

Financing adult learning database

Name of the instrument - Local language	CPF de transition professionnelle (CPF TP)
Name of the instrument - English translation	CPF for Occupational Transition
Scheme ID	299
Country	 France
Reporting year	2020
Type of instrument	Training leave
Sub-type of instrument	State-supported (longer) scheme with wage replacement paid to individuals
Type of entry	Single instrument

Short description	The employee can use the right to use the training leave and continue his or her remuneration for the duration of the training action. In order to benefit from a professional transition project, the employee must have at least twenty-four months' seniority, consecutive or not, as an employee, including twelve months in the company, whatever the nature of the successive employment contracts. Seniority is assessed on the date of departure for training. By way of derogation, special seniority conditions are provided for employees wishing to carry out their transition project at the end of their fixed-term contract (conditions similar to the former individual training leave), and for temporary employees or entertainment workers. The seniority condition is not required for people who are beneficiaries of the obligation to employ disabled workers (OETH). The scheme is managed by the CPIR (Commissions Paritaires Interprofessionnelles), which take charge of the administrative management of employees' professional transition projects and also their financing. These structures are more commonly known as Transitions Pro. The minimum duration is 30 training hours (3.75 working days) and the maximum 1 200 hours (1 year).
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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	Loi Avenir 2018
Objective(s) and target(s)	Enables employees wishing to change jobs or professions to finance certified training courses related to their project
Year of implementation	2019
Operation/management	Implemented on January 1, 2019, the professional transition project allows employees wishing to change jobs or professions to finance certification training related to their project. When the desired training involves a continuous interruption of work of more than 6 months: the employee must send a written request to the employer no later than 120 days before the beginning of the training. If the training involves a continuous interruption of work of less than 6 months, or if it is part-time, the employee must send a written request to the employer no later than 60 days before the start of the training. The employer must respond to the employee within 30 days of receiving the request for leave. In the absence of a response from the employer within the time limit, the leave authorization is automatically granted. During the professional transition project, the employee is considered as a professional training trainee: he/she benefits from the maintenance of his/her social protection and is covered against the risk of work accidents. During this period, the employment contract is suspended but not terminated. The employee must therefore justify his or her presence during training. At the end of the training, the employee returns to his or her job or an equivalent position. The employer is not required to offer another job that takes into account the qualification acquired during the training.
Eligible group(s)	To benefit from a professional transition project, the employee must prove seniority of at least twenty-four months, consecutive or not, as an employee, including twelve months in the company, regardless of the nature of the successive employment contracts. Seniority is assessed on the date of the employee's departure for training. By way of exception, special seniority conditions are provided for employees wishing to complete their transition project at the end of their fixed-term contract (conditions similar to the former individual training leave), and for temporary or intermittent employees in the entertainment industry. The seniority condition is not required for: persons benefiting from the obligation to employ disabled workers (OETH); employees dismissed for economic reasons or for unfitness, who have not undergone training between their dismissal and their new job. All types of employees can be beneficiaries of the scheme. During the professional transition project, the employee is considered as a professional training trainee: he/she benefits from the maintenance of his/her social

	protection and is covered against the risk of work accidents. During this period, the employment contract is suspended but not terminated. The employee must therefore justify his or her presence during training. At the end of the training, the employee returns to his or her job or an equivalent position. The employer is not required to offer another job that takes into account the qualification acquired during the training.
Group(s) with preferential treatment	An employee with a fixed-term employment contract who benefits from a professional transition project may benefit from continued remuneration. This remuneration is paid by the CPIR when the training action is carried out after the end of the fixed-term employment contract. In this case, the employee must apply to the approved regional interprofessional parity commission at his or her main place of residence or place of work during the performance of his or her employment contract to have his or her professional transition project paid for. The training action must begin no later than 6 months after the end of the applicant's fixed-term contract. In this case, the remuneration is paid directly by the CPIR. Temporary employees and entertainment workers with a professional transition project benefit from specific conditions for opening the system. For these groups, the request for a professional transition project can be sent to the CPIR within 4 months after the end of the last work contract. However, the training action must begin within 6 months of the end of the last employment contract, under the same conditions as for the provisions for employees on fixed-term contracts.
Education and training eligible	Any certified training courses, whatever its purpose is. The professional transition project can be used to finance training courses leading to certification, eligible for the personal training account, designed to enable the employee to change jobs or professions.
Source of financing and collection mechanism	A CPIR (Commissions Paritaires Interprofessionnelles) is approved in each region and managed by a joint association, administered by a board of directors made up of representatives of employee trade unions and representative national and interprofessional employers' professional organisations. Since January 1, 2020, the CPIRs have been in charge of the administrative management of employees' professional transition projects and their financing. These structures are more commonly known as Transitions Pro.
Financing formula and allocation mechanisms	The State finances part of the financing actions, EUR 100 millions in 2021. The collection from companies is done within the framework of the modalities provided for in the Avenir law. The employee asks his employer to benefit from the training who can accept or not. When the training is carried out on working time, the beneficiary of a professional transition leave can benefit from remuneration, as long as he has obtained the agreement of the regional interprofessional joint commission (CPIR). This remuneration is subject to the employee's attendance at the training or internship requested to obtain the certification in question.
Eligible costs	Wages, training costs, mobility aids.

Volumes of funding	Not available
Beneficiaries/take up	At the moment there is no data on the CPF de transition professionnelle but there is some on the CIF, congés individuels de formation. In 2018, 14 000 people benefited from a CIF. In 2017, 13 000 people benefited from a CIF
Organisation responsible for monitoring/evaluation	Joint Regional Intersectoral Councils (Commissions paritaires interprofessionnelles régionales, CPIR; a.k.a. Transitions pro + the name of the Region). A CPIR is approved in each region and managed by a joint association, administered by a board of directors composed of representatives of trade unions and employers' organizations representative at the national and interprofessional level.
Recent changes	Recent changes in response to COVID-19 There are adaptations relating to the modalities of reception and implementation of distance learning.
Sources	DARES