



## FRANCE

# The French Skills Investment Plan

THE FRENCH SKILLS INVESTMENT PLAN AIMS AT UPSKILLING JOBSEEKERS WITH A FOCUS ON YOUNG JOBSEEKERS AND THE LEAST QUALIFIED JOBSEEKERS, BY PROVIDING VOCATIONAL TRAININGS, IMPROVING TRAINING SCHEMES AND TRAINING CONDITIONS, AND PRIORITISING THE STRENGTHENING OF DIGITAL SKILLS AND JOBS OF THE FUTURE.

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With investment of over 15 billion euro, the challenges addressed by the Plan are threefold:

- ▶ training for one million low-skilled/unskilled jobseekers and one million young people furthest away from the labour market, in particular people with disabilities and those living in urban policy priority neighbourhoods (*quartiers prioritaires de la politique de la ville*) and rural regeneration areas (*zones de revitalisation rurale*);
- ▶ meeting the needs of companies facing recruiting difficulties;
- ▶ contributing to the skill-related process of transformation, particularly in light of the digital and green transitions.

Name of the PES

Pôle emploi

Scope of measure  
(a pilot project or a national reform)

National scope but implemented on a regional scale (by regional councils), as part of the Regional Skills Investment Pacts (2019-2022, after an initiating phase in 2018). These Pacts are the territorial expression of the Skills Investment Plan, taking into account the specificities of each region. Pôle emploi is particularly involved in two regions (Auvergne-Rhône-Alpes and Provence-Alpes-Côte d'Azur).

When was the practice implemented?

The French Skills Investment Plan has been established for five years (2018-2022). In 2019, each region signed a Regional Pact.

What was the driver for introducing the practice? Was it internal or external?

Internal. The Pisani-Ferry report (2017) sets out a broad investment plan with 4 priorities to ensure France's sustainable growth dynamic:

- ▶ accelerating the green transition (20 billion euro);
- ▶ building a society of skills (15 billion euro);
- ▶ rooting competitiveness in innovation (13 billion euro);
- ▶ building the state of the digital era (9 billion euro).

In addition, the plan is included in the vocational training reform and complements the "law on the freedom to choose one's professional future" of September 2018.

Which organisation was involved in its implementation?

Ministry of Labour, Pôle emploi, regional and local governments, sectorial skills operators (OPCO), social partners, stakeholders from the civil society in the fields of employment and training, training providers, companies.

Which groups were targeted by the practice?

Low or unskilled jobseekers and young people out of the labour market. The PES is responsible for the vocational training of jobseekers.

What were the practice's main objectives?

To provide training for one million low-skilled or unskilled jobseekers and one million young people furthest away from the labour market.

What activities were carried out?	<p>Examples of national measures:</p> <ul style="list-style-type: none"> <li>► CléA digital: providing basic digital skills to the least qualified;</li> <li>► Prépa apprentissage: successful completion of apprenticeship for young people;</li> <li>► FOAD: providing 100% remote courses, targeting specific profiles (15 000 entries in 2020);</li> <li>► 1 000 validations of acquired experience for refugees;</li> <li>► “Enhancing your professional image” workshop to prepare jobseekers for a job interview.</li> </ul> <p>Actions carried out in the framework of the Regional Pacts: financing training courses leading to qualifications; calls for local experimental projects.</p> <p>Examples of national calls for experimental projects: aimed at refugees or the “invisible” populations.</p>
What resources and other relevant organisational aspects were involved?	The practice is implemented with shared responsibility between the French state and regional governments.
What were the source(s) of funding?	The French State.
What were the outputs of the practice: people reached and products?	<p>Training was provided to 964 000 jobseekers in 2019.</p> <p>The access rate for the least qualified jobseekers into training increased in 2019 (10%, compared to 8.4% in 2018). To promote entries in training of less qualified jobseekers, the plan introduced new national preparatory programmes prior to entering qualifying training courses.</p> <p>Senior jobseekers and adults (26-44 years) have benefited the most from the investment. Their access rate rose sharply, especially in 2019. The access rate of youth looking for work (registered or not as jobseekers at Pôle emploi) remained stable, around 16-17%. The lower representation of youth among beneficiaries of training is explained by two facts: a decrease in those searching for work between 2015 and 2019, and the existence of strengthened support and integration measures such as the Youth Guarantee or civic service.</p>
What outcomes have been identified?	None yet, since the practice has not been in place long enough.
What are the lessons learnt and success factors?	None yet, since the practice has not been in place long enough.
What (provisional) conclusions can be drawn regarding the implementation of the measure?	Feedback from CES staff, along with the recorded number of visits to the course <i>Managing mental health</i> , suggests great demand for such content and services.



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