

Country fiche FRANCE

Implementation of the Council Recommendation on a Quality Framework for Traineeships (2014/C 88/01)

General description

Open market traineeships

In France, the legal framework formally forbids traineeships outside academic curricula, formal education or vocational courses. This was lastly confirmed by the Act of 10 July 2014 specifying the traineeship framework of educational traineeships.

In this context, traineeships are very popular in most (near in each) of the curricula offered by the Ministry of Education and by the Ministry of Labour from secondary school to higher education, also in case of lifelong learning (but only in case of accessing a diploma or recognized certification).

ALMP-type traineeships

There are 3 relevant ALMP measures delivered by the French PES, Pole Emploi:

- The POEC / POEI (preparation opérationnelle à l'emploi – operational preparation for employment): 400 hours of training, training plan elaborated by the enterprise. The individual approach (POEI) can be used only in case of a sustainable job at the end of the training course (access only for unemployed having a sustainable working contract). The collective approach, the POEC (also 400 h, but in which one third maximum work experience) does not need a contractual commitment from enterprises.).
- The AFPR training action prior to recruiting (action de formation préalable au recrutement, AFPR): before integrating someone in a sustainable job, financial aid dedicated to training can be given to employers. The measure is open to unemployed who have signed a working contract
- The PMSMP: work experience of one month maximum duration, offered to unemployed for testing a career project.

For POEC, AFPR and PMSMP measures, the duration of the traineeship period is no more than one month, and in the cases of POEI and AFPR, accessing these measures can be possible only if the unemployed has signed a working contract before being included in the measure.

Remaining challenges

None

Assessment of open market as well as ALMP-type traineeships in terms of compliance with QFT

	Open market traineeships	ALMP-type traineeships
Written traineeship agreement		
Written traineeship agreement concluded	n.a.	
Learning and training objectives		
Objectives clarified		
Mentor/supervisor assigned		
Working conditions applicable to trainees		
Health/accident insurance and sick leave clarified		
Allowance/compensation and amount clarified		
Reasonable duration		
Duration limited to 6 months		
Conditions of longer duration clarified		
Termination allowed		
Proper recognition of traineeship		
Proper recognition through certificate		
Transparency requirements		
Allowance/compensation		
Health/accident insurance		
Hiring practices in recent years		
Employment services on financial conditions		

	Fully compliant
	Partly compliant
	Not compliant