



The financing of validation of prior learning in France

VPL BERLIN BIENNALE
7- 8 May 2019



VAE : the main characteristics

- ❑ **An individual right - Law of « social modernisation », January 2002**

- ❑ **An individual right to a 24 hour paid leave.**

This period may be increased by collective agreement for employees who have not reached a certain level of qualification (will be described in the next decree) or whose employment is threatened by economic or technological developments.

- ❑ **For whom ?**

Everybody, whatever the age, the profession, the nationality, or the status

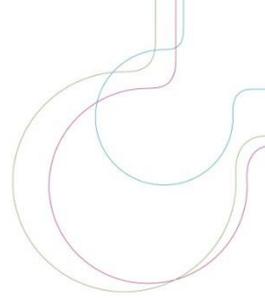
- ❑ **For what ?**

To get any qualification from the lowest to the highest level of the NQF (even in HE)

- ❑ **How ?**

At least 1 year of professional experience as an employee, an independant worker or a volunteer

Important choices made in 2002

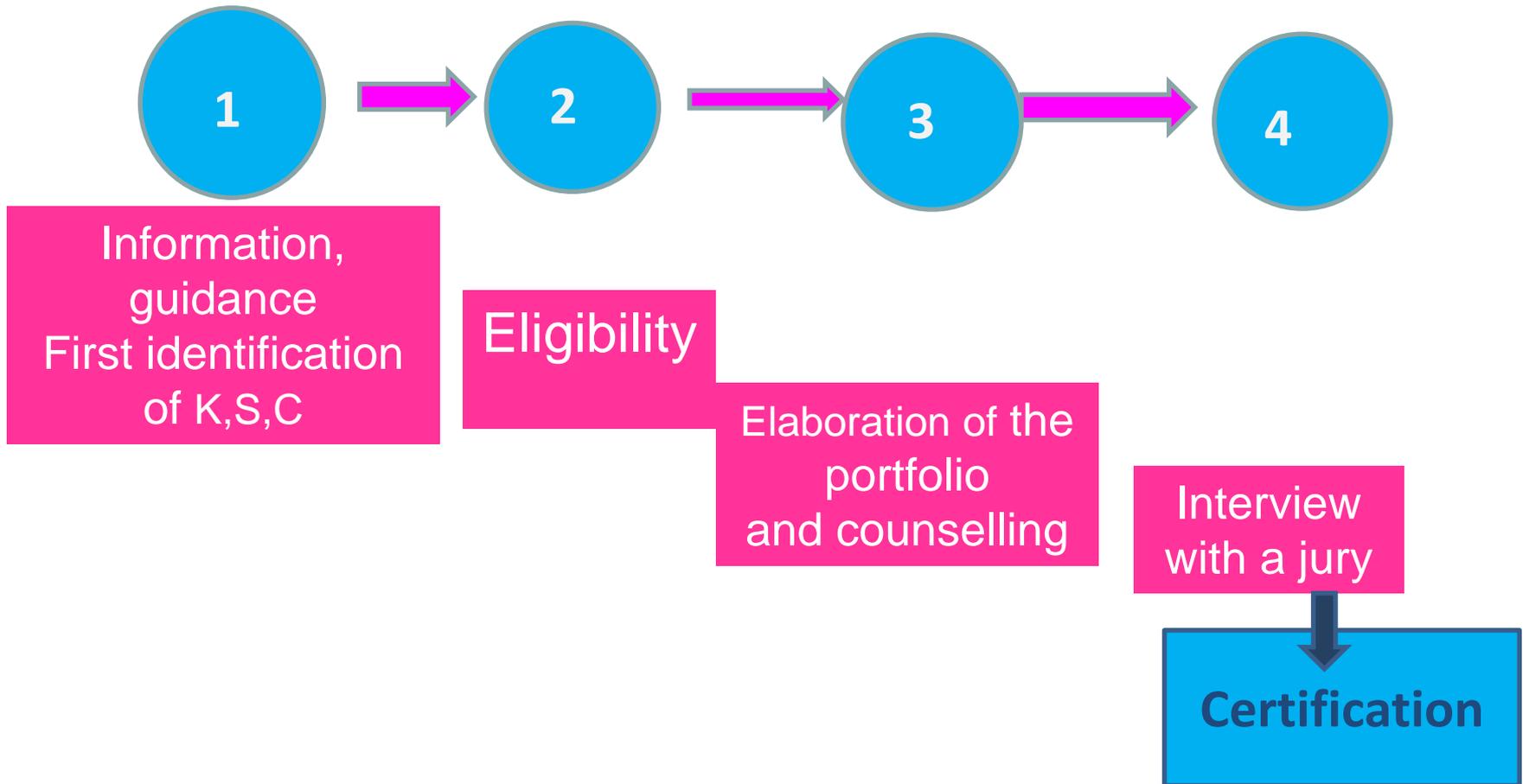
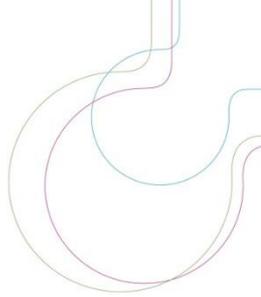


