



In an EU country of your choice, identify current legislation related to employee training and development and critically evaluate to extent to which the legislation meets its aims.

M6X01291 : Human Resources Management

I declare that this assignment is all my own work and that I have acknowledged all materials used from the published or unpublished works of other people. All references have been duly cited

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Introduction

In France, the professional formation is in the center of the economics and sociales challenges. In this assessment we will analyze et criticize the structure of the professional formation. It is clear that the stakes of the professional formation are large. Without the formation, it will be difficult to find his place in the face of the professional environment mutations. The professional formation help employees (for example: adaptability, employability, mobility, [...]), the companies (competitivity and performances, agility and sustainability, innovation capacity) and for the country (economic growth, employment and social cohesion).

Currently, in France, we count 3 000 companies which realize 70% of the formation market turnover. In more, we count approximately 17 million of french who are formed each year and we can had that 85% of formations are cover by the private offer of formation. To finish with the number, 150 000 employees are employed in the sector of the professional formation in France.

In this assessment we will study the goals of the professional formation, the differents types of formations and how choose the formation. We will see also how realize the formation and how the company will do the link between the formation and the culture of the company.

Professional training

Definition and goals of professional training

Professional training is a major tool available to all working people: employees, the self-employed, business leaders or job seekers. It allows you to train throughout your professional career, to develop your skills and access to employment, to stay in employment or to change jobs (Ministère du travail, 12/2019).

There are different types of training in France and different goals to do a professional training:

- Adapt staff to their current position;
- Adapt new entrants,
- Develop the professionalism of employees;
- Prepare staff for future developments;
- Prepare for conversions
- Share knowledge and know-how;
- Raise the general level of staff

Company management and the trained employee have a different vision of these training courses. Numerous studies demonstrate the effectiveness of training in growing the business. The results of the training are concrete and measurable in the productivity and professionalism of the staff. Although a company has already sorted its employees, training within the company will allow to have the same vision of things and to move in the same direction or precisely to see which employees cannot follow the culture of the company.

The company explain the objective and the strategy to apply to get there. It also has the power to personalize training to adapt specifically to its field of activity. The know-how of the employees will no longer be questioned since they have been trained by experienced professionals in the colors of the company. Taking charge of the professional training of its employees therefore allows a brand to ensure its production quality. Productivity focused on innovation also requires up-to-date skills with new technologies and great motivation from employees (Inside Société, n.d.).

For employees, in-house professional training is an opportunity to acquire new skills. Being content with your experience can be a personal block and does not motivate you in your work. Seeing things with new eyes and acquiring new complementary and additional skills can allow employees to work quickly and efficiently. And gives a revival to the employee's work and therefore a new motivation, a motivation to do better. Indeed, companies most often call on foreigners for their training, this promotes exchange and openness with the outside. This opportunity is also a career development opportunity for the employee. Indeed, some companies can do professional training to notice employees who can develop even better (Inside Société, n.d.).

It is important to know, however, that the employer has two obligations in terms of vocational training: adaptation to the workplace and keeping employees employed; it can also propose actions which contribute to the development of skills (article L 6321-1 of the labor code).

Then the employer also has a general safety training obligation (art. L 4121- and L. 4121-2 of the labor code). These two laws give limits to employers, so that training goes well and gives motivation to employees to be trained.

How choose the training and the area of training?

The hardest part is to start, but with what? where? in what area? In this part we have three stages which allow to orient oneself.

Professional meeting

A professional interview between the employee and his employer is compulsory every two years in order to know the prospects for professional development and the necessary training.

During this interview , a report is drawn up and a copy must be given to the employee.

Every six years, the professional interview makes it possible to take stock and check whether the employee has:

- followed at least one training action
- acquired elements of certification by training or by validation of acquired experience
- benefited from salary or professional progression.

In more this interview, permit to see the motivation of the employees and which employees are ready to progress (Economie, n.d.).

Skills assessment

The skills assessment makes it possible to analyze his professional and personal skills, his aptitudes and his motivations in support of a professional development and, if necessary, training project (Ministère du travail, 12/2019).

There are three steps:

A preliminary phase (analyzes the request and the need of the beneficiary, determines the format best suited to the situation and if necessary), the investigation phase (build the professional project and check its relevance or develop one or more alternatives) and the conclusion phase (analyze and appropriate the results).

Professional advancement advice (CEP)

All those who wish can get free advice on their professional project, by calling on advisers in professional development present everywhere on the territory. The CEP aims to increase its

skills, competences and qualifications, in particular by facilitating its access to professional training (Ministère du travail, 12/2019).

Types of training in France:

Work study

The work-study option is increasingly offered by training establishments. Whether under an apprenticeship contract or a professionalization contract, you will find work-study training for all levels.

The aim of the work-study program is to alternate between periods of theoretical courses and training and periods of work in a company. These on-the-job training times allow you to apply course concepts and gain professional experience. The dual training allows the student to train for free while being paid. The company benefits from a workforce trained in the methods of its business and therefore easily employable thereafter. The school, on the other hand, trains students who will easily integrate into the job market and who have a good grasp of the work environment in which they will evolve (Diplomeo, n.d.).

Initial training

Continuing education is opposed to initial training. We use this training when a person returns to school to train you in new skills, but also if you participate in training in the context of your current job. In short, continuing education is aimed at people who already have experience and who wish either to change horizons and learn a new profession, or to train themselves to develop their current activity (Diplomeo, n.d.).

Professional training

Professional training is very similar to initial training. It aims to gain new skills necessary for an evolution or a change of profession. Professional training can be included in the

company's training plan or at the request of the employee. They can last from a few days to several weeks.

