



The development of CVT in France

- It is relatively new (the 70s)
- It belongs to the tradition of permanent adult education
- It answered the need to maintain up-to-date knowledge
- It also met the need in countries to fight against insufficient levels of qualification of salaried workers

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The exemplary character of the 1971 French Law (1)

- It corresponds to the double tradition of promotion of the individual and adaptation of the worker
- It organizes the financing of in-company training by levying a compulsory tax for employers (1.1% of the wage bill, including 0.9% for the company training plan, reaching 1.5% of the wage bill in 1993)



The exemplary character of the French Law (2)

- It establishes the idea of a company training plan and of training taking place during working time
- It establishes the right to training for salaried workers
- It makes vocational training a specific area for social dialogue

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Consequences of the Law on French CVT (1)

- Salaried workers express a strong demand for training
- HR managers have progressively been presenting yearly training plans
- Companies soon witness the benefits of training in social and economic terms
- CVT progressively becomes a key component of companies' strategy

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Consequences of the Law on French CVT (2)

- Training has become an expenditure, thus an economic and accountable reality
- Very quickly, large companies and some professional sectors spend more than the legal minimum (around 2% of the wage bill by the end of the 80s, 3% at the beginning of the 90s)
- The Law authorizes the establishment of bodies for collecting funds and advising companies, especially SMEs



Consequences of the French Law on CVT (3)

- The Law has led to the development of training organisations
- It also enables the development of quality control over training bodies and courses
- CVT has become one of the criteria for assessing the dynamism of companies
- CVT is becoming more and more a strategic investment for companies

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Consequences of the French Law on CVT at European level (1)

- At the end of the 80s, the discussions taking place in France on CVT extend to European level
- The European Commission decides to assess the involvement of European companies in training
- European employers and trade union organizations hold discussions on CVT's contribution to companies' competitiveness and workers' competencies

Consequences of the French Law on CVT at European level (2)

- The European Community sets up a programme with financial resources for promoting CVT in European companies
- The European social partners agree to recommend the largest possible access of workers to training (1993)
- The European social partners become able to sign agreements on CVT through which all European partners are committed



Where are we now ?

The European Situation (1)

- CVT has become a strategic dimension of European policy (Memorandum on Longlife Learning)
- Two studies have been conducted regarding the development of CVT in European companies
- Conclusion of those studies (results pending)

Where are we now ?

The European situation (2)

- A result : without CVT, companies are unable to meet the challenges of innovation and globalisation
- One difficulty : how to finance training activities ?
- The example of Germany : trade-unions ask for a Law that would clarify the financing as well as the quality criteria of training and qualification

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Where are we now ?

The French situation (1)

Financing

- 3.18% of the wage bill in 2000 for companies with more than 10 salaried workers, and 1.68% for those for companies with fewer than 50 workers
- 8.9 billion euros in 1999 (an increase of 4% compared with 1998) against 8.7 billion euros for the State
- Companies are the first financing contributors for CVT in France



Where are we now ?

The French situation (2)

Access

- On the whole, 1 salaried worker out of 3 has a yearly access to training
- Managers and salaried workers of large companies have privileged access
- 26 000 salaried workers have benefited from training leave with an average duration of 913 hours (Training leave)

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Where are we now ?

The French situation (3)

Duration of training

- The yearly average duration of training for salaried workers is between 35 and 40 hours
- The yearly average expectation (in terms of training) for a salaried worker is 15 hours
- The average duration of training during active life is 600 hours
- 75% of training takes place during working time

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Where are we now ?

The French situation (4)

A reform is needed

- The 1971 Law has reached its limits
- CVT should enable qualifications and skills not only to be adapted but also to take their development into account
- The acquisition of skills cannot be limited to a training course
- The 2001 Law on the validation of acquired skills places competencies at the heart of the CVT system

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Where are we now ?

The French situation (5)

A reform is needed

- Companies' investment (in training) should be complemented by co-investment and individual investment with a capital expressed in time to be spent or/and a personal training account
- Continuing qualification and second chance qualification must be ensured through active partnership between public authorities, employers and trade-unions
- A specific effort must be made for salaried workers of very small companies

Points for discussion (1)

- **Can a country meet the challenge of competitiveness for its economy without organizing CVT and the validation/certification of competencies ?**
- **Can a national training and certification system be diversified or must it remain unified ?**
- **Is there an agreement to recognize that investors in training and qualification should be employers, public authorities and individuals ?**

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Points for discussion (2)

- **What should the share of each be and how could the financing be organized ?**
- **What should be share of IVT and CVT in the establishment of an efficient training system ?**
- **Who are the priority and/or the legitimate actors of certification/validation of vocational skills ?**