

IPERIA and VPL for the homecare sector

How 30 years of development and innovations contributed
to the VPL reform in France ?

Presenters



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Quizz

What do you know about the French VPL ?

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VPL in France (before the reform)

What is "Validation des acquis de l'expérience" (validation of prior learning) ?

VPL is an individual right embedded in the French law since 2002. It is a system that enables each person to ask for a recognition of skills and previous experience in view of obtaining a formal certification (diploma, professional title or certificate).

Who can benefit from VAE in France ?

Any person, independently of age, nationality, status, education. The only prerequisite is to present 1 year of experience in the field of the certification.

Which certifications are accessible through VAE ?

All certifications registered at the National Register of Professional Certifications, managed by France Competences, the institution in charge of Vocational training and apprenticeship in France, under the custody of the Ministry of Labor.

How is VAE financed in France ? It is financed thanks to the employer contributions for the employees, and by the State for the job seekers.

Main challenges leading to the reform :

- ❖ administrative burdensome
- ❖ lack of individual support
- ❖ lack of accessibility

VPL in France : 2023 reform

Who can benefit from VPL in France ?

Any person, independently of age, nationality, status, education.

Open to : workers in the private sector. Job seekers. Volunteers. Family caregivers.

Which institution manages VPL in France ?

One national operator was created with the reform : France VAE

Main funder of VPL.

What is new in the VPL process ?

Simplification of VPL process. 3 cornerstones :

- ❖ Diagnosis : skills and previous experience
- ❖ Identification of individualized pathway, thanks to one new VPL actor : the Course designer.
- ❖ Continuous guidance throughout the process, until VPL jury

The homecare sector : main highlights

EU level : personal household service sector, all types of services provided to families and households

Direct employment system VS Indirect employment system

9,5M workers, 4% total workforce

Undeclared work

High ratio of women and migrants

Lack of social and professional recognition

Public policies discrepancies

Social dialogue structuration

Changes in the needs and will of the households

4,6 millions workers needed by 2030

In France, the homecare sector represents 1,3M workers, 3,3M employers

- Social dialogue thanks to the Professional Branch

-Fiscal incentives to fight against undeclared work

IPERIA and its missions

French association mandated by the social partners to manage the professionalisation of homecare workers



Observation : trends in professionalisation, qualifications, training needs, changes in household needs



Phone platform to provide support and assistance for care workers and future care workers



Designing reference frameworks, certifications and evaluations for care professions (life assistant, domestic housekeeper, childminder). National recognition



Labelisation of a network of training organisations, main partner Home University

VPL is central in IPERIA's action since 2004

Since 1994, IPERIA operates on behalf of social partners to enhance the skills of invisible employees.



VPL exists since 2004 in our sector



VPL at IPERIA : an agile, candidate-centered system:

- ❖ **proximity** : guidance process and jury are geographically accessible
- ❖ **individualization** : to fit the candidate's pace and needs (language skills)
- ❖ **financial support** provided by the social partners

IPERIA's VPL model selected as a good practice
by the French State



- ✓ Reduced drop-out rates
- ✓ VPL process duration 6 to 9 months
- ✓ Successful employment rates

Employment rate	2018	2019	2020	2021	2022	2023
6 months after VPL jury	92%	97%	92%	80%	93%	93%**
18 months after VPL jury	90%	74%	100%	88%	94%*	

Added value of VPL for the homecare sector

Supporting professional identity :

Skills recognition is central for the individual. **From « invisible worker » to « certified worker »**

Support and recognition of skills to encourage **people facing specific challenges** :

- ❖ Low educational level
- ❖ Linguistic barriers
- ❖ Social barriers (migrant people)

Social added value :

Recognition of skills **supports the social integration** of the homecare workers

- ❖ Enhancing the sense of accomplishment and satisfaction in their professional life
- ❖ Boosting their self-confidence
- ❖ Supporting their investment in the sector

VPL innovations at IPERIA contributed to the national reform



A new VPL actor : an Advisor specialized in professional guidance



- 🌟 Boost in self-confidence
- 🌟 Low drop-out rates
- 🌟 Continuous and tailored support



A tool dedicated to professional skills assessment, to ensure :

- 🌟 compatibility between the individual career plan and professional certification
- 🌟 adequation between previous experiences and the competence framework linked to the profession foreseen by the candidate



A global guidance and support :

- 🌟 During and throughout the VPL process, until the jury
- 🌟 After the jury : lifelong career guidance to support the professional evolution in our sector
→ a step further than the French VPL reform

Testimony : Karine LECUREUIL

Advisor specialized in professional guidance

VAE as a social ladder

The REVA experiment



- 314 application interviews
 - 234 admissible candidates
 - 234 VPL pathways, 92 additional training courses
 - Up to today : 111 candidates to the jury. **99% success**
 - 177 homecare workers, 38 workers with another background, 19 jobseekers
 - Average duration : 7 months
- Last juries expected mid-June 2024

VAE as a social ladder



The reform integrated new target groups

- ❖ jobseekers can promote the value of their experience,
- ❖ family carers can transform their personal experience into professional assets

Invisible workers have new opportunities

- ❖ professional recognition
- ❖ lifelong career development in our sector as carers
- ❖ certified homecare workers also have access to other career prospects : as trainers or jury members

Testimony

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