

Law 5 september 2018
Reforming LLL, professional training and qualifications

Main measures related to professional qualification



I Main features of the reform

A personal training account in euros

Apprenticeship :liberalisation and a greater role for sectors

A new governance

Evolution of former institutions -> counselling in skills

A quality label for training providers (to get public funding)

New funding channels and regulation of the system

A mobile application for the personal training account

Refoundation of certification: a new NQF



Notice : important context elements

- professional training refers to the continuing training of the adults (or further education of the adults) ; vocational school education is not concerned here.
- Impact of the law on all the qualifications registered in the NQF in the field of « professional certification », especially the way qualifications must be designed and registered in the RNCP (previous acceptance from the social partners, description in competences blocks, etc.) .
- Professional training of the adults : a shared responsibility between the State, the Regions, and the social partners. Most of the bodies dealing with professional training of the adults are joint bodies.
- Apprenticeship in France: a kind of training course where periods of theoretical training in a training centre alternate with periods of in-company practice.
- Before the new law, the funding and decision to open programmes to apprenticeship belonged to the regions. With the 2018 law, any public or private institution has the right to open its programmes to apprenticeship, but funding is regulated.
- *The French term « compétence » refers to a combination of knowledge (savoirs), skills (savoir-faire) and competences (savoir-être). The English word « competence» used in the following presentation has to be understood according to the French meaning and not in the meaning of skill.*



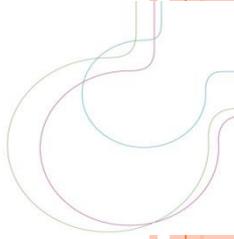
II QUALITY OF AWARDING BODIES

Certification of the quality of training in the law « Freedom for choosing one's professional future» (Labour code - article L. 6316-1)

- The training providers, public or private, become the Providers of Activities participating to the development of Competences (« les PAC »), what allows to involve not only the providers of training programmes but also those specialized in the counselling for validation or in the skills audit.
- From 2020, the « PAC » who want to be financed by a public authority (for example the national employment agency, the Regions) or by a joint body (OPCO) must obtain a quality certification :
 - Based on the criterias defined by decree,
 - Delivered by an organism recognized by the national accreditation organism (the COFRAC, comité français d'accréditation, recognized itself on an international and European level) or by a labelling body recognized by France Compétences **on the basis of a national standard**



II QUALITY ASSURANCE FOR TRAINING BODIES



A national quality standard

(upcoming decree under discussion between stakeholders)

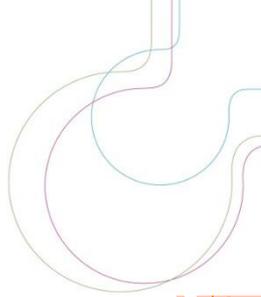
The new quality criterias

1. The conditions of the information given to the public on the provision service (training programme, counselling for VAE, skills audit), the time limit for the access and the results obtained,
- 2 The precise identification of the goals of the provision service and its adaptation to the public,
- 3 The adaptation of the devices set for the reception of the public, the pedagogic follow up and assessment ; the technical and managerial means mobilized,
- 4 The qualification and the continuing training of the staff in charge of the provision service,
- 5 The quality process of the management (*including the trainees assessment*),
- 6) The implication in its socio-economic environment.

For HE , the QA of the Bologna process is considered as a QA standard



II A completely renewed governance of professional training



Regulation is given to a new actor : France Compétences

- A national public institution with representatives of the State, the Regions, the Social Partners – employees and employers)
- Replaces former commissionsnational commission of employment, guidance and professional training (CNEFOP), the joint fund for securing professional pathways (FPSPP), the national joint interprofessional committee for employment and training (COPANEF)
- **Comprises a new structure : the Commission of Professional Qualification replacing CNCP (with a scientific council)**



France compétences : main missions

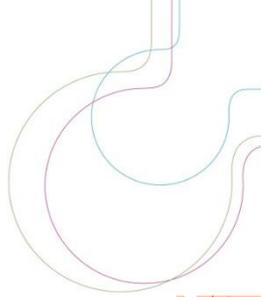
- **Regulation of the whole funding system and political orientations of the professional training system (for adults) and apprenticeship**
- Distribution of the funds of professional training between the main stakeholders : the « Competence operators (OPCO, opérateurs de compétences), the Regions, a public financing organism (la Caisse des dépôts et Consignations) in charge of the funding of the Personal Training Account , etc.,
- **Quality of the training providers and certification of this quality**
- Financing of employers satisfaction surveys to evaluate the « competence operators » service quality,
- Follow up of the implementation of the Regional contracts (between Regions and the State) for the development of guidance and professional training
- **Setting up and updating of the National Repertory of Professional Qualifications (répertoire national des certifications professionnelles - RNCP) and of a new NQF**



