



VALIDATING SKILLS GAINED THROUGH PROFESSIONAL EXPERIENCE VSPE



Validating skills gained through professional experience

- This means officially recognising that it 's possible to learn in non-traditional learning environments
- It 's admitting that knowledge acquired through experience can be just as good as knowledge gained in a classroom or formal learning context, and that it can also be used to obtain official qualifications



**VSPE makes recognition of
professional experience part of a
certification process**



Definition

Certification: *operation or document which validates the skills and knowledge of an individual as defined by a standard, designated by a reference.*

*When the standard is applied to a **professional qualification**, certification leads to a diploma, qualification or certificate of vocational qualification*



The French Certification System

Three types of certification

- National diplomas and certificates created after approval by employer/employee organisations and legally registered in the National Register of Professional Certification (RNCP)
- Qualifications officially authorised by the RNCP can be registered on request in the National Register
- Vocational certificates awarded by professional sectors whose entry into the National Register has been requested and authorised.



Current certification numbers *diplomas and certificates*

- Diplomas and certificates:
 - after examination by a CPC (advisory commission), there are approximately 1,250 certifications, (700 for education, 150 for agriculture, 300 for employment, 100 for sport)
 - after examination by a CPN (employer/employee board): approx. 25 technical university diplomas
 - after examination by the CTI (technical commission for engineers): approx. 800 engineering certificates
 - after examination by the CNESER (national commission for higher education and research) : approx. 10000 diplomas (Bachelor's degrees Masters Doctorates)



Registered qualifications

- Certification awarded by a ministry or under the supervision of a ministry: Defence (nearly 300), Social Affairs, Health, Culture, Public Works, Transport,... (approx. 50) and university diplomas or certificates created by GRETA (nearly 100)
- Consular certification: CCI (Chamber of commerce) (approx. 250), Guilds and Agricultural organisations (approx. 30)
- Certification awarded by private bodies or associations (approx. 500)



Sector-specific qualifications

- There are currently approximately 400 qualifications created by about thirty different sectors of industry
- Almost half of these are in sectors related to the iron and steel industry



LAW

of January 17, 2002
Referred to as the law
on "social modernisation"
(articles 133 to 146)



Legislation following the law on social modernisation

- Eight decrees:
 - Decree of April 24, 2002 introducing VSPE in higher education establishments
 - Decree of April 26, 2002 structuring VSPE for vocational certification
 - Decree of 26 April, 2002 establishing the Répertoire national des certifications professionnelles (National Register for Professional Certification)
 - Decree of 26 April, 2002 establishing the Commission nationale de la certification professionnelle (National Commission for Professional Certification)



- Decree of 3 May, 2002 establishing a day off for VSPE
- Decree of 17 December, 2002 on the accountability of VSPE expenses
- Decree of 17 December, 2002 on the control of VSPE activities
- Decree of 15 February, 2006 establishing the VSPE Development Committee



VSPE is...

**now a right set down in Vol. IX of the Labour Code
(article L 900-1)
and in the Education Code (article L 355-5).**

**An official act recognising skills aquired through
work experience.**

**A procedure by which an independent jury of
professionals can check, evaluate and certify a
candidate 's knowledge and skills**



VSPE (article L 900-1 of the Labour Code)

- « All working persons have the right to validate their experience, especially work experience to obtain a diploma, professional certificate or a vocational qualification [...] »



VSPE (article L 335-5 of the Education Code)

- « Professional diplomas or certificates are obtained from schools and universities through apprenticeships, continuous vocational training or can be fully or partially obtained by validating skills gained through work experience»



VSPE

NB slide 15 cannot be modified

TEXT FOR SLIDE 15

The principle of validating skills acquired through professional experience is extended to all diplomas, certificates and vocational qualifications registered in the National Register of Professional Certification

In order to be eligible the candidate must have worked for a minimum of 3 years



VSPE enables you to ...

**obtain part or all of a diploma,
vocational certificate or
qualification certificate.**

It also enables you to ...

**have access to a training course
without having to have the level of
studies, diplomas or certificates
normally required**



CONDITIONS...

- ◆ **One application per candidate, per year, specifying the certification to be gained and submitted to the issuing authority or body.**
- ◆ **A maximum of 3 applications per year, for different qualifications.**
- ◆ **In the case of a partial validation, the jury 's decision is valid for 5 years.**



CONDITIONS...

