

FRANCE

A RECENTLY REFORMED CAREER GUIDANCE SYSTEM THAT PROMOTES A MORE “STRATEGIC” APPROACH TO COMPETENCE ASSESSMENT

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Meaningful Impact

Key facts and figures

- General overview of French unemployment in 2019
- Structural obstacles to further reduce the current rate of unemployment
- Several reasons for horizontal and vertical skills mismatch

Competence assessment system

At individual level

- General procedure:

What? Bilan de compétences (90s)

Why? Analyse professional and personal competences, skills and aptitudes

Who? External providers

How? Streamlined framework (personalized career counselling service) guidelines,

- In practice:

Other tools have been developed for specific competence assessment needs

At company/sector level

- General procedure:

What? Forecast management agreement for jobs and skills (GPEC)

Why? Identify and anticipate needs, better leverage existing skills

Who? HR services

How? Multiple tools at disposal

- In practice :

Only ¼ of private sector companies implement a skills management approach

SMEs often remain out of the scope

A more strategic approach to competence assessment as a result of new career guidance framework

A key reform in 2014

What? Institutes free personalized career guidance services that include at a minimum:

- an individual interview
- career counselling to elaborate a professional project
- Individual support during the implementation phase of the project

Why? Too often individuals start a competence assessment or a training session without enough prior thinking regarding expected outcomes

For who? Anyone who is employed (entrepreneur, employee, etc.) or actively looking for a job (student; job seeker, etc.)

How? Career guidance is provided by independent expert organizations outside working hours

• In practice:

This new service contributes to develop a more global approach to career orientation and evolution. Each individual willing to engage in the process gets to work on a career plan in a more strategic way (diagnostic, objectives, action plan).

Strengths and weaknesses

Strengths

- Stability overtime
- Improved accessibility regardless of:
 - Employment status
 - Sector of employment
 - Professional experience
 - Location
- A personalised and individualised approach that aims to empower individuals
- Established procedures for larger companies

Weaknesses

- Administrative complexity
- Cost/duration
- No “one-stop shop” system
- Inadequate counselling along the competence assessment process
- Not enough coordination between competence assessment, training and recruitment needs
- Lack of labour market information services for new graduates/individuals who have been jobless for a long time
- Lack of accessible tools to anticipate recruitment needs for SMEs

A system similar to MyCompetence: an opportunity to improve our current competence assessment system?

Assets of the system:

An integrated system targeting a wide audience (students, unemployed, employed, companies) and offering:

- ✓ free digital information, orientation and training services
- ✓ an increased level of transparency of labour market information

Limits of the system with regards to transferability in France:

Risk of a “digital-only” solution

Condition for quality and reliability: a high level of coordination among key stakeholders and a need for regular and thorough updates from multiple sources