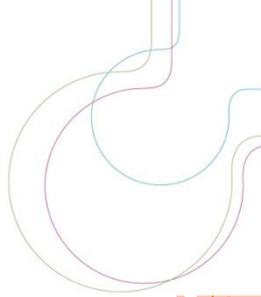
II The professional qualification The qualifications repertories

An unchanged principle : 2 repertories (with a level ;without level)

- **The national repertory of the professional qualifications (RNCP).
The qualifications are given one of the levels of the National Qualification Framework**
- **The specific repertory (ex « inventaire ») for the qualifications without level :some international qualifications, qualifications compulsory for some jobs**
- **The registration conditions to the repertories are defined by regulatory texts**
- **New databases are under development (more user friendly)**



II The professional qualification and the National Register of Professional Qualifications (RNCP)



Registration to the RNCP (Decree 2018-1172 - 18 December 2018)

- The professional qualifications are defined by an **occupation or job standard** (« référentiel d'activités, de métiers ou d'emplois », a **knowledge and skills standard** (référentiel de connaissances et de compétences) including transversal skills, and an **assessment standard** defining the criteria and methods for assessing what is acquired. (Labour code, art L. 6113-1)
- **They are made up of « competences blocks »**, sets of homogeneous and coherent competences contributing to the autonomous exercise of a professional activity which **can be assessed and validated**.
- They are classified according to activity fields ; they have a qualification level , are based on descriptors.
- Their purpose is mobility, progressiveness, building of flexible pathways :

