

What training to offer to companies in France in 2015?

Christophe PORTEFIN

As a PhD Student:

DILTEC (EA 2288) Paris 3 Sorbonne Nouvelle

PLIDAM (EA 4514) INALCO

christophe.portefin@laposte.net

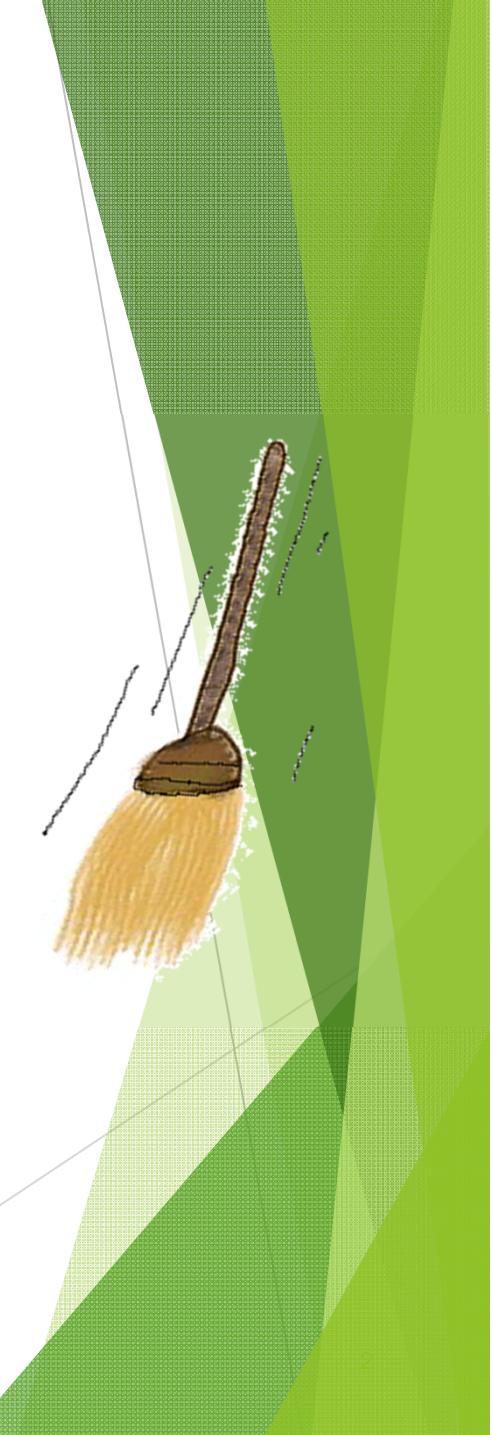
As a French Second Language/Key Competencies Trainer and Director of a non-profit organisation



accentonic@laposte.net

Summary

- ▶ Vocational training at work
- ▶ The 'Employability and Basic Skills Framework' - Le "Socle de Connaissances et de Compétences Professionnelles"
- ▶ Where does it come from ?
- ▶ The 'Personal Vocational Training Account' - Le "Compte Personnel de Formation"
- ▶ 'Basic key skills' training at work
- ▶ How to sell such programmes to companies
- ▶ Conclusion and outlook



VOCATIONAL TRAINING AT WORK

- ▶ 1971 Training at work : Companies obliged to pay for vocational training
- ▶ 2004 French Life Long Learning: French Language becomes a vocational skill - i.e. a work-related skill that you can learn at work in paid work time
- ▶ 2008 European Pact on Immigration and Asylum
 - ▶ *Member States [are invited]...to promote language-learning and access to employment, essential factors for integration"*
- ▶ 2009 Assignments of the former Minister of Immigration, Integration, National Identity and Solidarity Development (nowadays Inner Affairs)
 - ▶ *«This new politics of welcoming and integration is based on three main foundations: sharing French language and Republican values, work, accommodation»*
- ▶ 2009-2010 National Cross-sector Life Long Learning Agreement
 - ▶ Basic generic knowledge and skills learned at school
 - ▶ Ability to work with a Team / to work on with digital technology
 - ▶ Knowing English or some other foreign language
- ▶ 2014-2015 Vocational Training, Employment and Social Democracy Act (in progress)
 - ▶ Definition of basic skills at work
 - ▶ All vocational training should lead to a useful qualification
 - ▶ A vocational training account exists January 1st, 2015

Employability and Basic Skills Framework(1)

► Who wrote it ?

The COPANEF (Interprofessional National Joint Committee for Employment and Vocational Training), was set up on January 13th 2013, and designed as an «*instance de gouvernance politique paritaire nationale et interprofessionnelle en matière de formation professionnelle et d'emploi* »

The COPANEF's members are: 10 Employer Organisations and 10 Trade Unions

Within the COPANEF, the COC (Observatory and Qualifications' Committee) has specified an 'Employability and basic skills framework', published 13th February, 2015

Employability and Basic Skills Framework(1)

- ▶ The 7 domains of the framework
 - ▶ Communicating in French - *la Communication en français*
 - ▶ Using basic numeracy and mathematical thinking - *l'utilisation des règles de base de calcul et du raisonnement mathématique*
 - ▶ Using ICT - *l'utilisation des techniques usuelles de l'information et de la communication numérique*
 - ▶ Team working skills - *l'aptitude à travailler dans le cadre de règles définies d'un travail en équipe*
 - ▶ Ability to self-manage and realize personal objectives - *l'aptitude à travailler en autonomie et à réaliser un objectif individuel*
 - ▶ Continuing to learn - *la capacité d'apprendre à apprendre tout au long de la vie*
 - ▶ Behavioural skills, respect for health and safety - *la maîtrise des gestes et postures, et le respect des règles d'hygiène, de sécurité et environnementales élémentaires*

Where does it come from?

