

Work based learning (VET “alternance”): the French context



Outline

1. Vocational Education and Training in France
2. Focus on WBL with labour contract
3. The relationship training institution – company
4. Indicators of performance / of efficiency
5. The relationship with the funding institutions
6. The institution development plan
7. A network of pilot training institutions of the automobile sector



Vocational Education and Training in France

2 kind of training paths :

Work based learning **where** the learner is a student

- 24 weeks in Vocational School
- 6 to 8 weeks in company

WBL where the learner is an employee (Alternance with labour contract) :

- 20 week in training institution
- 27 weeks in company

Same qualification can be each by both path



Focus on WBL with labour contract

The trainee (learner):

Is an employee of the company

He/she has a labour contract

Must attend the training course delivered in the training institution

The Company:

Is a training place (training takes place in company)

Must assign a mentor

Must allow the trainee to attend the course in the training institution



Focus on WBL with labour contract

The training institution :

Leads / coordinates the training

Ensures the complementarity with the training that takes place in company

Monitors (ensures the follow up) of the training delivered in company

Implement the tools and procedures needed for a performing / an efficient cooperation with the company



The relationship with the funding institutions of the training

Public funding: the Regions

- Expectations and demands expressed in an annual guidelines
- A relationship relying on a multi-annual training institution development plan (“school project”)
- An annual budgetary dialog: allocation of resources
- Policy and Territorial priorities

Private funding: the companies

- Sectoral priorities
- An additional financial support



The training institution development plan (“school project”): a regional requirement

A support:

- at the heart of the dialog with the Regions
- Designed for 5 years
- Updated each year

It describes:

- The objectives and actions implemented to develop a **performing training both financially and pedagogically** (cost / results ratio)
- Eventual corrective measures and actions implemented



Example of a training institution development plan

It concerns a multi sectors training insitutions

- 1200 trainees
- 5 sectors
- 40 training courses leading to qualifications
- 5 awarding bodies

A project with three components:

- A pedagogical component
- An educational component
- A strategic and prospective component



The training institution development plan: overall objectives



A-TRAINING PILLAR	B –EDUCATIONAL PILLAR	C –STRATEGICAL PILLAR
A1- Reception and integration of apprentices expressed as necessary conditions to achieve the training path.	B1- participation of apprentices, families and companies to the life of the training institution	C1- Reorganization of the services and creation of a department Apprenticeship Training-employment gathering IVET and CVET
A2- L'articulation des apprentissages dans une recherche permanente d'amélioration du dialogue avec l'entreprise.	B2 L'accompagnement psychosocial et la détection anticipée des situations de fragilisation des apprentis.	C2- Un objectif de cohérence interne et de complémentarité de l'offre de service.
A3- La mise en œuvre de pratiques d'individualisation et de développement progressif de portfolios de compétences.	B3- L'encouragement et le soutien des projets à caractères culturels, artistiques, sportifs, ...	C3- Une volonté d'élargissement de l'offre de formation et de diversification des publics.
A4- La formation des maîtres d'apprentissage de manière à favoriser l'accueil et donc l'intégration dans l'entreprise et permettre la complémentarité des apprentissages.	B4- Le développement des projets de mobilité et de coopération transnationale.	C4- Le renforcement et le développement des partenariats avec les différents acteurs de l'emploi et de la formation du département de l'Isère.
A5- Un objectif de prévention du décrochage en résultante des lignes précédentes.	B5- La prévention des comportements à risques et la santé des apprentis.	C5- La construction d'une notoriété à l'échelle du département de l'Isère en s'appuyant sur une communication moderne et réactive.



The training institution development plan: actions implemented



	Objectives	Achèvements	Provisional
<p>A2</p> <p>Quality of the dialogue with the company and complementarity of learning</p>	<ul style="list-style-type: none"> - To establish a quality dialogue with the company and show reactivity to remedy any difficulties. 	<ul style="list-style-type: none"> - Better planning / distribution and anticipation of company visits. - Qualitative improvement of company visits and use of a more detailed interview grid. - Improved responsiveness to trigger company visits when signs of possible dropout have been perceived by some young people. - Enhanced vigilance on the quality and use of the information conveyed through the learning booklet / logbook with the company and tool of dialogue with the mentor. 	<ul style="list-style-type: none"> - Actions renewed with a goal of 2/3 young people visited in the company at 28/02/2017. - Planning and facilitation of a pedagogical sequence dedicated to the feedback of experience in company at the beginning of the week for all the groups..



Sector Initiative : network of pilot training institutions

It concerns: the sector of the automobile services



Network of Training Centres for Apprentices created 25 ago

40 training institutions in France

Membership Criteria:

- Training offer meeting the expectations of the profession
- Close relations with training institutions and companies
- Educational / pedagogical Initiatives
- Answers tailored to sector priorities
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Sector Initiative : network of pilot training institutions



A contractual link through a network membership charter

A close relationship with regional directions of the sector

Additional financial support for innovative projects or initiatives

An annual qualitative and financial report

An annual management council:

- Actions implemented
- Use of dedicated funding
- Results achieved (efficiency of financial allocations granted)
- Projects and perspectives



Sector Initiative : network of pilot training institutions



A process of continuous improvement through an approach of self-assessment of practices

Some Examples :