- ◆ **Jurys can waive qualifications normally required to apply.**
- ◆ **Some qualifications may be excluded from the validation process, particularly those concerning health, security and defence.**



Members of the validation jury

- The jury is set up and chaired in accordance with the regulations and conditions governing certification, but should have some qualified representatives of the profession, (half of them should be employers, half employees)
- Men and women should be equally represented
- « Professionals » from the company the candidate works for, cannot participate in the jury 's deliberations
- It should also include people who have helped the candidate to prepare the application (except for higher education)



THE CANDIDATES

VSPE is open to everyone:

employees

non-salaried persons

public officials with or without tenure

job seekers receiving benefit or not

volunteers who have worked with associations or trade unions

anyone, with or without a recognised qualification who wants to obtain one, add additional skills or adapt a qualification in order to go back to work.



What experience is taken into account?

Skills which may be validated are professional skills acquired from continuous, or non-continuous paid, unpaid and voluntary employment, over a total period of at least 3 years and relevant to the certification to be obtained

The following are not considered ...

preliminary or continuous training courses, whatever the person 's status

training periods in a professional environment in order to prepare for a diploma or certificate



Which certification should you consider?

VSPE allows you to obtain:

a national diploma or vocational qualification

a state diploma issued by a higher education establishment

a certificate from a consular or private training organisation.

a professional qualification certificate

provided these are in the [National Register of Professional Certification](#) and are authorised by the regulations (i.e. it is not a health, security or national defence certification)



The procedure



There are four steps

Once the applicant has chosen his/her certification, he/she contacts the issuing institution or body directly

- **1st step:**
 - Meeting and informing the applicant
- **2nd step: *Eligibility***
- the applicant fills in and submits his/her application
 - He/she may be accompanied when drawing up the application



There are four steps

- **3rd step: validation**

The Jury discusses the information provided and/or its observations

There are different types of validation:

- **application with interview**, decided by the Jury or requested by the candidate
- placing the candidate in a real or simulated situation



There are four steps

- **4th step: certification**
 - The Jury 's decision
 - Full certification is awarded
 - otherwise the Jury gives its opinion on « the knowledge and skills it wishes to reexamine »



Who finances VSPE?

Candidates	Financing bodies	Reason for financing
Salaried workers (permanent, fixed-term contracts and temps...)	Companies	Part of a training scheme
	OPCA	Shared resources
	OPACIF	
Public officials (with or without tenure)	Government bodies, Public establishments	Part of a training scheme
Non-salaried workers (professionals, farmers, craftsmen, tradesmen, self-employed ...)	Collecting bodies (AGEFICE, FIF-PL, FAFEA ...)	Validation is covered by these bodies
Job seekers	Assedic (unemployment insurance), Government, Regional councils	Part of PARE programme (Return to work plan), PAP (personal career plan)
Anyone wishing to obtain certification, add skills or adapt a qualification	The candidate him/her self The candidate with the help of the State or the Regions depending on certain criteria	As a trainee undergoing vocational training



Reorganising the French professional certification system

- The National Commission for Professional Certification (**CNCP**)
- National Register of Professional Certification (**RNCP**)



National Commission for Professional Certification

- Established by the decree of 26 April, 2002 to enforce the law for modernisation of social affairs
- Interprofessional and interministerial body under the Minister for vocational training



Main tasks

- To register all national diplomas and professional qualifications in the RNCP
- To examine requests for registration
- To update, renew and create vocational qualifications
- To monitor the quality of information provided to candidates
- To be a national benchmark for qualifications



Harmonisation across Europe

- The CNPC (National Commission for Professional Certification) represents France in the procedure for transparency of qualifications



Three axes

- Translation of certificates and diplomas issued and a « supplement » explaining the certified skills
- Setting up a National Reference Point for all certification issues in each country. The CNCP is the national reference point for France
- Development of tools and identification of common resources for the different players involved in the process and for candidates



VSPE AND THE CNCP

VSPE is a way of having full access
to certification



- The CNCPE sets the requirements for organisations responsible for VSPE certification
- The CNCPE checks the VSPE eligibility for each of the registered qualifications
- The CNCPE examines and evaluates the procedures put in place by the certification organisations



