

Financing adult learning database

Name of the instrument - Local language	PRO-A
Name of the instrument - English translation	PRO-A
Scheme ID	298
Country	 France
Reporting year	2020
Type of instrument	Grant for individuals
Sub-type of instrument	Cost-related support
Type of entry	Single instrument

Short description	The PRO-A instrument aims at fostering career development and encouraging employees to remain in their jobs by offering an individual learning path, based on the alternate between formal learning and work. PRO-A replaces the former "période de professionnalisation ». The Pro-A scheme is intended for employees on permanent employment contracts (CDI); employees with a single integration contract (CUI) of unlimited duration; employees, sportsmen, and women or professional trainers, with a fixed-term employment contract (CDD). PRO-A is a work-based learning scheme for adults having at least a Bachelor's Degree. OPCOs are in charge of financing the PRO-A scheme. Government bodies include France Compétences and OPCOs. The type of education supported includes any formal learning leading to a formal qualification and provided by adult learning centers or by the company in case she has an adult learning department. Eligible costs include direct costs (tuition fees, daily allowance, travel/accommodation costs), that are supported by the OPCO. Each of the 11 OPCOs follow the priorities of the sectoral agreement, and financing formulas vary across OPCOs. The maximum amount of funding is EUR 3 000.
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Level of operation	National
Name of a part of the country	Not applicable
Name of the region (for	Not applicable

regional instruments)	
Name of the sector (for sectoral instruments)	Not applicable
Relevance	Key instrument
Legal basis	5th September 2018 Law Decree: Décret n° 2018-1232 du 24 décembre 2018
Objective(s) and target(s)	PRO-A aims at facilitate professional mobility on the labour market, by enabling retraining for adults by work-based learning.
Year of implementation	2019
Year of latest amendment	2019
Operation/management	OPCOs are in charge of financing the PRO-A scheme. Government bodies include France Compétences and OPCOs. Social partners are involved in both France Compétences (Advisory Board: 20 votes for trades unions over a total of 110 votes) and OPCOs (trade unions are represented in the advisory boards)
Eligible group(s)	Employees under A unlimited duration contract; employees under A CUI contract; professional sportsmen and professional trainers under A limited duration contract; not holding A qualification higher than the Bachelor degree. To be able to access this system, these employees must not have attained a level of qualification sanctioned by a professional certification registered in the National Directory of Professional Certifications (RNCP) and corresponding to the degree of bachelor.
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	Formal learning leading to a formal qualification and provided by adult learning centers or by the company in case she has an adult learning department. Work-based learning to foster relevant competencies connected to the company's needs. Since the 21th August 2019 Order, recognition of prior learning is eligible to PRO-A.
Source of financing and collection mechanism	Skills operators (OPCO). The mission of the OPCOs is to ensure the financing of apprenticeship and professionalization contracts, according to the levels of coverage set by the professional branches.
Financing formula and allocation mechanisms	Each of the 11 OPCOs follows the priorities of the sectoral agreement. Financing formulas vary across OPCOs. EUR 1 845 million dedicated to professionalization in 2018. Varies from 30 million to 232. There is a maximum amount that can be allocated to one individual (EUR 3 000), and the amount is directly transferred to the training provider
Eligible costs	Direct costs are supported by the OPCO (tuition fees, daily allowance, travel/accomodation costs); opportunity costs (wages) are supported by the employer

Volumes of funding	Not available since the instrument just started in 2020
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	France Compétences
Most relevant webpage - in English	Not available
Most relevant webpage - local language	https://travail-emploi.gouv.fr/formation-professionnelle/formation-en-a...
Recent changes	21-08-2019. The ordinance specifies that PRO A may also include actions that allow for the validation of acquired experience. The ordinance opens it up to employees placed on partial activity. Finally, it is specified that the list of professional certifications eligible for the Pro-A will be defined by an extended branch agreement in order to better target the system. This agreement stipulates that the remuneration of the Pro-A employee may be covered by the skills operator under conditions defined by decree. The Pro-A can also enable the acquisition of the professional knowledge and skills base. The most recent amendment fixes the conditions of implementation : eligible criteria, financial formula, duration. The ordinance introduces many new features to encourage retraining or promotion through work-study (Pro-A). Recent changes in response to COVID-19 No changes
Sources	https://travail-emploi.gouv.fr/formation-professionnelle/formation-en-a... https://travail-emploi.gouv.fr/formation-professionnelle/formation-en-a... https://www.centre-inffo.fr/chapitre/pro-a-reconversion-ou-promotion-pa...