Distance training

This is the formula for people who don't want to go back to school. Distance learning corresponds to receiving courses, exercises, mock exams, advice at home. You can receive the courses by mail or on an online training platform. Distance learning allows people who want to retrain to take courses alongside their current activity.

Online training

Like distance learning, online training is training through dedicated platforms on the internet. You will find diploma, certification or simply training for your culture. This is particularly the case of MOOCs (Massive Online Open Courses) which allow everyone to follow small online trainings and gain skills or personal culture. This training mode saves time and allows you to follow the training when you can and want to connect. Online, you can also find high-level training and diplomas such as bachelors or CAPs for example. Only drawback, you will have to practice alone, because the practice is excluded from online courses.

Online training is often used in companies when managers want to develop employees by asking them to learn new concepts.

Formation for adult

In itself, adult education concerns vocational training and continuing education. These training methods are not reserved for adults, but it is generally this public in search of new skills or a new career that is launched. Many solutions exist to finance training for adults returning to school or even short training. The important thing when you are an adult and

you want to train yourself is to get started and really know which project would fulfill you the most.

How to train? How follow a training?

To train, several types of training exist, but also several places. In any case, for people who do not choose online or distance learning. There are large universities, business schools, small vocational training centers: each course has its own place.

To follow a training, you will have several learning modes. Depending on your current situation, in retraining or post-baccalaureate for example, you can choose one of the following training methods:

Continuously

Continuing education is for people who want to supplement or vary their knowledge and skills. You can therefore follow continuous training between two work periods (in a university, a school, etc.). The training offered by your employer is included in your schedule and you are detached from your position during the training. We can therefore define this training as alternation.

CPF (Compte Personnel de Formation)

It is an account on which everyone accumulates, during their career, whether they work or not, hours of training. These hours can be used during a training leave (CIF) or in the context of a change of activity or a job search requiring additional skills for example. This account follows you throughout your life and allows you to follow various training courses (Diplomeo, n.d.). Since September 5, 2018, the law on freedom to choose has changed. Indeed with their credit on their CPF allows them to choose the training:

As of January 1, 2019, each asset (excluding public officials) has a personal training account (CPF) credited in euros and no longer in hours.

- Each asset has € 500 per year on its CPF for training, and € 800 for the less qualified and people with disabilities (capped at 5,000 euros and 8,000 euros respectively);

- Part-time workers, 80% of whom are women, have the same training rights as full-time employees. (Ministère du travail, 12/2019).

CIF (Congé individuel de formation)

The Individual Training Leave (CIF) is therefore a time during which you can follow training funded, in whole or in part, by the hours accumulated on the CPF. This leave must be accepted by your employer, except in special cases (period of intense activity, understaffing, etc.). You can take the time to obtain a certification or even a diploma during your few days, weeks or even months off (Diplomeo, n.d.).

VAE (Validation of acquired experience)

Training by VAE (Validation of acquired experience) is the validation of skills and knowledge that you have already learned in the field. For example, if you have been working in a crèche for years and wish to obtain the title of pediatric nurse, you can take a CAP in early childhood with the VAE. In order not to duplicate everything you already know how to do, you only have a minimum of lessons to prepare for the exam. The VAE is a way to develop your career by obtaining diplomas or certifications that can get you up in the company for example (Diplomeo, n.d.).

Night classes

The evening course system is quite widespread in vocational training centers. You will be able to continue your activity during the day and dedicate your evenings to face-to-face lessons. Evening courses are offered in different fields and allow you to obtain professional certifications or diplomas (CAP for example). Some courses can even take place on weekends.

Some French universities also offer the possibility of going to work after work. This allows you to be in study situation and be concentrated.

By correspondence:

Distance or correspondence training is also a way to train in the evening, but in a different and more autonomous way. You will receive lessons and will be able to learn the concepts by yourself. You will still have contact with professionals who can advise you, help you in your exercises, in the preparation of your exam (or competition), answer your questions, etc. This training method is well suited to people who have little time to train and who want to acquire new skills at their own pace.

Financial participation

Companies participate in both the funding of continuing professional training for their employees by giving a minimum percentage of their payroll to training actions and to the funding of apprenticeship and technological and professional training with the apprenticeship tax (Ministère du travail, 12/2019).

In order to finance the professional training, an unique organisme is create: OPCO (skill operator).

The companies with less of 11 employees must contribute at 0,55% of their payroll. And the companies with more than 11 employees must contribute at 1% of their payroll. The entire payment must be made before the first of march. This contribution is shared. Indeed, it allows to finance the differents tools and devices to improve the professional training: work-study, skill development in the companies with less of 50 employees, the personal training account. Part of this contribution is also donated to “France Compétences”, in particular for the funding of training for job seekers and the funding of professional development advice.

Do a link between the culture of the company and the training

If the company wishes to do a professional training within its company, it is to its advantage to create a link between the training and the culture of the company.

Indeed, it all depends on what the company wants to set up, improve or deepen.

Meetings between the different departments are necessary in order to define the real needs of the company: development of employees in a field, a sector, a skill due to the new technology, give motivation to employees, create a more united group between employees...

When setting up training within a company, it is important to highlight the values of the company and the culture to facilitate the exchange and create a link with the employees.

Conclusion

The human factor turns out to be the most important for the effective management of the company. Training is something that leads to progress, the progress of the employee, the company and a country. Today in France, professional training is more than present, many means exist to help the maximum of people wishing to be trained. Many tools are in place to help companies develop their culture, skills and therefore competitiveness. Training employees also helps to motivate them and promote the link between the employee and the company. The work is long and complicated for each actor, but the recognition at the end is precious. Indeed, by giving the possibility to his employee to train, the motivation of this one will be better. Each actor have a role, between the manager, employees, human resource services and the others.

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