



ACT FOR THE FREEDOM TO CHOOSE ONE'S FUTURE CAREER

The Act in 10 key points

August 2018

WHY THIS ACT?



Audacity is about transforming the real world so that we can tap into the full potential of the changes that lie ahead. With 50% of jobs set to undergo significant change over the next decade, now more than ever we need to achieve easier, swifter and fairer access to the most important asset of the 21st century: skills.

If we are to win the global skills battle and enable everyone to look to the future with confidence and hope, it is time to invest in the nation's potential.

The Act for the freedom to choose one's future career is phase II of the President's pledge for a complete overhaul of our social model.

Already, with phase I, the ordinances for strengthening social dialogue, we have put our trust in stakeholders on the ground – businesses, trade union organizations and employees – aiming to align the need for economic performance with social progress, by decentralizing social dialogue.

The ambition behind phase II, the “Act for the freedom to choose one's future career”, is that everyone has the opportunity to achieve his or her professional aspirations. To make that possible, we need to address the persisting barriers and discrimination in our country and find a way to lay the groundwork for this empowerment, which will enable our fellow citizens to pursue a freely chosen occupation while benefiting from collective protection. This entails creating new rights for everyone.

As with any structural reform, the tangible benefits of this radical overhaul of our social model will not materialize for several months. However, inclusion cannot wait that long, and we must already help those furthest away from the job market. With this in mind, the Skills Investment Plan launched at the end of 2017 aims to integrate one million young people and one million jobseekers into sustainable employment through training.


Muriel Pénicaud,
Minister of Labour

The Act for the freedom to choose one's future career

is the result of extensive cross-ministerial work done with Jean-Michel Blanquer, Minister of National Education, Frédérique Vidal, Minister of Higher Education, Research and Innovation, Sophie Cluzel, Minister of State for Disabled People, Marlène Schiappa, Minister of State for Gender Equality, and Olivier Dussopt, Minister of State, attached to the Minister of Public Action and Accounts. The Act is also the result of a seven-month period of talks and negotiations, two cross-sectoral agreements between social partners, and more than 50 visits and exchanges with stakeholders on the ground.

FREEDOM TO CHOOSE ONE'S FUTURE CAREER:

THE 10 KEY POINTS TO REMEMBER



1. Deciding on your own professional future

Today, just **6% of workers choose to undertake training, versus 25% of managers.** The entire labour force will be given simple and transparent information so that everyone can take ownership of their professional development:

- A new CPF (Individual Training Account) app, available in autumn 2019, will give the entire working population simple, equal access to training. Thanks to the app, all workers will be able to use their CPF without having to contact anyone

else, to compare the quality of training programmes delivered by certified providers, the success rates and user satisfaction. In this way they will be able to find the programme that matches their career aspirations, and also register and pay online.

- Anyone will be able to get free advice on professional development through the nationwide scheme.

2. Gaining access to training and skills irrespective of your background

50% of occupations are expected to change over the next decade. Businesses claim they are unable to find the skilled workers they need to support their growth. At the same time, managers and employees working in large companies have twice as much access to training as workers and employees in microbusinesses-and SMEs. Everyone should be able to get training, progress in their career and adapt to the changing world of work:

- Young people will now be able to enrol in apprenticeships until the age of 30.



- Every member of the working population will receive an annual sum of €500 in their CPF for training, and the least skilled individuals will receive €800, i.e. €5,000 and €8,000 respectively over a 10-year period.
- Part-timers, 80% of whom are women, will benefit from the same training entitlements as full-time employees.
- Online-platform workers will also be able to access vocational training to change track and retrain in a different sector.
- Disabled people will have a supplement in their CPF.



3 • Gaining support for professional retraining

64% of French people would like to retrain in a different field, especially young people. 69% of under-30s would like to work in a different profession or company.

Measures will be rolled out to meet these expectations, to adapt to the specific needs of certain sectors of the economy and to anticipate retraining needs associated with occupational changes:

- A new scheme for retraining or progressing through work-based training (Pro-A) will enable employees to take training programmes providing qualifications, either for an internal career move or for retraining, on a work-based training basis, whilst keeping their job contract and pay.
- A CPF for career transition will allow people to change profession or occupation whilst benefiting from specific leave during the training period.
- Anyone will be able to get free career advice.
- Staff who resign will be entitled to the job-seeker's allowance provided they have a career plan.
- Many new apprenticeship places will be created so that young people aged up to 30 can train – including after their first work experience placement.

4 • Learning by doing: opting for apprenticeships as an educational alternative with a bright future



70% of apprentices are in a job 7 months after graduating, and many of them start up their own companies. Some 400,000 young people choose this initial training path every year.

The legislation is enhancing the attractiveness of apprenticeships in order to expand them on a massive scale across all attainment levels:

- €500 driving licence subsidy for adult apprentices.
 - a €30 increase per month for apprentices aged under 20 undertaking a certificate of professional competence (CAP) or vocational A levels (Bac pro).
 - Every training course at an Apprenticeship Training Centre (CFA) for a young person on a contract with a company will be funded.
 - The bridges between apprenticeship and school or student status will be facilitated
- and business campuses grouping all sectors will be developed.
- 15,000 young apprentices will be able to embark on an “Erasmus pro” scheme every year by September 2022.
 - All young people will be able to enrol in apprenticeships all year round and have their professional experiences validated to shorten the training period or, on the other hand, when they are struggling, to extend it with an apprenticeship foundation course, funded by the government's Skills Investment Plan.
 - The number of production schools (which provide innovative training for young people not in education, employment or training) will be doubled by 2022.



