

Country:	France
Member/Company	Mouvement des Entreprises de France (MEDEF)
Initiative	Labor shortages in France

Overview

In France, **a plan to reduce recruitment pressures** has been launched in September 2021, in the frame of the « social agenda » proposed by the social partners to the Government. This 1.4 billion € plan mobilizes the Regions and Pôle Emploi, while putting emphasis on **on-the-job training**. Since its launch at the end of September 2021, almost 150,000 long-term jobseekers have already found a job.

It provides for several measures :

- To strengthen the skills development of employees :
 - Mobilization of the **National Employment Fund – Training** to finance 50,000 "long" training courses (400 hours) for retraining and 300,000 "short" training courses (40 hours) for employees of VSEs and SMEs
 - Simplification of the « **validation of job experience** » mechanism with derogatory experimentation in the sectors of **autonomy and old age**
- To increase training offer for jobseekers :
 - **Additional €560 million for the Investment Skills Plan with the aim of training 1.4 million jobseekers by 2022**, targeted towards shortage occupations and largely based on on-the-job training.
 - + 5000 targeted actions to reduce tensions in **construction and industry sectors, technical and middle management job**
- Measures for **long-term jobseekers** :
 - For each very long-term jobseeker (inactivity > 2 years), Pôle emploi offers a **more intensive "remobilisation course"**.
 - Doubling of the number of **"New Horizons" sessions conducted by the APEC** (Agency for the Employment of Managers in France) for long-term jobseekers (+3,000 sessions)
 - A **national challenge** organised by Pôle emploi to identify high-potential local initiatives and create partnerships with local authorities, associations and companies
 - **Exceptional aid of €8,000** for companies for **each jobseeker aged 30+** recruited on a professionalization contract.

On top of this, **Pôle Emploi and 5 temporary employment agencies** (Adecco, Manpower, Randstad, Synergie and Crit) have recently committed to work together in order to respond to companies' recruitment needs :

- They signed conventions (March 2022) that aim at facilitating the **creation of candidate pools** by a more direct contact with jobseekers and by publishing the agencies' job offers on the Pôle emploi platform.
- Temporary employment agencies also committed to **recruit a posted volume of people who are far from employment** (work-study students, people from priority urban areas, etc.) by training them and accompanying them towards employment.

At sectoral level, the Government's plan to reduce recruitment pressures has identified professional sectors particularly affected by recruitment difficulties and shortage occupations: **industry, construction, food service industry, transports, or the digital, engineering, consultancy and event management sector (for jobs such as data scientist, developer and cybersecurity).**

These 5 sectors have concluded **a charter or a pact for the development of employment and skills**, in which the Government and social partners engage to reduce recruitment tensions by acting simultaneously on several axes :

- Guidance of young people and adults towards those sectors
- Initial and continuing training
- Facilitating and supporting recruitment process
- Supporting companies and their employees in implementing measures to make jobs more attractive
- Provisions of the sector's collective agreement, quality of life at work and employment conditions.

The meat production and bakery sectors concluded a charter for the development of employment and skills with the Ministry of Labour and the Ministry of National Education on 28 March 2022. Both sectors face difficulties in attracting young people to take over businesses in the context of the retirements expected in the coming years.

On 30 March 2022, the branches of **technical design offices, consulting engineering firms and consulting companies** also signed a similar charter that notably focus on the promotion of digital professions, to enhance their attractiveness.

Key Messages

► **Medef highlights the following points :**

- Overall, three levers remain to be activated : **initial training** and the **matching of student orientation with labour market needs** (notably math teaching) ; **professionalizing the use of the CPF** (personal formation account) ; **support for large-scale professional transitions** (anticipating the transfer of jobs to sectors)
- Employment and training stakeholders and employers in particular strongly support schemes such as **pre-employment training actions** : their flexibility provide security for all parties and gives an important role to on-the-job training.
- Increasing the number of jobseekers trained each year is necessary, but it must be accompanied by **reinforced follow-up and better support towards employment.**
- The training funded through the **Investment Skills Plan** must also be more closely linked to the skills needs of companies. Its effectiveness must be evaluated by measuring the **rate of integration into employment at the end of the training courses.**
- The **professionalization contract** is an effective response both to recruitment difficulties linked to a skills deficit and to long-term unemployment. It ensures **access to employment**, and allows **more immediate integration into the company**, while guaranteeing access to a recognised professional qualification.