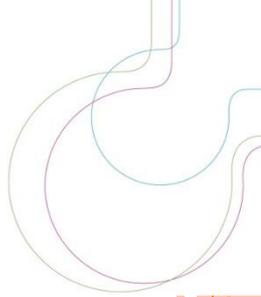


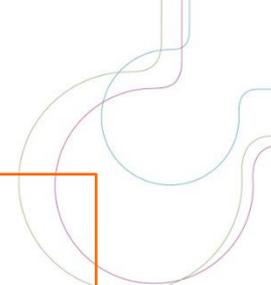
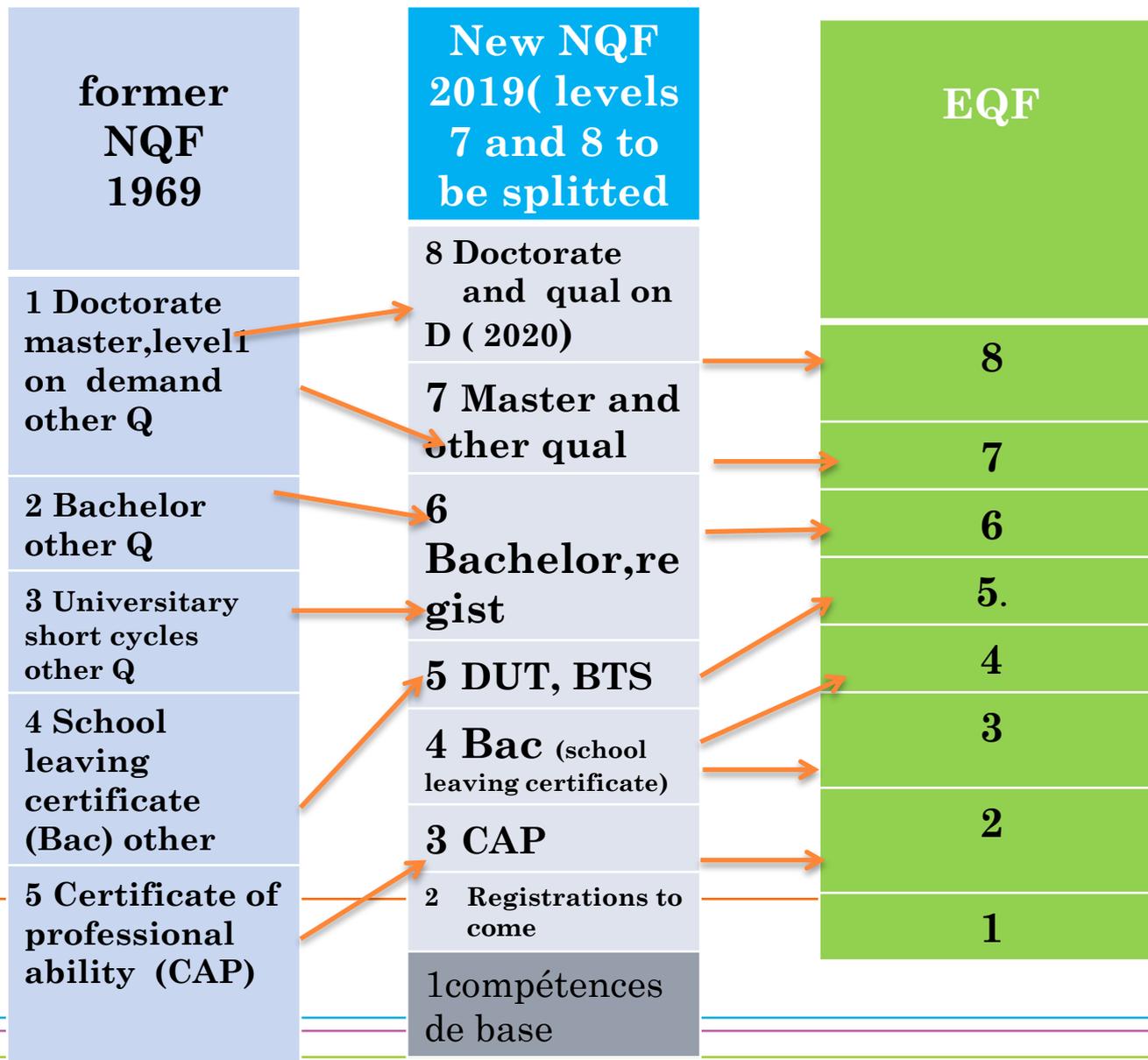
better implementation of LLL.



II The professional qualification : The RNCP

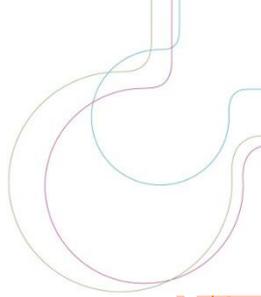
- **The conditions of registration to the RNCP. (4 January 2019 decree)**
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 - **2 kind of qualifications national diplomas after the advice of commissions, or on demand after the advice of France compétences)**
 - **Informations to give for the registration of the national diplomas and titles**
 - The level of the qualification,
 - The activity field,
 - **The decomposition of the qualification in competences blocks and, if relevant, the correspondences with other qualifications and their competences blocks,**
 - If necessary, the assessment of the Professional Advisory Commission (does not apply to Higher Education)
 - **The standards and any other document, part of the diploma or of the title**
 - **The access to the qualification through validation of prior experiential learning (validation des acquis de l'expérience - VAE)**
 - **Legal information on the owner of the qualification**





II NQF and EQF: a better correspondance with EQF

- ❑ **The new national qualification framework :RNCP and qualification created with social partners**
- ❑ 8 levels. Same structure and equivalent level descriptors
 - Level 1 : no qualification in the RNCP but a qualification « competences de base » created after agreement of the social partners
 - Level 2 created after many discussions
 - The levels master and doctorate are separated (were on the same level in the former NQF) and occupy respectively the level 7 and the level 8, with other qualifications
 - Each level is described by 3 criterias, close to the EQF descriptors:
 - The complexity of knowledge associated to the exercise of the professional activity,
 - The level of the skills, (savoir-faire),
 - The degree of responsibility and autonomy within the work organization



CONCLUSION

- **More freedom given to the person (personal training account, competences blocks...) to build his/her training path, with development of guidance (evolution of former institutions)**
- **Liberalisation of apprenticeship : any institution can open its programmes to apprenticeship (the regions loose their competence for the financing and no more decide the opening of programmes to apprenticeship),**
- **An enhanced role of the social partners on the regulation of the training provision,**
- **A regulation of the training providers and more generally of the provision services (VAE, skills audits) by quality .**