Key Competencies OECD

Key Competencies for a Successful Life and a Well-Functioning Society 2003

- ◆ Communication in the mother tongue / a foreign language | ◆ Mathematical literacy and basic competencies in science and technology | ◆ ICT skills
 - ◆ Learning to learn | ◆ Interpersonal and civic competencies | ◆ Entrepreneurship | ◆ Cultural awareness

Essential Skills Canada

Established in 1994

- ◆ Reading / Document Use
 - ◆ Numeracy
- ◆ Writing / Oral Communication
 - ◆ Working with Others
 - ◆ Thinking
 - ◆ Computer Use
 - ◆ Continuous Learning

Key Competences Framework In Professional Situation" France

2009

- ◆ French Oral , Writing and Reading
 - ◆ Numeracy
 - ◆ ITC, Technology
 - ◆ Self-Attitude
- ◆ Attitude at Workplace
- ◆ Rules and Regulation
- ◆ Cultural Awareness

The 'PERSONAL VOCATIONAL TRAINING ACCOUNT'

- ▶ Account for Life Long Learning (Compte Personnel de Formation CPF)
 - ▶ From block-release training to retirement
 - ▶ A Personal account each people in activity can use
 - ▶ With 150 hours max you can use for what you want, in your professional environment or not
 - ▶ With training priorities : especially the "Employability and Basic Skills Framework"
 - ▶ With national qualifications for the French Language:
 - ▶ Diplôme de Compétence en Langue Français Professionnel
 - ▶ Diplôme de Compétence en Langue Français Langue Etrangère
 - ▶ Diplôme de Compétence en Langue Français Langue des Signes
 - ▶ BULATS français
 - ▶ Certificat Voltaire
 - ▶ Deciding not to use your Personal account is never a fault

"BASIC KEY SKILLS" TRAINING AT WORK

our field of work and research

Cleaning Services	Command of Cleaning's Key Competencies Maîtrise des Compétences Clés de la Propreté
Food Processing	Command of Fundamental Knowledge Maîtrise des Savoirs Fondamentaux
Building Industry	Professional General Basic Training Outils de Communication Professionnelle



In these Basic Key Skills at Workplace Training Sessions, people are mixed together whether they can read/write/speak French or not : the common point is the company, not the level

Main Points:

- More and More, Language Training at Work is part of Basic Knowledge Training
- Since 2015, Sectors try to make recognised (or adapt) their trainings to become involved into the CPF
- A lot of Migrants work in these sectors, mainly in under classified positions, part of them are considered as Invisible Workers
- According to the ANLCI (Agence Nationale de Lutte contre l'Illettrisme/ National Office for the Fight against Illiteracy), between 8 and 30% of people lack basic knowledge of any sector

How to sell such training to companies???

► A really new paradigm

► Before and after 2015 :

- Compulsory to pay (there is less and less money for vocational training)
- Compulsory to train (what training? Useful or compulsory?)

► Specific tools vs transversal tools

- Command of Cleaning's Key Competencies fully recognized in the CPF
- How to prove that "Employability and Basic Skills Framework" is useful for whatever job you get?

► Why do companies run this sort of training?

► To meet their training obligations ...to avoid fines.... (*up to 6000€...*) / To foster positive relationships with trade unions, to give pleasure

- "*Because my boss wanted me to learn... , Because my company lost a market*"

► To improve their staff: what do they expect from such training???

- "*I could get professional promotion, I could read working papers, I could write by myself to ask for holidays... I could work and understand colleagues and clients* " /*to gain autonomy - to become multipurpose / to respond to dysfunctions*

► To help their staff to be more integrated in the French society

- "*We live in France, French is the language in France, for my own pleasure, to feel more confident..., To Speak (to Colleagues, Public), Write, Read... I could apply for a job wherever I want... Now, I can go and see the doctor alone....*"

Conclusion and Outlook

- **Teaching French Language/key competencies/basic skills at workplace**
 - Migrants have the right to learn French / basic skills at workplace and companies begin to understand how essential it is
 - Does a French qualification guarantee competence?
- **Gap between what people want and need, what companies want and what trainers really teach**
 - **French Language or key competencies or basic skills?**
 - **Basic skills for what ? A language for what ? Objectives have to be clarified**
 - Professional and Personal (Mixing or not mixing)?
 - Learning at workplace when you are supposed to work or not?
 - Sustainable Development??? Philanthropic perspective or good corporate image or socially responsible company
 - According to companies, how much does good vocational training cost?
- **Issues of the 2014-2015 law**
 - The “Compte Personnel de Formation”: the individual is responsible for their own vocational training
 - The “Socle de connaissances et de compétences professionnelles”: Who will assess? Who will run training?
 - Gaining the qualification without writing a word or spelling your name with the “Maîtrise des Compétences Clés de la Propreté”?
 - Gaining the qualification and being able to write a cover letter with the “Socle de connaissances et de compétences professionnelles” ?