

Skills Connexion project

Work based Learning project for Eastern Europe and Kazakhstan

Финансовые и нефинансовые стимулы дуального обучения в Казахстане:
Пути и средства привлечения стейкхолдеров

Семинар
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The French incentives for apprenticeship

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- Personal presentation
 - French figures for apprenticeship
 - Apprenticeship financing
 - Obstacles
 - Incentives
 - -financial
 - -non financial

Former Regional Director of the Automotive sector

- 399 500 employees and 140000 entreprises
- The average number of employees per company : 6
- 19 % of employees are under 25
- Number of apprentices in training : 22 000
- Exam success rate : 84 %
- The part of apprentices in employment : 5,3 %

Currently President of the ADAPEI de l'Ain

The Association aims to promote the integration of People with disabilities in all areas including in social and professional fields.

The ADAPEI de l'Ain (association of friends and parents of handicapped children) was created in 1961 .

Today we are a major employer in the “department” (district) for a budget of 100 million euros

ADAPEI: medical-social sector

- 55 establishments including medical shelters, house medicalised home and adapted enterprises
- 1500 employees
- 2200 disabled persons accompanied

Social & Medical Sector

- 1 million worker
- 2 400 apprentices
- 72% pass their exam
- 66 % have a job 3 months after the end of the contract



Key figures

- 419 000 apprentices in France
- Objectives: to reach 500 000 en 2018
- 11 % of young people in apprenticeship
- 7 out of 10 apprentices find a job within 6 months at the end of their training

LEGAL FRAMEWORK

- PART OF THE INITIAL VET SYSTEM
- APPRENTICES ARE EMPLOYEES AND CONTRACT WITH AN EMPLOYER
- THE APPRENTICE SPENDS 60% TO 75% IN THE ENTERPRISE
- THEORETICAL COURSES IN THE TRAINING CENTER REPRESENT 25 % OF THE TOTAL TIME

LEGAL FRAMEWORK

- APPRENTICES IS BASED ON A TRIPARTITE EMPLOYMENT CONTRACT
- THE LENGTH OF THE CONTRACT DEPENDS ON THE OCCUPATION AND THE QUALIFICATION (FROM 1 to 3 YEARS)
- THE APPRENTICE HAS A DOUBLE STATUS :
 - EMPLOYEE
 - LEARNER / STUDENT
- TO SIGN A CONTRACT THE LEGAL AGE IS FROM 15 TO 25 y.o.



FINANCING OF THE APPRENTICESHIP

- THE APPRENTICES RECEIVE A SALARY WHICH VARIES BETWEEN 25 % AND 78 % OF THE GUARANTEED MINIMUM WAGE ACCORDING THEIR AGE
- THE EMPLOYER RECEIVES FINANCIAL ASSISTANCE FROM THE STATE AND REGIONS THAT CAN REACH ABOUT 7000 € THE FIRST YEAR

The French incentives for apprenticeship

Apprentice wage
(% of guaranteed minimum wage)

	1 st year (contract)	2 nd year (contract)	3 rd year (contract)
16-17 y.o.	25%	37%	53%
18-20 y.o	41%	49%	65%
21 y.o and more	53%	61%	78%



WHERE DO THE FUNDS COME FROM?

- ALL EMPLOYERS HAVE TO PAY A TAX FOR APPRENTICESHIP. THE RATE IS 0.68 % OF THE PAYROLL
- 51% OF THIS TAX IS TRANSFERRED FROM THE STATE TO THE REGIONAL COUNCILS
- COMPANIES OF MORE THAN 250 EMPLOYEES HAVE TO PAY AN ADDITIONAL CONTRIBUTION FOR APPRENTICES

Apprenticeship Tax was in 2015: 2,909 Million Euros



WHERE THE FUNDS ARE ALLOCATED?

- COMPANIES PAY A PART OF THE APPRENTICESHIP TAX TO:
 - Sectoral or Regional Approved Collecting Body
 - State
 - Training Centres
- COMPANIES PAY A PERCENTAGE OF THE MINIMUM WAGE (during the training period)
- SOCIAL PARTNERS ARE TOTALLY INVOLVED (COLLECTIVE AGREEMENTS, QUALIFICATION FRAMEWORK)



The French incentives for apprenticeship

	School Based System	Work Based System
Type TC	Vocational School	Apprentices Training Centre
Statut TC	Public	Private
Statut	Student	Employee (apprentices from 16 to 26)
Managing Body	National Education	Craft, Commerce Chambers or Sector...
Source of funding	State/ Regional Council	Regional council, companies...
Training	All VET Diplomas	
Period in TC / Company	30 weeks in Vocational school	18 week in Apprenticeship Training Centre
	6 weeks in company	29 weeks in company

OBSTACLES KNOWN AND HIGHLIGHTED BY COMPANIES

- FINANCIAL SYSTEM TOO COMPLICATED TO MANAGE
- DIFFICULT ECONOMIC CONDITIONS
- DISCONNECTION OF BUSINESS NEEDS
- TRAINING RESPONSABILITY TOO HEAVY

INCENTIVES

FINANCIAL INCENTIVES

The labour contract has a « low cost » thanks to the financial aid

NON FINANCIAL INCENTIVES

young people are easier to train

The apprenticeship period is both a trial period and a recruitment chain

INCENTIVES

NON FINANCIAL INCENTIVES

Better employability thanks to the transition between education and labour market

Good cooperation with schools influencing qualifications

but...the motivations are different in each sector and according to the size of the enterprises

Current development tracks According President MACRON

APPRENTICESHIP MUST BE AT THE HEART OF VET

IT MUST BECOME THE MAIN WAY OF ACCESS TO JOBS OF
AVERAGE SKILLS

IT MUST BE OPEN TO A WIDER POPULATION (VOCATIONAL
AND HIGHER EDUCATION)

IT MUST BECOME A PATH OF EXCELLENCE ENABLING YOUNG
PEOPLE TO INTEGRATE INTO THE WORLD OF WORK

The French incentives for apprenticeship

Questions ?

The French incentives for apprenticeship

Thank you for your attention!