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## REGULATE THE RANGE OF TRAINING

### QUALIFYING TRAINING IN LINE WITH ECONOMIC AND SOCIAL NEEDS

The reform of vocational training has fundamentally transformed the professional qualification system. Individuals now have increased resources to **individualise their skills development path and build their professional project** in line with market needs. Access to the personal training account is therefore restricted to training leading to a qualification: *“This is to allow people to increase their skills via qualifications recognised on the employment market,”* says Mikaël Charbit, Director of Professional Qualifications.

*“Obtaining a professional qualification is a means of increasing career security and ensuring long-term employment,”* adds Françoise Amat, Chair of the Professional Qualifications Committee. This is why France compétences, as regulator of the system, aims to ensure and guarantee **that professional qualifications are relevant and meet economic and social needs.**

To this end, France compétences **registers, updates and ensures the transparency** of qualifications registered

in the RNCP [French National Directory of Professional Qualifications] and in the RS [Specific Directory] of qualifications and authorisations.

► The qualifications registered in the RNCP (classified by level of qualification and field of activity) validate skills and knowledge acquired and necessary to carry out professional activities. They comprise **skills blocks**: consistent and coherent sets of skills that can be assessed and validated, allowing the independent exercise of a professional activity.

► The qualifications recorded in the RS correspond to complementary skills: security authorisations, professional qualifications and interdisciplinary skills.

### A DEMANDING AND SCALEABLE REGISTRATION MANAGEMENT

*“The law of 5 September 2018 laid down the principle of a large-scale reform of the system in several respects: **concerning the standards expected, the transparency and legibility** of the system for companies, as well as the **responsiveness** to major changes in the employment market, by **diversifying***

*the range of apprenticeship training,”* says Mikael Charbit, Director of Professional Qualifications.

To overcome these challenges, France compétences maintains these two registers, covering both registration methods and ensuring legal compliance.

**The first method of registration** in the RNCP and the RS, **referred to as “by law”**, concerns:

- qualifications issued on behalf of the state having been deemed compliant by a professional advisory commission or meeting the specific conditions for consultation of social partners defined for higher education qualifications;
- authorisations established by ministries for exercising certain professional activities linked to specific regulations.

**The second registration route, referred to as “on demand”**, concerns professional qualifications and other qualifications established by training bodies or schools, professional branches and ministries that have not sought approval from a professional advisory commission.

## PROFESSIONAL QUALIFICATIONS IN KEY FIGURES

In 2019, France compétences received:

**2,000** applications for professional qualifications, of which **1,300** were admissible.

**14 days**: the average time taken to examine admissibility.

**461** applications were processed, including around 350 between September and December.

**58%** favourable opinions were issued by the Professional Qualifications Committee for the RNCP and **35%** for the RS.

*“We assess requests in view of a range of criteria defined by decree, such as the professional integration of holders, the quality of the engineering, the standards, etc. The key criterion remains the value of the qualification on the employment market,”* explains Françoise Amat. Following consideration by the Professional Qualifications Directorate, the committee it chairs issues an opinion on each proposed qualification. *“During our assessment, we check whether proposed projects meet skills needs in the field, we ask for proof of holders’ employability and the usage value for companies,”* explains Mikaël Charbit, who emphasises the benefits of this organisation, divided between the committee and the directorate.

*“Each application is reviewed and analysed in detail, so that the committee can provide an informed opinion. This distribution of roles contributes to the **quality of the range of qualifications registered.**”*

France compétences is agile, examining applications within two and a half months on average, always to the same high standard. This average is explained by a further reduction in the flow of applications during this first year of implementation of

the reform. *“The issue of responsiveness is a major challenge since registration depends on when the qualification can be recognised and then rolled out using pooled funds,”* says Mikaël Charbit. **In 2019, 58% of the opinions issued by France compétences were favourable for the RNCP and 35% for the Specific Directory.** *“These figures demonstrate the high quality standard applied by France compétences, as a result of the work carried out at the time of the review, as well as the watchful eye provided by the Commission,”* comments Françoise Amat.

