

# VOCATIONAL RETRAINING

The pandemic has revealed and exacerbated the urgent need for change across the economic fabric. The need for vocational retraining is growing, both because of people's aspirations and because of economic changes and reorientations made necessary by the ecological imperative and by digital and technological transformations. To ensure that these challenges are not perceived as a risk but as an opportunity, support must be provided to workers in need of retraining.

This is all the more necessary at a time when changes that will affect the way we produce and consume are accelerating. However, the decline of certain activities and the emergence of other requirements are changing the scope of vocational retraining. To combat the consequences of the health crisis, legislators have introduced exceptional measures to support economic activity and employment in the budget for the recovery plan. In consultation with social partners, and sometimes following their lead, they have also introduced innovative measures to support people in need of retraining.

Retraining must now be developed well in advance of any economic difficulties, by more closely involving all actors.

Moreover, the career path stability system sought by social partners in the early 2000s appears to be unfinished today.

Successful vocational retraining requires substantial groundwork, including preparing the younger generations, providing guidance at all ages, adapting the skills certification system and coordinating the Jobs and Qualifications Forecast.

The risk of de-skilling should also be prevented, and rights and resources should be implemented to provide access to vocational transition mechanisms.

Finally, action should be taken to empower and support individuals and companies, particularly VSEs and SMEs, with joint efforts between the national government, the regions and social partners, in occupational sectors and localities.

In its first main recommendation, the ESEC is in favour of scaling up the implementation of vocational retraining policy, to enable it to meet the challenges of the environmental, digital and technological transitions. In order to cope with long-term changes, a more complementary mix of exercises should be developed to forecast economic activity and employment. The current health crisis underscores the urgency of the economic and social transformations that must be undertaken, and should prompt us to develop the corresponding capacities in vocational retraining.



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## RECOMMENDATIONS

The ESEC therefore makes the following recommendations:

- have France Stratégie conduct a prospective study on jobs and qualifications, incorporating optimistic hypotheses for the ecological transition;
- have France Compétence implement the certification policies needed to identify the most useful cross-cutting skills in the current transitions, in consultation with the occupational sectors;
- In consultation with the government, the occupational sectors and the regions, harmonise the various forecasting methods used to assess the future skills needs of the occupational sectors and localities;
- work with the occupational sectors to develop employment and skills commitments (EDECs) in connection with the ecological, digital and demographic transitions;
- ask local authorities to use public procurement to support promising industries and sectors of public interest that should be developed for the transition;
- implement sufficient support measures for jobseekers to provide vocational retraining where necessary;
- provide resources for retraining to employees whose training has not been updated, by removing the ceiling on the personal training account (CPF);
- open the transitional CPF to jobseekers whose qualifications have not been updated while they were in employment;
- begin examining ways to stabilise career transitions (whatever the status of the persons concerned) and harmonise support schemes, particularly in terms of vocational training rights;
- invest massively in the effort to support career transitions through the skills investment plan and the regional skills investment plans;
- encourage social dialogue in all companies, including VSEs and SMEs, in order to set up a workforce planning system that provides access to the “collective transition” scheme;
- in the absence of a company agreement, open up the “collective transition” scheme to companies covered by a local SWP agreement or a sector SWP agreement;
- conduct an assessment on the collective transition scheme, based on criteria that take into account the variety of participating groups and the duration of training periods;
- strengthen social dialogue in the CSEs by carrying out climate-related economic and social impact studies and by converting the economic and social database (BDES) into a BDESE with the addition of environmental data;
- initiate a major communication campaign to inform people about the right to career development advice, and use the transitional CPF to fund skills assessments;
- ensure that the self-employed have access to the CPF, with increased resources, to support their vocational retraining;
- open the collective transition scheme to self-employed people who wish to move into direct employment.