

## Financing adult learning database

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| <b>Name of the instrument - Local language</b>      | Congé pour validation des acquis de l'expérience                                         |
| <b>Name of the instrument - English translation</b> | Validation of prior experience leave                                                     |
| <b>Scheme ID</b>                                    | 262                                                                                      |
| <b>Country</b>                                      |  France |
| <b>Reporting year</b>                               | 2020                                                                                     |
| <b>Type of instrument</b>                           | Training leave                                                                           |
| <b>Sub-type of instrument</b>                       | Unpaid leave - only employer and employee are involved                                   |
| <b>Type of entry</b>                                | Single instrument                                                                        |

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| <b>Short description</b> | Any person (employee, public servant) can ask his employer for a leave of absence to prepare for the validation of acquired experience (VAE) or to participate in the validation tests while retaining his salary and benefiting from funding to pay the training provider. The person must have one year's professional experience (1 607 hours) related to the targeted certification. The maximum duration of the leave is 24 hours of work time (consecutive or not) per validation. The employer cannot refuse the leave but can delay it if justified. The employee must prove that the leave has been used for the purpose of what it was granted. |
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| <b>Level of operation</b>                            | National                                                  |
| <b>Name of a part of the country</b>                 | Not applicable                                            |
| <b>Name of the region (for regional instruments)</b> | Not applicable                                            |
| <b>Name of the sector (for sectoral instruments)</b> | Not applicable                                            |
| <b>Relevance</b>                                     | Further instrument                                        |
| <b>Legal basis</b>                                   | Validation of Experiential Learning Outcomes Leave        |
| <b>Objective(s) and</b>                              | Any person who has worked in a professional activity can, |

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| <b>target(s)</b>                                    | under certain conditions, benefit from the validation of acquired experience (VAE). His or her experience allows him or her to obtain a certification in order to progress professionally.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Year of implementation</b>                       | 2007                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Year of latest amendment</b>                     | 2019                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Operation/management</b>                         | <p>Bodies involved: DGEFP (General delegation for employment and vocational training) OPCAs / OPACIFs / FONGECIFs (associations created by agreement between employers' organizations and trade unions) FPSPP (administred by employers organizations and trade unions) OPCAs are in charge of collecting companies' contribution. OPCAs will then transfer the funding to OPACIFs through the FPSPP (Joint Fund for Securing Occupational Pathways, Fonds paritaire de sécurisation des parcours professionnels). Funding requests are processed by OPACIFs. The FPSPP also provides financial assistance to OPACIF. If an employee (under an open-ended contract or fixed-term contract) wishes to benefit from the validation of his prior experience during working hours, he must make request of absence to his company. This request is sent to the employer at least 60 days before the scheduled the start date. The employer cannot refuse the leave, but can delay it if justified. The service provider of the validation of prior experience must be chosen from a list established by the FONGECIF/OPACIF to which his company his linked. The remuneration of the employee is maintained if the financing of validation of prior experience is accepted by the OPACIF (otherwise, the employee is on unpaid leave). The leave is limited to 24 hours (consecutive or not)</p> |
| <b>Eligible group(s)</b>                            | Any person (employee, civil servant...) can ask their employer for a leave of absence to prepare for the validation of acquired experience (VAE) or to participate in the validation tests. The person must justify a one year (1607 hours) professional experience related to the certification in question. The maximum duration of the leave is 24 hours of work time (consecutive or not) per validation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Group(s) with preferential treatment</b>         | No preferential treatment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Education and training eligible</b>              | Validation of prior experience. VAE allows you to obtain a certification based on your experience. This professional certification must be registered in the Répertoire national des certifications professionnelles (RNCP), and the service provider of the validation or prior experience must be chosed from a list established by the FONGECIF/OPACIF.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Source of financing and collection mechanism</b> | Levy on companies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Financing formula and allocation mechanisms</b>  | Salary and validation of prior experience costs (fully or partially). The worker must send your request to his/her employer at least 60 days before the beginning of the VAE. It must include: the targeted professional                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

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|                                                           | certification, the date, nature and duration of the planned actions, the name of the certifying body, any document attesting to the admissibility of his/her VAE application. |
| <b>Eligible costs</b>                                     | Salary and validation of prior experience costs (fully or partially).                                                                                                         |
| <b>Volumes of funding</b>                                 | Not available                                                                                                                                                                 |
| <b>Beneficiaries/take up</b>                              | 6 181 in 2018                                                                                                                                                                 |
| <b>Organisation responsible for monitoring/evaluation</b> | A jury                                                                                                                                                                        |
| <b>Most relevant webpage - in English</b>                 | Not available                                                                                                                                                                 |
| <b>Most relevant webpage - local language</b>             | <a href="https://travail-emploi.gouv.fr/formation-professionnelle/certification-...">https://travail-emploi.gouv.fr/formation-professionnelle/certification-...</a>           |
| <b>Recent changes</b>                                     | <p>01-12-2019. Avenir Law and for the freedom to choose one's professional future</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>                         |
| <b>Sources</b>                                            | <a href="https://dares.travail-emploi.gouv.fr/donnees/la-formation-des-salaries">https://dares.travail-emploi.gouv.fr/donnees/la-formation-des-salaries</a>                   |