

# Validation of non formal and informal apprenticeship

Learning from experience and diplomas ?

# What is validation of non formal and informal apprenticeship?

- Any person involved in active life has the right to have his experience, specially in the professional field, validated in order to get a diploma, a title of professional finality or a qualification certificate.
- ( Law of “social modernization” January 2002)

# France and diplomas: a love and hatred story.....

- One of the highest rate of low qualification population in Europe (35%) But :
- One of the oldest possibilities to get a diploma : 1935 to become an engineer
- A reform of technical and vocational education in 1971 in order to enhance technical diplomas ( versus « general » ones)

## The former possibilities

- 1984 (Law of January 27th): validation of professional skills (only for higher education and only the right to enter a formation in an university)
- 1992: (Law of July 20th)
- For the first time professional experience can lead to obtaining a diploma or a title in the field of higher education or vocational education

## 2002: validation of informal and non formal apprenticeship

- Acknowledgement of life-long experience is one of the corner stones of the individual right to training throughout life.
- It concerns :
- The value of the diploma in France of which promotes professional mobility, that is the best weapon against unemployment and encourages women's employment

## The aims

- To create a right to the validation of non-formal learning and to spread its access to all diplomas, titles and professional qualifications, so that they may have the same value.
- To improve the legibility and coherence of all existing diplomas, titles and certifications in order to promote their accessibility.

# New modalities

- File (Repertoire national de la certification professionnelle) by the national joint employment commission, recorded in the national register of vocational certifications.
- Any qualification (i.e. : any diploma, title or certificate created by the firms or the social partners) within the “repertoire” has to be accessible via VAE .
- Some titles or diplomas of professional and vocational teaching are automatically inputted in the repertoire: the ones created by the ministries in charge of employment, agriculture, youth and sports, health, education .

# New modalities

- The links between certification and skills , competences, knowledge : everything must be described in order to give the same value to the graduation obtained through formal education, apprenticeship or VAE. »referential »
- Workers have a right to 2 days off (paid)
- Firms are reimbursed for this cost

## New modalities

- Possible on-job observation
- Plurality of assessment's modalities :
  - Interview with the jury at its request or at the candidate's request (a right for the candidate)
- Unpaid activities may be taken into account to get the title, diploma or certificate of professional skill

## New modalities :The conditions required to get a diploma

- The validation jury determines the allocation of the diploma.
- In the case of a partial validation, the candidate must obtain the whole diploma within 5 years.
- The candidate will have to re-present his file in front of the jury for a supplementary assessment.

# Specificities for diplomas of Higher Education

- A special law because of traditions coming from the middle age
- autonomy of universities ( price, modalities)
- if the validation is not complete, the part of validation is everlasting
- But concurrence from other sector (private « universities » or chambers of trade (for instance Mac Donald's certification))

# The results

- Improving results
- The most important growth for unskilled workers for low level certification
- But this certification has the same value than any other formal diploma to study further
- As far as higher education is concerned, the number of certification through VAE improves (the total certification for recognition of formal experience has been constant within two years, but VAE has been growing )

# The results

- An improving interest from firms, in three ways :
- Human resources management within the firms
- Higher qualification required ( new rules as in aeronautics)
- Evolution of the employment market