5 • Enabling companies to develop apprenticeships

Developing apprenticeships means removing the barriers specific to each business:

- A single aid scheme to provide more clarity for businesses with fewer than 250 employees that train young people through certificates of professional competence (CAP) or vocational A-levels (Bac pro).
- For all businesses, the possibility of opening an Apprenticeship Training Centre (CFA) or setting up a single collecting body (URSSAF), the possibility to open an apprenticeship place all year round, and a contract duration which takes the apprentice's previous professional experience into account...
- For all CFAs, administrative procedures will be simplified.
- Branches of industry will jointly develop the course contents with the State.
- Labour law will factor in the specifics of certain professions.

6 • Helping young people and employees make better choices



The career choices we make are key to how we each build our lives, and with that in mind:

- The employment and pass rates for the courses offered by all CFAs and all vocational upper secondary schools will be made public.
- With all lower and upper secondary schools, the regions will organize sessions for students to find out about different professions and sectors by meeting professionals who will come to share their passion and expertise.
- The creation of a Year 10 (age 14/15) «vocational foundation» course to prepare those secondary school students who want to take up apprenticeships or go directly into the workplace. This will allow them to continue acquiring the common core of skills and knowledge.
- Career advice will enable people who have already entered working life to receive free guidance, if they wish, in their professional choices and training.

7 Giving employees who resign new rights and encouraging them to take greater responsibility for their actions



Professional mobility provides an opportunity to retrain or start up a business, but employees encounter disincentives to do so, such as the risk of losing income if they resign.

What is more, the self-employed do not benefit from any systematic protection against the risk of unemployment when their business ceases.

New protection mechanisms will be rolled out:

- Staff who resign with plans to professionally retrain or start up a business will now be entitled to the jobseeker's allowance at the same level of benefits as other jobseekers.
- The self-employed will benefit from an initial safety net to start over when their business concern is wound up. They will receive €800 a month for six months, without having to pay any additional contributions.
- In addition, negotiations on the unemployment insurance system are set to get under way this autumn to find solutions to excessively precarious work situations (e.g. a bonus-malus/incentive-disincentive system) and encourage people to get back into work.



8 Making gender equality a reality in the workplace

45 years after the Gender Equality Act, the gender pay gap persists with a 9% difference for work of equal value and a 25% difference over a whole career. To achieve genuine equality in the workplace:

- Companies will have 3 years to achieve equal pay. A common measuring tool will be set up for that purpose.
- Companies will have to devote a budget to closing the pay gap and an inspection will be carried out, with fines where the criteria have not been met at the end of the scheduled three years.
- Part-timers, 80% of whom are women, will benefit from the same training entitlements as full-time employees.
- To combat sexist and sexual violence, a representative, elected by staff, will be appointed to the Social and Economic Committee of every company, and a Human Resources representative will be appointed in companies with 250 employees and over.
- Labour inspectors and occupational therapists will be trained systematically to prevent situations of violence, come up with fitting responses and support victims.



9. Facilitating access to employment for people with disabilities

With disabled people making up only 3.4% of companies' workforces and 1.2% of apprentices, our society is not inclusive enough. Taking action to develop the skills and access to sustainable employment of disabled people and broadening the range of existing tools are priorities:

- The scope of the employment obligation will be assessed at company level, which will enable 100,000 jobs to be opened up for disabled people.
- The number of jobs created in social enterprises supporting the employment of disabled people (entreprises adaptées) will rise from 40,000 to 80,000 by 2022.
- Each CFA will have a disability representative and receive additional aid for each disabled apprentice it hosts. Programme content and workstations will thus be adapted accordingly.

10. Better protecting businesses and employees against posted worker fraud



Although the posting of workers sometimes enables businesses to fill skill gaps swiftly in France, it must not foster social dumping in Europe and needs to be better regulated and supervised. This is why, with France playing an active role, the Posting of Workers Directive was revised in 2018 and now provides for the "equal pay for equal work" principle across all European countries:

- Irrespective of the employee's status (residing in France or a posted worker), the net pay will be the same, including the advantages granted at sectoral level.
- Furthermore, to crack down effectively on fraud, the authorities' supervisory powers have been significantly bolstered by the law. In practice, this means that the authorities may now order the suspension of a service (e.g. temporary closure of a site) where a company found guilty of posted worker fraud has not paid the fine handed down.

THE SKILLS INVESTMENT PLAN

The government has moved to unlock unprecedented resources through the Skills Investment Plan. With a €15 billion endowment over 5 years, this will enable one million low-skilled jobseekers and one million early school-leavers to receive training and guidance by 2022. It has been made possible thanks to an ambitious partnership with the regions and innovative measures particularly in terms of the digital sector, the energy transition, shortage occupations and the integration of the most vulnerable into employment.



INVEST
IN YOUR
SKILLS

THE ACT AT A GLANCE



The Act for the freedom to choose one's future occupation aims to transform:

- apprenticeships;
- vocational training.

It also contains measures on:

- expanding unemployment insurance;
- gender equality;
- employment of people with disabilities;
- cracking down on posted worker fraud.



You can find more details about the Act on the Ministry of Labour's website:

www.travail-emploi.gouv.fr/grands-dossiers/liberte-de-choisir-son-avenir-professionnel



« This Act sets far-reaching changes in motion for the benefit of our fellow citizens in terms of access to knowledge and skills: a key policy area for the 21st century. It paves the way for our society to become one of empowerment through work and training where everyone – young people, employees and jobseekers - will be able to look to the future with peace of mind and achieve their professional aspirations, thanks to new rights guaranteed by collective protection tailored to current and future challenges – and our businesses throughout the country will be able to find the skills they need to grow. It is now up to all stakeholders to get involved, because if everyone does their bit we will win the global skills battle, to the benefit of our country's economic performance and social progress. »


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