

# Territorial revalorisation of skills



AFE - AFPA 93 - ALGORA - CNAM - GRETA GEFORME 93

EPA Plaine de France - Plaine Commune - Université Paris 13 - SFM-AD



**EQUAL**

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## ( A stake

The stake lies in reducing the inadequacy between labour market needs and human resources of Plaine de France, improving home workforce qualification and helping climb the social ladder through the validation of experience and continuous professional training.

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# The project

Set up a training system all life long so as to let youngsters, adults, employees, job seekers progress and promote integration of the less skilled.

Build a network resources for various sites of the territory and carry out (with the assistance of parties involved in training and employment) services, individualized flexible modular training courses using assessment centre, validation of experience, distant and open training.

## Four stages

- 1 Draw up the inventory of existing offer.
- 2 Implement linking structures allowing the achievement of training sessions.
- 3 Provide new services (distant and open training, personalization, assistance...).
- 4 Set up a “training and skills centre” in order to work out coherent training courses.

## The targeted public

- Job seekers (men and women)
- Unqualified or unsuitably qualified young people and adults.
- Employees willing to develop in their job.
- Employees in trouble or those who are retrained.
- Volunteer qualified or unqualified employees who might develop in their job by improving their qualification level and take advantage of mass retirements.

## Transnational partners

The project will base on partners from other areas with similar socio-demographic economic characteristics to those of Plaine de France.

A deep transformation of the socio-economic structure (of deindustrilization / rural depopulation)

and / or

unadapted public to the economic change and a public who has no command of the language spoken at work.

# The area



La Plaine de France is economically highly developed but is facing serious difficulties.

Known for its industrial history, it has become a prosperous employment market in the tertiary sector thanks to rapidly developing poles of la plaine Saint Denis and Roissy.

Labour market is active and characterized by a lot of offers for more and more skilled jobs. However, the local population remains unconcerned by the area's dynamism because of its low qualification level,

its social problems and little mobility. It also suffers considerable employment discrimination practices: highly representative, immigrants have no command of the language.

## **APP**

*Individualized training workshop teaching: An A.P.P. is a teaching process defined in specifications (Ministry of social cohesion and employment) based on individualized training. It supplies different trainees with optional short trainings in various fields related to general knowledge and basic technological training. Every area has got an A.P.P.*

## **The summary of skills**

*A device allowing people concerned about their professional prospects to make a professional plan by identifying their skills and motivations taking into account labour market.*

## **EEP**

*A pedagogical training firm. A training company similar to a PME (a small and medium sized firm) within a fictitious competitive market. It's a fictitious company with actual learning results, know how at work, a real preliminary initiative between a job seeker and the professional world.*

## **F.O.A.D.**

*A distant and open training which allows students to achieve self-training via internet programmes, CD-ROM, video conference. A distant assistance and face to face sessions can possibly be arranged.*

## **PAT**

*Distant training access spots. An equipped spot where one can be given a training course with a trainer's distant help as concerns useful technical and educational information.*

## **V.A.E.**

*Validation of experience. The VAE allows to be fully or partly qualified or to get a confirmed professional title in accordance with the personal professional experience (employment law / education law).*

# Partners involved in the Project



Training and employment association AFE has been putting forward an overall approach for job seekers and employees in the east of Val d'Oise area since 1986. Its action is based on training (teaching the population to read and write, teaching French as a foreign language, personalized training (A.P.P.), teaching training enterprises...). As concerns socioprofessional integration its A.P.P. uses multimedia means, offers a validation through a general training certificate and validation of experience.



The national centre of arts and professions is a higher education establishment supervised by both national education ministry and research ministry. Seine Saint-Denis centre offers evening training courses from A level up to four years in various special studies: computer science, electronics, economics, account management, human resources, sales marketing.



This agglomeration is composed of 8 communes (smallest territorial divisions) and is characterized by a large economic development and a strategic position in Europe. Since 1999 Plaine Commune has been implementing a development dynamics within a territory project likely to bring about progress in key sectors, economic development and services for the population.



The national professional association for adults training (AFPA) is the first qualifying professional training body for adults, job seekers and employees in France and Europe. It deals with all careers choice and professional training issues as well as with validation of experience and advising for human resources. It provides its customers, job seekers and entitled beneficiary people with a unique skills network.



Founded in 2002, this state development institution is represented by the state, Ile de France area, Seine Saint-Denis and Val d'Oise departments (subdivisions administered by a prefect) and 30 communes (smallest territorial divisions) from North east Ile de France. One of its main objectives is to help achieving economic and social development of this territory, to strengthen its attractive side and take part into the upward mobility of its residents.



Seine Saint-Denis west centre develops interactive actions: a professional mobilizing pole for youngsters, an individualized training, a driving school for young integration, language trainings, qualifying trainings in the field of assistance for dependant people and services related to job seeking or to employment. The centre is financed by European funds, the state, Ile de France or la Seine Saint-Denis general council.



Supported by DGEFP (Ministry of Employment, labour and social cohesion) it aims at promoting and sustaining development, open and distant training and using multimedia technologies in professional training systems. One of ALGORA's prerogatives is to give technical assistance for the A.P.P., the FORE programme (PAT) and supervise multimedia resources.



It's a continuous training body of education ministry. It's in charge of individualized training courses. It also provides general and language trainings as well as professional qualifying trainings. 3 500 trainees have been supplied with 600 000 hours.



A state higher education establishment which offers more than 80 diploma and qualifying continuous training courses: it ranges from A degree to go to university (DEAU) up to the master. As a common service of Paris 13 University the continuous training centre (CFC) ensures modular and capitalizable training courses mainly via the validation of experience for the benefit of those who want to go back to studies.