### ENHANCING QUALIFICATIONS’ READABILITY AND ACCESSIBILITY

In order to support the players in the field in their requests and help them better assess expectations, in 2019, France compétences published **five doctrine briefs** relating to: skills blocks; the Specific Directory (RS); assessment of the economic and social impact of a professional qualification project; activities, skills and assessment standards; the national framework for professional qualifications. *“It is important to help bodies adapt to these new rules, by publishing these memos which are intended to help with the constitution of files and contribute to improving the engineering of qualifications,”* says Françoise Amat. Clarification of the national qualification files falling under the responsibility of the Ministry of Higher Education has been finalised. This work has particularly made it possible to reduce the number of professional qualifications registered in the RNCP.

### A DIGITAL PROCEDURE TO GUARANTEE READABILITY

In order to optimise the registration procedures and access to the two directories, on 8 February 2019, France compétences launched **an entirely digital process** to register qualification applications, while opening a **dedicated web space** to provide access to the list of registered qualifications. *“We have developed this digital approach brick by brick, to optimise the submission and tracking of*

*registration applications. We then enhanced all the information about each qualification to make it more transparent and accessible to all users,”* says Mikaël Charbit.

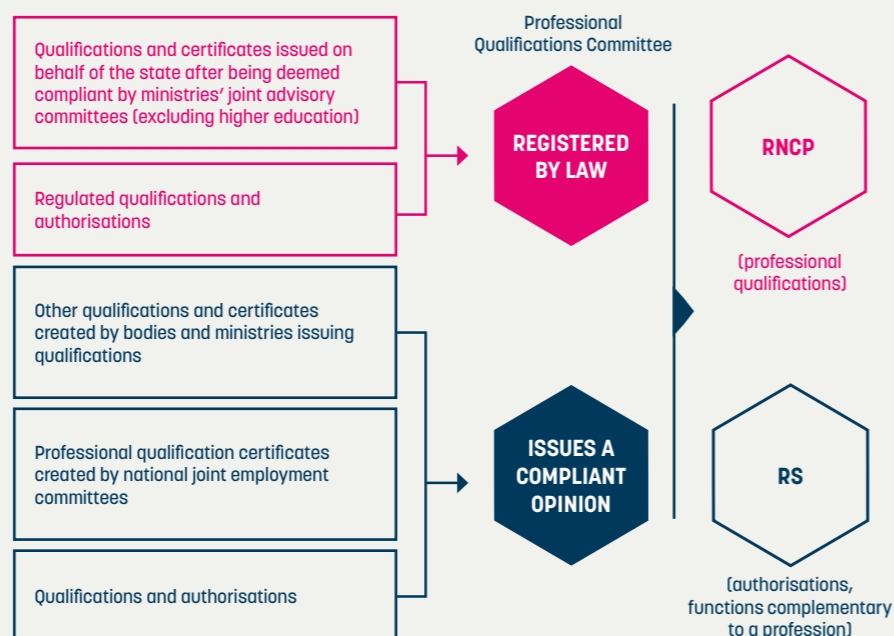
### OUTLOOK FOR 2020

The main challenges for 2020 relate to several strategic focuses. *“We are committed to the same responsiveness, which involves **controlling examination times**, in a context of increased applications in 2020,”* explains the Director of Professional Qualifications. The work carried out in collaboration with other players is also being reinforced in order to **improve provision of the data in directories.** *“France compétences aims to **optimise the comprehensiveness and use of data** contained in these directories, particularly so that the equivalent data, professional codes and standards apply from one body to the next,”* comments Mikaël Charbit. France compétences is also continuing to improve **the directory information system.** *“We are deploying all these features to improve the transparency of the qualification process and the quality of the information published,”* he adds. The key word within France compétences remains **“responsiveness”**, with all players, to adapt to changing skills needs, particularly in the context of the 2020 health crisis.

