

Policy of apprenticeship in French higher education system

Jean-Baptiste CARTIER
UJML3 - Université Jean Moulin Lyon 3

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Objectives of the apprenticeship

- In France, apprenticeship can be broadly defined:
 - as a training system that alternates practical phases (in companies) and theoretical phases (at university or more widely in a training establishment)
 - to train the learner in a trade and thus facilitate his or her integration into the life and culture of the company in the sector concerned.
- This type of training is seen as a gateway to employment and professional integration.
- A real dialectic is set up between the University (Education), the Company (Production) and the student.



Apprenticeship contracts

- Work-linked training is organized by :
 - employment contracts
 - including training leading to a diploma
 - representing at least a quarter of the time spent in the company.
- The work-linked training contract takes two main forms:
 - the apprenticeship contract
 - the professional training contract

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Framework of the apprenticeship

- New development of apprenticeships (law of the 5th of September 2018, known as the "Professional future").
- In-depth reform of the system of financing apprenticeships in France :
 - moving from a regional subsidy regime to a "cost-contract" funding model.
 - emergence of new bodies and transfers of competences.
- Liberalization of the work-linked training market and training centers.
- Companies will be able to provide training that is perfectly adapted to their needs.
- Since 1st January 2020, work-linked training can be developed by making a "declaration of activities" to the State services and by meeting the requirements quality imposed by the Qualiopi standard.



Analysis (on the 2018 data)

- the beneficiaries of apprenticeship contracts are:
 - 67.3% men (the share of women is however higher at Bac+3 level:47,8%),
 - 57.5% in higher education: 22% in BAC+2, 17.5% in BAC+3 and +4, 18% in Bac+5).
 - The average duration of the apprenticeship contract is about 14 months.
 - The average of the training courses is about 600 hours.
 - 40% of apprenticeship contracts were concluded in companies with fewer than 10 employees and 28% with more than 250 employees.



Global results

76% growth in 7 years
40% growth since last year

Year	Number of students
2013	283,000
2019	353,000
2020	495,000

RETAIL TRADE, except (for) motor vehicles and motorbikes	12,4%
CONSTRUCTION AND PUBLIC WORKS	10%
FOOD INDUSTRY	6,3%
HOTELS AND RESTAURANTS	5,4%
TRADE AND REPAIR OF MOTOR VEHICLES AND MOTORBIKES	4,6%
WHOLESALE TRADE, except for motor vehicles and motorbikes	4,3%
PERSONAL & COMMUNITY SERVICES	3,7%
CULTURE AND ANIMAL PRODUCTION, and related services	2,7%
PROGRAMMING, CONSULTING AND OTHER COMPUTER ACTIVITIES	2,3%
FINANCIAL SERVICES ACTIVITIES, excluding insurance and pension funding	2,3%

Results of the apprenticeship

- 7 out of 10 apprentices find a job,
- 60% of which are on permanent contracts
- 80% of employers say they are satisfied

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Apprenticeship stakeholders

- Ministry of Labour
- Ministry of Higher Education, Research and Innovation (list of accredited diplomas)
- "France Compétences" : the national authority for the financing and regulation of vocational training and apprenticeship. Its mission is to :
 - distribute the funds for work-linked training between the various funders,
 - to control and regulate the system,
 - to register qualifications (diplomas, titles, etc.)
 - and to ensure that they are relevant and appropriate to the needs of the economy.

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Apprenticeship stakeholders (2)

- The OPCOs (“OPérateurs de Compétences”): Skill Operators
 - They are the funders of work-linked training.
 - In France, all companies, regardless of their size, are required to pay a single tax to contribute to the financing of apprenticeship and vocational training.
- An actor dedicated to work-linked training: the CFA (“Centre de formation par l'apprentissage /l'alternance “): apprenticeship training center
 - Diversity of CFAs : public, private, dedicated from university, dedicated to a specific company ...
 - The activity of a CFA is highly regulated and subject to pedagogical, administrative and financial control.



The funding system for apprenticeship

- 1 young person + 1 company + 1 CFA/UFA. It leads to a contract and a training agreement.
- they allow many benefits, such as :
 - a total or partial exemption of charges, depending on the size of the company,
 - no end-of-contract indemnity, even if the contract is for a fixed term
 - the payment of training costs by a skills operator, as well as the expenses incurred for the training as well as the expenses incurred in particular for training the tutor,
 - special assistance for disabled apprentices in particular
 - aid for the first educational equipment (ex-laptop): 500 euros in 2021

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Alternating-University-Company Link

- see the subsequent presentations from Strasbourg and Lyon 3 (on tuesday).

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