

This is the new entry for 2022

Name of the instrument in English	Individual Learning Account (2022)
Country	 France
Type of instrument	Grants for individuals
Level of operation	National
Legal basis	[1] Loi n° 2014-288 du 5 mars 2014 relative à la formation professionnelle, à l'emploi et à la démocratie sociale; Décret n° 2014-1120 du 2 octobre 2014 relatif aux modalités d'alimentation et de mobilisation du compte personnel de formation
Objective(s) and target(s)	The official objectives are diverse : - securing career paths - reinforce companies' productivity - enable access to knowledge and skills of the labour force - reducing inequalities in the access to vocational training
Year of introduction	2015
Year of latest amendment	05/09/2018
Year of termination	No set date of termination
Governance (management, operation, monitoring and evaluation)	05-09-2018, Law for the Freedom to Choose a Vocational Future. CPF changed and become "autonomous". The CPF allows all economically active persons (i.e. in the labour force), from the moment they enter the labour market and up to the date on which they claim all their rights to a retirement scheme, to acquire rights to education and training that can be used throughout their working life. Since January 1, 2019, each employee (excluding civil servants) has a Personal Training Account (CPF) credited in euros instead of hours. Since the rights are attached to the individual, it is possible to use the CPF without the agreement of one's employer. Digitalisation is one of the major aspect of the law with the creation of the individual online account.
Eligible group(s)	Not applicable
Education and training eligible	The CPF is intended to fund qualifying training (mandatory), 'corresponding to the foreseeable needs of the economy in the short or medium term'. In particular, the following training are eligible: - Training to acquire the common base of knowledge and skills (content defined by decree) - The accompanying actions to the validation of prior experience - Training leading to a qualification registered on the National Directory of Professional

	Certification (RNCP - Répertoire national des certifications professionnelles) - Training leading to a branch professional qualification certificate (CQP) or interbranch (CQPI). - Training leading to a qualification registered on the inventory being developed by the National Professional Certification Commission (CNCP - Commission Nationale de la Certification Professionnelle - Training contributing to the access to a qualification for job-seekers, and financed by the regions, employment agency (Pôle Emploi and the AGEFIPH). The training request is at the initiative of the employee. It may be requested during or outside working hours. If the training will happen at least partly during working hours, the employer needs to give agreement on the content (theme of the training) and the schedule. If the training takes place entirely outside working hours, no agreement is needed. The following training only requires the employer's agreement on the training schedule (not on the choice of training): - Training aimed at the acquisition of the common base of knowledge and skills or accompanying actions to the validation of prior experience - Specific training foreseen by sectoral, company or group agreements Companies or 10 employees or more may sign a CPF direct management agreement
Source of financing and collection mechanism	individuals (by their contribution to vocational training - based on wages) , companies (by their contribution to vocational training - based on gross income, State (the state supports the implementation of the CPF). Companies of 10 employees or more may sign a CPF direct management agreement. Companies then do not have to make the CPF contribution of 0.2% to their OPCA, although this contribution has to be used to fund training requests of their employees. In that case, employees may not address their request to an OPCA
Financing formula and allocation mechanisms	For those working full-time, CPF is credited with EUR 500 per year up to EUR 800. In the case of part-time work less than 50%, the calculation is made in proportion to the number of hours worked ; for the others the financing formula is similar to that of full-time workers. For employees having not benefitting from a career plan interview over the last 6 years, an additional amount of 3000 euros could be entitled. If an employee is laid off following refusals to accept substantial changes to employment contracts, an additional amount of EUR 3000 could be entitled.
Eligible costs	Fees and other costs related to education and training (transportation, accommodation, meals, child and dependent parent care costs). Wages of the employees are maintained and supported by the employers and/or by the OPCO.
Volumes of funding	Approximately EUR 751 000 000 in 2017, and EUR 885 000 000 in 2018 (expenses of collective agencies)
Beneficiaries/take up	2015: 207 470 2016 : 492 370 (source : Ministry of Labour, 2018)
Monitoring/evaluation reports available	France Compétences

Recent or planned changes	05-09-2018, Law for the Freedom to Choose a Vocational Future. CPF changed and become "autonomous". The CPF allows all economically active persons (i.e. in the labour force), from the moment they enter the labour market and up to the date on which they claim all their rights to a retirement scheme, to acquire rights to education and training that can be used throughout their working life. Since January 1, 2019, each employee (excluding civil servants) has a Personal Training Account (CPF) credited in euros instead of hours. Since the rights are attached to the individual, it is possible to use the CPF without the agreement of one's employer. Digitalisation is one of the major aspect of the law with the creation of the individual online account. Until 2019, the individual account was credited a number of hours at the end of each year, within the ceiling of 150 hours of training over 8 years. With the 5th September 2018 Law, the account is no more credited a number of hours but a number of euros: 500 euros a year (800 euros a year for low-qualified people) with a ceiling of 5000 euros (8000 euros for low-qualified people). The major change is the monetisation of the CPF. The rationale of these amendments is based on Individual rationality. Each individual has the right to choose his/her professional path. As a consequence they need to have access to a large offer of trainings. Digitalisation and monetarisation of training account is a way to enhance access to training. For example monetarisation is a way to enhance supply and demand meets on the training market.
Sources	1. moncpformation.fr; 2. https://www.moncompteformation.gouv.fr/espace-prive/html/#/; 3. Project for the financial Law 2018, 2019, 2020 https://www.performance-publique.budget.gouv.fr/documents-budgetaires/l...

Related financing adult learning database instrument

Individual Learning Account

 France

Grant for individuals

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