### A LIST OF EMERGING AND CHANGING PROFESSIONS ALLOWING BETTER ADAPTATION OF CERTIFICATIONS TO CHANGES IN THE EMPLOYMENT MARKET

For ensure that qualifications are tailored as closely as possible to employment market needs, which are themselves changing rapidly, the law has adapted the procedure for registration in the RNCP for qualifications corresponding to **“changing or emerging professions in particular”**. This list is drawn up by the France compétences Professional Qualifications Committee, at the proposal of its Scientific Committee. *“This exemption procedure releases qualification bodies, at the time of first registration, from the first and second of the nine criteria, concerning professional prospects of learners who have completed*

## REGISTERING A QUALIFICATION, HOW DOES IT WORK?



**9 CRITERIA EXAMINED** for any new registration request or revision of a qualification in the RNCP.

**6 CRITERIA EXAMINED** for the RS.

**3 TO 5 YEARS:** lifespan of a qualification registered in the directories.

**8 CERTIFICATION LEVELS** broken down into 3 descriptors (alignment with the European Qualifications Framework) characterising a professional qualification.

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at least two of the training courses. This simplification is designed to adapt to the fastest and most significant changes in the employment market," explains Françoise Amat, emphasising that these exempt registrations can be granted for a period of three years, compared with a maximum of five years for others. As soon as the first learners qualify, France compétences will then collect evidence of their professional integration.

**Each year**, the Scientific Committee submits a list of relevant professions to the Professional Qualifications Commission. Appointed by the ruling of 16 May 2019, the three experts established an analytical framework, so that a **call for contributions** could be launched in September 2019 to all those involved in training: professional branches, companies, training institutions, observatories, research companies, etc. Their feedback and expertise in the transformation of professions meant that 107 contributions could be collected, to identify 227 professions. Following their analysis, a list of **23 emerging or changing professions** was proposed to the Commission. *"This call generated significant interest and we would like to thank participants. This enabled the Scientific Committee and the Committee to assess the extent of the changes. With the utmost objectivity, we highlighted a number of professions undergoing profound transformation and many which are being recomposed through the merging of existing professions, to identify 23, especially in the fields of artificial intelligence and ecology,"* reports Françoise Amat.

This list has been published in order to raise awareness of these professions: <https://www.francecompetences.fr/fiche/metiers-emergents-ou-en-forte-evolution-publication-des-premiers-metiers-retenus/>

In 2020, qualification bodies will be able to submit their RNCP registration applications using this simplified procedure.

### THE NEW NATIONAL QUALIFICATIONS FRAMEWORK AND ITS EIGHT LEVELS

The National Qualifications Framework has been redefined since 1 January 2019 by a decree supplemented by a ruling published in the Official Journal of 9 January 2019, for the application of Article 31 of the law of 5 September 2018. This new framework is defined according to the European Council recommendations concerning the EQF [European Qualifications Framework] for lifelong learning. *"This framework no longer takes initial training qualifications as a point of reference, but rather the nature and complexity of the professional activities and skills targeted,"* says Françoise Amat, Chair of the Qualifications Committee. This framework defines the level of qualification associated with each professional qualification according to criteria for grading the skills necessary to exercise professional activities. The 1969 nomenclature (levels I to V) is replaced by a nomenclature comprising of eight qualification levels, for all ministries and bodies issuing qualifications. Criteria relating to knowledge, know-how and levels of responsibility and autonomy are associated with each qualification level. *"This paradigm shift in the levels of professional qualifications allows the qualification level to be more closely adapted to the actual exercise of professional activities within companies,"* adds the Chair of the Professional Qualifications Committee. *"This new nomenclature, implemented in two stages, revises the previous positions and a large proportion of the Commission's discussions therefore relate to this issue,"* she adds.