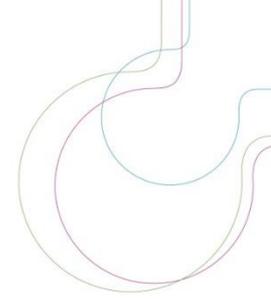
- ❑ VAE = no specific system of qualification
- ❑ The **same** qualification is awarded through validation as through initial or further training
- ❑ The qualification must be registered in the RNCP (French NQF)
- ❑ VAE is inscribed in the Education Code and the Labour Code
- ❑ VAE is recognized as an activity of continuing training

A strong integration

- ⇒ in the French qualification system,
- ⇒ in the further training system (important for the funding)

VAE : a 4 step procedure





Who pays ?

The State

Ministry of labour : the national Agency for employment

The social partners :

accredited collecting joint bodies « OPCO » to finance training plan for companies with – 50 employees

The regional authorities (regional councils)

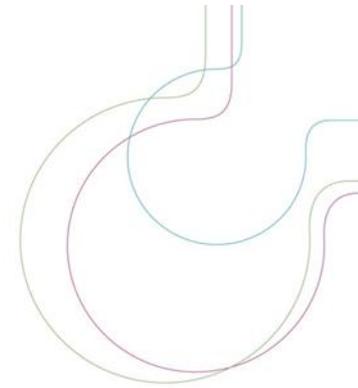
_unemployed or specific groups of people

The company training plan

The candidate

with his own money when he wants to keep his VAE secret or by using his personal training account

National level



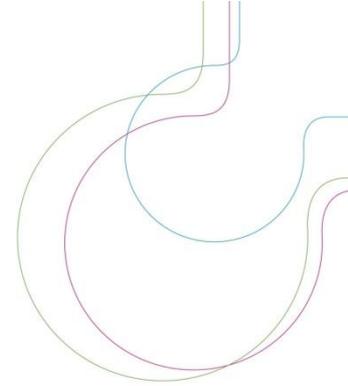
□ The State :

- The Ministry of Labour :
 - collective projects of VAE for jobseekers.
 - collective projects for less qualified persons (mutual agreement with the joint bodies and eventually the Regional Councils)
- The National Agency for the Unemployed
- France compétences via the Deposit and consignment office (« the bank » of the Personal Training Account)

□ The social partners :

- The accredited joint bodies (« OPCO », Opérateurs de compétences)
- 2 main measures :
 - The training plan for companies under 50 employees
 - Work-and-study training leading to a qualification

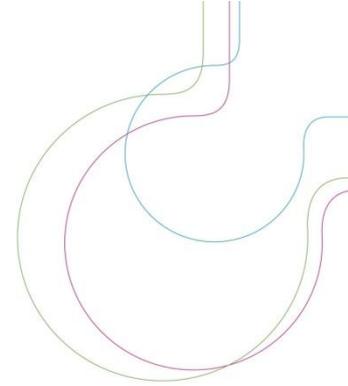
The Region



Since the Law of Decentralisation of August 2004, the Regional Councils are :

- ❑ Responsible for further vocational training of the job seekers and therefore for their VAE
- ❑ Responsible for the information and guidance on VAE (Information and Council Centers) for all publics

The regional funding



In every region, VAE is part of the policy for vocational guidance, further training, and employment :

- ❑ Financing of specific projects, often with the State and the joint bodies : target groups of employees

- ❑ Direct help to the individuals : for example less qualified persons or unemployed (almost all the Regions)
For example : VAE check in Alsace, Validation check in Brittany, VAE Pass in Rhône-Alpes...

