

Scheme name	Professionalisation contract
Country	 France
Duration	3 years (varies between 6-12 months, in some cases up to 12-24 months)
Apprentices remuneration - characteristics	Type: wage paid by employer; fixed amount per month Remuneration setting: as a share of the minimum wage. Monthly net wages are published by the Ministry of Labour. In each sector trade unions and employers can negotiate higher percentages of the minimum wage. Coverage: on-the-job training Variation(s): by the qualification level and the age of the apprentice
Apprentices remuneration - amount	Average regulated remuneration: EUR 1,184.21 The figure represents the wage received by an apprentice between 21-26 years old enrolled in ISCED 5 level apprenticeship programme. Calculation: 80% x 1,480.27 (i.e. min wage in 2017) Level in PPS per year (average): EUR 13,170 Level in PPS per hour (average): not available Share of national minimum wage: 55-100% of the minimum wage depending on the level of qualification and the age of an apprentice (see below) Remuneration for age groups, average annual gross income: Under 21: 55% of the min wage = EUR 814.15 (ISCED 3), 65% of the min wage = EUR 962.17 (ISCED 5) 21-26: 70% of the min wage = EUR 1,036.19 (ISCED 3), 80% of the min wage = EUR 1,184.21 (ISCED 5) Over 26: min wage: EUR 1,480.27
Time foreseen for on-the job-training	Less than 20% of the overall duration of apprenticeship Number of hours: 35 hours per week in the company (as other employees) and at least 150 hours at a training centre (i.e. 15% to 25% of the total duration of the professionalisation contract).
Apprentice social insurance	Paid by: the State (employers are exempted from social insurance taxes in relation to professionalisation contracts) Rights: health, pension, unemployment, annual leave
Additional support for apprentice	No support by the government. Regional councils may provide support for transportation or accommodation. The level of funding varies; it is not regulated by the law.
Financing of the scheme overall	Public financing (national resources): EUR 1,100,000 (estimate). The amount paid by companies: EUR 1,675 billion

	(2015), EUR 1,053 billion (2012) Estimation corresponds to spending for young people (same scope as apprenticeship contracts). EU funds might be used (by joint collecting bodies).
Illustration: sources of funding and financial flows	<pre> graph TD Gov[Government / State] --> Schools[Schools and other training institutions] Gov -.-> 1. Grant for companies: Employment incentives for SMEs Employers[Private / public employers] Employers -- "Remuneration (wages)" --> Apprentices[Apprentices / households] </pre>
Assessment of financing arrangements	Strengths: - the professionalisation contract allows young people under 26, people over 45, and job seekers to obtain a certification. Incentives for people over 45 and job seekers should prevent these target groups from entering unemployment. Weaknesses: - for young people under 26, professionalisation contract is less attractive than apprenticeship contracts since the financial resources available to professionalisation contracts are lower. - for employers, professionalisation contracts are also less attractive than apprenticeship contracts since tax incentives are lower or even nil. The number of adult professionalisation contracts (people over 45) is quite low (12% of the new contracts in 2016, Ministry of Labour) - for young people or for employers, professionalisation contracts may be seen as competing with the apprenticeship contract; nonetheless they fall under different financing schemes.
Contextual information	Statutory minimum wage: EUR 1,466.62 (2016, S2); 1,480.27 (2017, S1 and S2) Average yearly working time (hours) for a full time job: 1,616.20

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