



 Access the mediation website

International activities of France compétences

France compétences' international missions are primarily European and are mainly carried out within two frameworks: The European Qualifications Framework (EQF) and the European Quality Assurance Reference Framework for Vocational Education and Training (EQAVET)

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EQF

Officially founded in 2009 by the Recommendation of 18 June 2009, the EQF was revised in 2017. Its characteristics are set out in the Recommendation of 22 May 2017.

The EQF is a 'meta-framework' that helps to improve the transparency and transferability of qualifications. It enables the comparison of qualifications from different countries and institutions. It has a close connection with national qualifications frameworks. This makes it possible to provide an exhaustive overview of all types and levels of qualifications in Europe, which are increasingly accessible thanks to qualification databases such as Europass.

France compétences is the **national coordination point** for the EQF. As such, our national framework is "referenced" to the EQF, meaning that a clear and transparent relationship is established between our national qualification levels and the eight levels of the EQF. A detailed correspondence report consistent with the ten EQF benchmarks was submitted to the European Commission in 2021. The report is also published on the Europass portal.

France compétences is an active partner of the Europass, introduced by the European Commission on the 1st July 2020: the automatic editing of the **Europass qualification Supplement** can be accessed from the RNCP.

EQAVET

On 24 November 2020, the Council of the European Union adopted a Recommendation on vocational education and training for sustainable competitiveness, social fairness and resilience. This recommendation aims to harmonise the European Quality Assurance Reference Framework for education and vocational training (EQAVET).

France compétences is a **national reference point** for the EQAVET and a member of this European network, which brings together the institutions responsible for the quality of vocational training in the member states.

As part of its role in coordinating the two networks, France compétences ensures that the French system is in keeping with European recommendations, participates in the exploratory work of the two networks, and serves as an expert to institutions in other countries, etc.



Consult the referencing report

4/ Europass is a free and secure European system under the Erasmus+ programme that offers a wide range of services for lifelong skills and career management, such as digital CVs and covering letters, country-by-country information searches on training, qualifications, diploma recognition systems, the diploma supplement for higher education and the Qualification Supplement for describing the skills acquired through professional qualification.



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Created in 2019 by law no. 2018-771 of 5 September 2018, on the freedom to choose one's professional future, France compétences is the sole national governance body for vocational training and apprenticeships. Its mission is to finance, regulate and improve the vocational training and apprenticeship system.

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