- ❑ Direct help to companies : target sectors according to the skills needs of the Region

The Company



When the company takes the initiative of the validation and integrates it in its training plan :

2 cases :

➤ **- The company comprises at least 50 employees :**

all the expenses linked to the validation procedure are paid by the company through its training plan budget

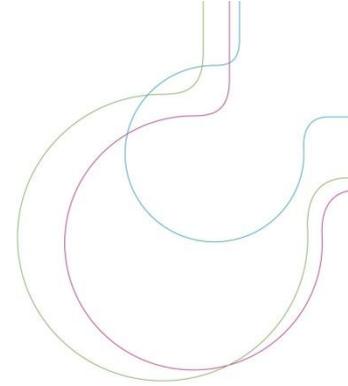
➤ **The company comprises less than 50 employees :**

the accredited joint body to which the company pays its tax for continuing training covers the expenses

2 conditions must be fulfilled :

- VAE has to be implemented with the agreement of the employee (no sanction if he refuses the VAE)
- A contract has to be signed between the employer, the employee and the organism implementing the VAE

The individual



2 cases :

1- He pays with it personal training account - supplied by the company up to 500 €/year and 800 €/year for the least qualified during periods of activity -

2- He pays with his own money :

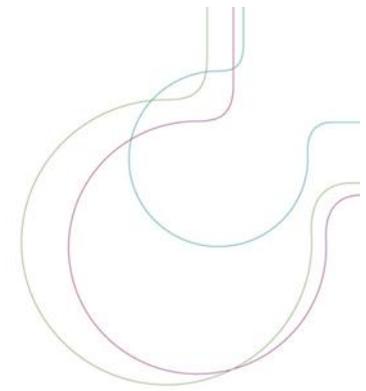
- When he wants to keep his validation secret from his employer,
- When he cannot get any help from the company nor from the Region (very rare) or when the credits in his personal training account are insufficient

The financing

Financers	2017 (Millions €)
The State <ul style="list-style-type: none">Ministry of LabourThe National Agency for the Unemployed	6,8 3
The Accredited Joint Bodies <ul style="list-style-type: none">Whose paid leave : 9,2	14,2
The Regions	6,9
The Individuals (figures only for the personal training account)	27,8*

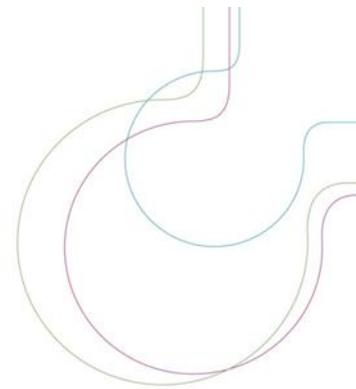
* Datas 2018

The price of the VAE



- ❑ **The price of the VAE includes the compulsory steps of the procedure** : admissibility, (administrative aspects), evaluation and certification (jury).
- ❑ **But the price mainly consists of the price of counselling** which is not compulsory but highly recommended
- ❑ **This price varies according to the provider** which can be a public institution (for example a university, a service of a ministry) or a private provider..

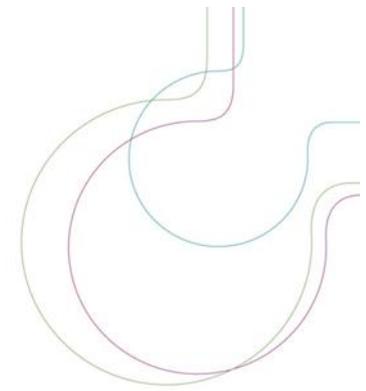
What are the benefits ?



For the company :

- ❑ A tool to respond to professional transitions and identify transferable skills,
- ❑ More efficient management of human resources and skills
- ❑ Workers more involved in the company
- ❑ A better brand image of the company that can attract :
 - new employees (in sectors where supply exceeds demand)
 - new markets thanks to its image as a socially responsible company or a company guaranteeing the qualification of its employees
- ❑ A reduction of the training costs

What are the benefits ?



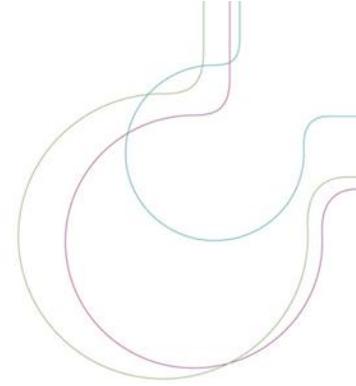
For the society

Employment :

- ❑ A general rise of qualification to respond to tomorrow challenges,
 - ❑ A valorisation of certain undervalued jobs (ex : social sector)
 - ❑ More flexsecurity
 - ❑ Less unemployment and problems linked to it
-  More social cohesion !

The figures for 2017

(only for awarding ministries)



- ❑ 72 260 applications submitted
- ❑ 60 124 applications accepted (« admissibility »)
- ❑ 40 460 candidates assessed by a jury
- ❑ **24 203 full qualifications awarded (60 % of the candidates) and 8 936 partial qualifications awarded**