

# 2• REGULATION

## REGULATING THE RANGE OF TRAINING

### TRAINING QUALITY: LABELLING GUARANTEEING THE QUALITY AND TRANSPARENCY OF THE TRAINING MARKET

The training market is extremely diverse in France, with more than 75,000 training organisations. In practice, this wide array leads to inconsistent service quality.

The law of 5 September 2018 creates a **certification obligation** for training providers wanting to access public funds. It aims **to strengthen the quality** of the training system, while also making it **more transparent and more accessible to recipients**. This law should allow companies and individuals to *"make informed choices, in full knowledge of the facts, within a free but regulated range of training,"* emphasises Max Roche, Chairman of the Recommendations Commission.

From **1 January 2022**, all training providers must therefore be certified (Qualiopi). This government-owned **Qualiopi** mark identifies certified providers based on a single standard. The list of these service providers is regularly published and updated on the French Labour Ministry's website. This "quality" certification will be rolled out to training organisations by a professional and independent certifier, accredited by Cofrac [French Accreditation Committee] or, in certain specific situations, by a labelling body recognised by France compétences.

### SELECTION OF LABELLING BODIES AUTHORISED TO ISSUE QUALIOPi CERTIFICATION

The role of France compétences is to assess and regulate the quality system. On 20 September 2019, it therefore launched the procedure to recognise labelling bodies. *"In order to allow training organisations to comply with the necessary conditions – particularly the deadline – to be granted certification, France compétences issued a call for applications from bodies that believe they meet the conditions set by the regulations,"* explains Michel Ferreira-Maia, Regulatory Director.

In December 2019, France compétences **recognised seven labelling bodies** selected following this call for applications. That recognition is valid for a period of three years from 1 January 2020, in accordance with Article R. 6316-4 of the French Labour Code.

The seven bodies **will be able to issue the Qualiopi certification mark as part of their own quality approach**.

### COORDINATION OF THE SEVEN LABELLING BODIES

Just as Cofrac works with accredited certification bodies, France compétences coordinates the seven labelling bodies. "Our role was to select them and then coordinate and manage the network, to develop the applicable certification rules, which required harmonising practices and seeking common responses to their questions. We communicated extensively with the labelled bodies, in order to pass on information to this new network of seven bodies and ensure consistency," says the Regulatory Director.

This coordination work will eventually enable the labelling bodies to adopt a **coherent system for reporting data** relating to the service providers they have certified. The coordination carried out by France compétences in respect of the labelling bodies is carried out in conjunction with the DGEFP [General Delegation for Employment and Vocational Training], which guarantees legal compliance in terms of the quality of vocational training. *"France compétences has provided the labelling bodies with a lot of information to **standardise the system**. France compétences also meets with the higher education authorities so that all those involved in the training system share the same requirements and procedures for issuing qualifications,"* explains the Regulatory Director. This aim and this quality requirement are defined by law and shared by the majority of players in the sector. *"In government as well as in professional and trade union organisations, there is a unanimous desire to improve the quality of training,"* emphasises Max Roche, Chairman of the Recommendations Commission.

### OUTLOOK FOR 2020

*"During this first quarter of 2020, the impacts of Covid-19 have significantly impacted the vocational training landscape,"* says Max Roche. The ordinance of 1 April, in particular, revised the certification timetable, postponing the Qualiopi certification obligation by a year, to 1 January 2022. This new regulation, introduced as part of the emergency law to tackle the Covid-19 epidemic, allows training providers in particular to adapt to the consequences of the crisis. For France compétences, the objective remains clear however: *"To support implementation of the law in terms of training quality,"* says Max Roche, Chairman of the Recommendations Commission.