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

Definition

How choose the training

Types of training in France

Differents way to follow a training

Financial participation

Culture of company and training

Conclusion

- What is it?

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. **It is an obligation since 3rd, December 1966 in France with the law "of orientation and program on the professional training".**

- The goals:

- 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

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Work study (1980)

Distancing training

Initial training

Online training

Professional training

Formation for adult

The "Delors" law of July 16, 1971 on the terms "organization of continuing vocational training in the context of continuing education". This law leads to the principle of private funding for vocational training, hence the creation of a training market, and excludes independent training professions.

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01	**Continuously**	• In class (school, university…) • Word-study or schedule between company and training.
02	**Personal account for formation - CPF**	• Since 1989 • All employees (contract with determined and undetermined) • Between 500 and 800 euros per years
03	Individual training leave - CIF	• Time accumulated on the CPF • Must be accepted by employer except special cases
04	**Validation of acquired experience - VAE**	• Validation of skills with time and experiences • Obtain a title • Have only one exam with the minimum lessons
05	**By correspondence**	• Autonomous work (lessons by internet) • Have advices with professionals
06	**Night classes**	• Permit to do class in face to face (concentration) • Training centers

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

ASK	LINK	OFFER
Company	***Employees***	***Training***
Want to motivate the employees	Waiting of motivation	Permit to motivate an equip
Want to develop the employees skills	Waiting a development	Permit to develop the skills
Want an united group	Waiting to work in an united group	Permit to develop the union between employees

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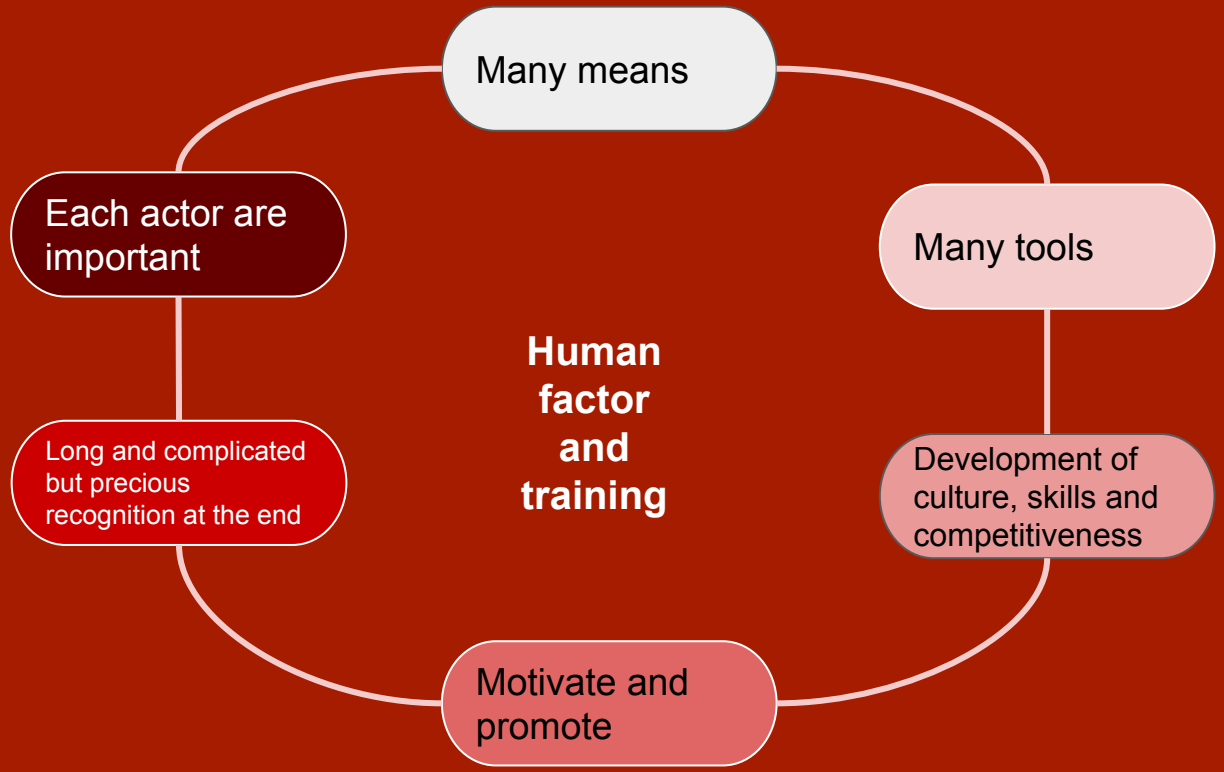
Conclusion