- The CNCP provides the structures for meeting and informing the candidates (in particular the information relay points in each region), individuals and companies, and information on certification



The National Register of Professional Certification



- Law of 17 January, 2002
 - The RNCP is set up
 - Diplomas and certificates are classified by field of activity and by level
 - The National Commission for Professional Certification (CNCP), managed by the Minister for vocational training establishes and updates the National Register for Professional Certification.
- Decree of 26 April, 2002
 - The RNCP's mission is to provide constantly updated information on professional diplomas, qualifications and on qualification certificates to individuals and companies (...)
 - It helps access to employment, human resource management and professional mobility



Features of the Register

- Choice of a register which is accessible on the Internet

The National Register of Professional Certification is a database of professional qualifications (certificates, diplomas, vocational qualifications (CQP)) classified by field of activity and/or by level, and which can be consulted on the CNCP 's website

www.cncp.gouv.fr



Updating the Register

The register is updated with information provided by the certifying bodies once it has been validated by the CNCP

- for certification registered by law the register is updated when necessary
- for certification registered on request, the register is updated when necessary and at least every 5 years

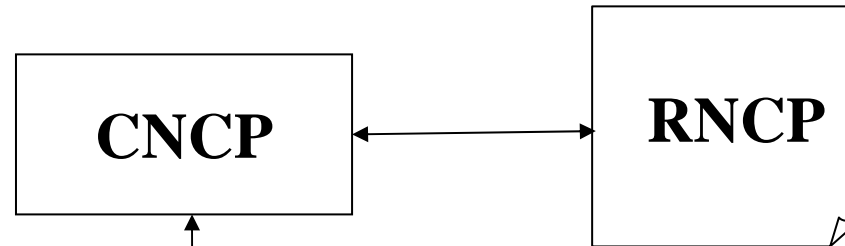


Information-Advice on VSPE



The VSPE information system

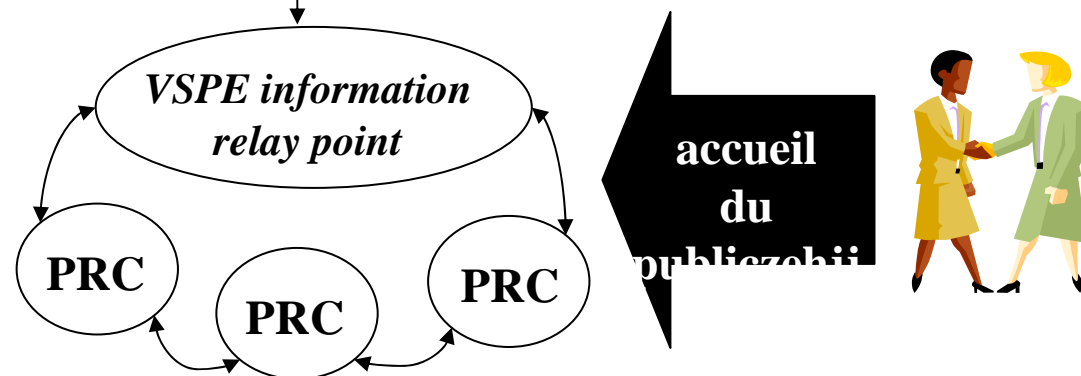
At the national level



At the regional level





At the local level





Tasks of the information relay points:

-  .To inform and advise people, help them to choose from the certification available to them and tell them how to achieve the qualification

-  Offer advice depending on the qualification to be obtained, taking into account the validation systems (types of certification, references, conditions of VSPE and the length of the experience to be considered).

Relay points intervene before the candidate is accompanied through the actual validation process. This can only be done by the authorities issuing the certification



The challenges of VSPE...

... for the individuals

... for the companies

...



For individuals

- a personal appraisal,
- revenge
- protecting themselves against unemployment,
- making sure they have the right certification for their professional category
- seeing where they stand in terms of the company 's plans,
- planning a career move,
- ...



For the companies

- VSPE: a tool to be used for skills management
- VSPE: a supplementary assessment tool
- VSPE: a tool for reviewing the training policy



- A major challenge for the future
- A new response to the needs of the general public, particularly those people with very few recognised qualifications
- A strong link with the life-long learning project