- Piloting the training institution
- Management of the relationship with the company
- The educational organization
- Support of trainees and companies
- Human resources management
- Financial management
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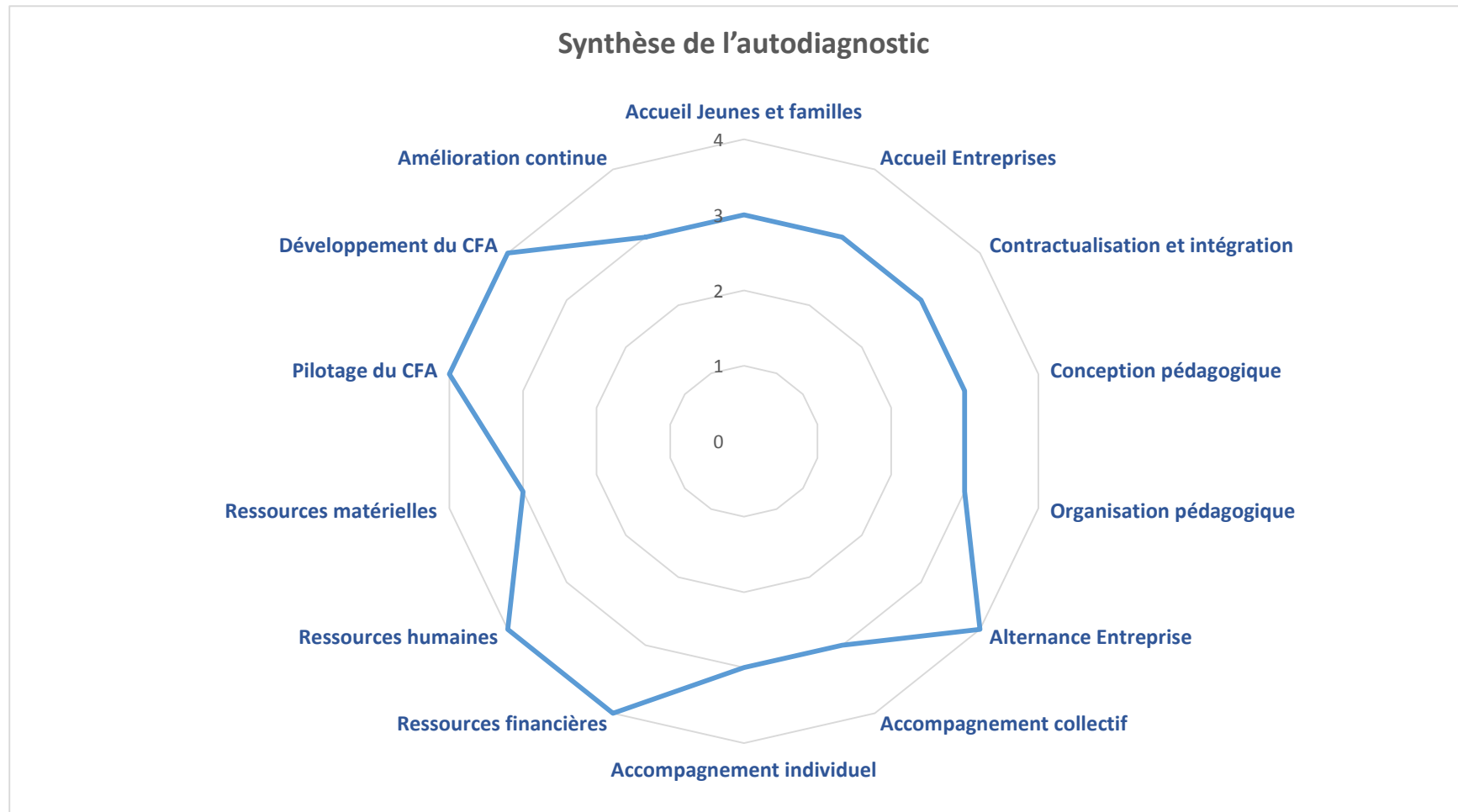
Sector Initiative : network of pilot training institutions



Amélioration continue					
Notre objectif, ce que nous voulons réussir : Produire régulièrement des actions d'amélioration et d'innovation nécessaires et pertinentes pour assurer la satisfaction interne et externe					
Activités-clés	Positionnement				Document produit
	D	C	B	A	
Mesure de la satisfaction des apprentis et des entreprises		X			Tableau d'indicateurs de performance par formation Bilan de formation Guide de bonnes pratiques pour des activités transversales : Visite en entreprise, Gestion des fournitures d'atelier, ... Plan annuel d'amélioration CR de réunion trimestrielle du comité de direction sur la base d'un état des actions Projet « Innovation » en cours de réalisation : Dématérialisation du livret d'apprentissage (Dossier)
Définition et suivi de la qualité réalisée			X		
Capitalisation et actualisation des bonnes pratiques				X	
Actualisation régulière d'un plan d'actions d'amélioration				X	
Mesure de l'efficacité des actions d'amélioration réalisées		X			
Production d'innovations et d'actions expérimentales			X		
Résultats obtenus : Taux d'apprentis / Enquête de satisfaction : 65% Enquête satisfaction auprès des apprentis : 83 % Nombre de réclamations Entreprise : 3 Nombre d'actions d'amélioration réalisées : 5 Nombre d'action innovante : 1 Nombre d'incidents internes : 4	EFFICACITE des activités-clés		Améliorations potentielles : Etendre la mesure de la satisfaction auprès de l'ensemble des apprentis au terme de leur formation Expérimenter une enquête de satisfaction auprès d'une partie des entreprises formatrices actives		
			3		



Sector Initiative : network of pilot training institutions



In Conclusion:

For the financiers:

The desire to rationalize the means dedicated to WBL / Apprenticeship

An expectation of performance / efficiency of institutions

A requirement for “traceability” of funds and tools / procedures implemented

For the training institutions

Permanent reassessment of practices

Implementation of tools and procedures for monitoring and control

An expanded service offer

An obligation of results and no longer just means



Thank you for your attention ...

... any questions?





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