

Ministry of Labour, employment and inclusion

Liberté Égalité Fraternité

# APPROACH AND PRACTICE OF VALIDATION OF PRIOR EXPERIENCE IN FRANCE (VAE – RPL)

ACQF CAPACITY DEVELOPMENT PROGRAMME (AFRICAN CONTINENTAL QUALIFICATIONS FRAMEWORK)

14TH PEER LEARNING WEBINAR - 03 MARCH 2022, SESSION 4



## The General Delegation for Employment and Vocational Training (DGEFP) The mission of alternance and access to qualifications (MAAQ)

The DGEFP is a central administration of the Ministry of Labour, Employment and Integration. It is responsible for the design and implementation of employment and vocational training policies.

Within the DGEFP, the mission of alternance and access to qualifications designs and animates public policies to develop and have qualifications recognised.

02/03/2022



## **Summary**

- 1. The technical and legal framework
- 2. The steps of the RPL process
- 3. The financing of RPL
- 4. Some figures
- 5. Experiments to develop the RPL system

02/03/2022



### The technical and legal framework

The main legal texts relating to VAE (RPL) can be found in the Labour Code (Articles L6411-1; L6313-1; L6423-1 et seq.), and in the Education Code (Articles L335-5 et seq., Articles L613-3 et seq.).

The founding texts of the validation of prior learning from 1934 to 2002

- The law of 10 July 1934: issuance of the title of engineer graduated by the State to self-taught people who can justify 5 years of experience;
- The law of 26 January 1984 and the decree of 23 August 1985: possibility to enroll in a higher education training course without having the required diplomas;
- The Law of 20 July 1992 and the Decree of 27 March 1993: a candidate may be exempted from part of the tests of a higher education diploma by validation of skills acquired during professional experience;
- VaE was created by the Social Modernisation Act of 17 January 2002 and is the 3rd route to qualification, alongside initial and continuing training.

02/03/2022 4



### The technical and legal framework

## From VAE / RPL 2002 to the law of 5 September 2018 for the freedom to choose professional future

The law of 13 August 2004 on local freedoms and responsibilities: transfer of powers from the State to the Regions (support/financing);

The Act of 24 November 2009 on lifelong vocational guidance and training: establishes the individual right to training;

The law of 5 March 2014 on training, employment and social democracy and the law: more flexibility in access to VAE and strengthening of legal bases;

The law of 8 August 2016 on work, the modernisation of social dialogue and the securing of career paths: relaxation of the VAE procedure;

Article 9 of the law of 5 September 2018 for the freedom to choose one's professional future, on an exceptional basis, and by way of derogation from Article L6411-1 of the Labour Code, has opened the possibility of carrying out VAE actions aimed at the acquisition of one or more « blocks of competences », until 31 December 2021.



### The technical and legal framework

#### The beneficiaries of the RPL mechanism / approach

Any person engaged in working life is entitled to have his or her experience, in particular professional experience, related to the exercise of an elected mandate within a local authority or related to the exercise of trade union responsibilities validated.

According to the terms of Article L. 6111-1 of the Labour Code, the validation of acquired experience aims to enable each person, regardless of his / her status, to acquire and update knowledge and skills that promote his / her professional development.

The VAE is only accessible for a professional qualification referenced (included) in the national register / repertory of professional qualifications (RNCP): about 15,000 registered qualifications.

The minimum duration of activity required for the validation (VAE / RPL) request to be admissible is <u>one year</u>, whether the activity has been carried out continuously or not (Article L. 335-5 of the Education Code).

Under Article R. 6421-1 of the Labour Code, any person benefits free of charge from information on the principles, on the modalities of implementation and financing of actions allowing the validation of acquired experience and advice, on the identification of qualifications directly related to his / her experience, if necessary, based on a skills assessment (bilan de compétences).

02/03/2022



#### The steps of the VAE / RPL process

# Support in the organisation of the RPL file

 Free information constitution of the application for admissibility - Article R6421-1 of the Labour Code

Orientation phase

#### Admissibility phase

- Delivery of booklet 1 to the certifier;
- Verification of the duration of the candidate's experience
- Measurement of the differences between the activities carried out and the activities of the referential of the concerned qualification

#### Evaluation stage

 Examination before the jury (interview /work situation) L335-5 / L335-8 of the Education Code



## The financing of VAE / RPL

- Regional councils organise and finance the VAE / RPL information and advice centres;
- Pôle Emploi finances costs not covered by the Regional Council for job seeker candidates;
- The State contributes to the financing in the context of collective actions;
- Companies and organizations in charge of collecting companies' contributions;
- The candidate can use his / her personal training account.

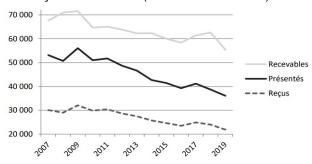


## Some figures

In 2019, 55,500 people filed an admissibility file (-11% over one year) and 36,000 appeared before a VAE jury (-7% over one year): 22,000 obtained the targeted certification (i.e. a success rate of 61%), 9,500 obtained partial validation and 4,500 failed.

Only 0.25% of jobseekers use a VAE while nearly 75% of jobseekers who obtained a diploma through vae in 2017 found a job in the following 6 months (Ministry of Labour, 2017 review of professional titles).

#### Nombre de candidats recevables, présentés et recus de 2007 à 2019 (ensemble des ministères)



Source : ministères certificateurs : traitement Dares.

Despite the adaptations made in 2017, the potential of the validation of acquired VAE experience remains under-exploited due to access difficulties, and procedures still made too complex, often leading to situations of drop-out.



## Experiments to develop the system

The experiments carried out within the framework of Article 9 of the law of 5 September 2018 for the freedom to choose one's professional future

The certifiers have deployed innovative approaches. These programmes have been implemented in accordance with the law to respond to the specific difficulties of recognition of prior learning and integration of certain audiences.

#### Program 1: 1000 newcomers

A framework agreement between the Ministry of Labour, Employment and Integration and AFPA was signed on 18 February 2020 to implement this system integrating two derogatory and experimental components. :

- The establishment of an adapted admissibility procedure
- The proposal of a service, which consists of an in-depth analysis of the candidate's experience by passing questionnaires and scenarios on technical platforms, to allow the validation of admissibility files by a trusted third party in a derogatory manner.



## Experiments to develop the system

#### **Programme 2 : PEC compétence delivery**

The aim is to give beneficiaries of the PEC skills employment pathway contracts the opportunity to acquire one or more skill blocks of a professional title, in particular for beneficiaries who do not have an immediate solution at the end of the contract, so that they can obtain recognition of their skills and value their experience acquired in a company - for their future job search.

**Programme 3**: the sector of individual employers and home employment has engaged in the construction of career paths, in order to make its professions more attractive and attract new profiles, in particular through VAE / RPL.



# REVA experimentation (Recognise and Validate experience)

Visit: <a href="https://reva.beta.gouv.fr/">https://reva.beta.gouv.fr/</a>

Relying on the state startup REVA, which is developing a digital service dedicated to VAE, the experiment provides access to several qualifications in the CARE sector.

- → Simplify admissibility (8 days of decision deadlines)
- → Systematic reinforced support, starting upstream of admissibility;
- → Reduction of presentation times before the jury (30 days maximum/24 hours for results)
- → Single exchange platform, via the REVA digital service;
- →Introduction of recognition, including through the testing of digital badges of competences



## MINISTÈRE DU TRAVAIL, DE L'EMPLOI ET DE L'INSERTION

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