



GOVERNEMENT

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STRIVING AS A COUNTRY FOR VOCATIONAL EXCELLENCE

**PRESS CONFERENCE
6 SEPTEMBER 2024**

47TH

**WORLDSKILLS
COMPETITION**

Editorials



**CATHERINE VAUTRIN,
MINISTER FOR
LABOUR, HEALTH AND
SOLIDARITY**



In 2024, France has welcomed the world at its doorstep. After the Paris Olympic and Paralympic Games, the 47th edition of international vocational skills competition WorldSkills will be taking over from 10 to 15 September in Lyon.

Organised under the patronage of the French President, this exceptional event will showcase the skills and talents of candidates from over seventy different countries and celebrate young people's contributions to the professional sphere.

With around sixty professions represented in six economic sectors, WorldSkills gives young people a rare chance to discover the professions and skills of the future as close to the action as possible and face-to-face with some of the biggest names in the industry.

For companies and public or private training organisations, WorldSkills provides a context for high-level conversations between the world's top experts in the domain, during an international

conference held in parallel with the competition from the 11th to the 12th of September. France is aiming to set an example with its vocational training system reform, particularly through the continued development of apprenticeships, with the aim of achieving 1 million apprentices in training per year by 2027.

An event of this magnitude would not have been possible without the support of the various government bodies, at national and regional level, and I would particularly like to extend my warmest thanks to the teams of the Ministry of Labour, Health and Solidarity, which I have the honour of heading.

I would also like to thank the Lyon city council and Métropole de Lyon, the Rhône prefecture, the Lyon education authority and the Region of Auvergne-Rhône-Alpes for their commitment to this project. They have done a remarkable job in supporting the organisers to ensure the success of this major event.

As you may already know, the entire French, European and global vocational training ecosystem will be assembled in Lyon to support and congratulate the champions, as well as to represent and promote their respective professional sectors and industries.





**NICOLE BELLOUBET,
MINISTER FOR NATIONAL
EDUCATION AND YOUTH**



The French Ministry of National Education and Youth fully supports the organisation of the WorldSkills international finals, which France is proud to host in Lyon, in the name of equal opportunities and the just acknowledgement of all vocational paths.

For the young delegates representing their country and all those lucky enough to attend the competitions, WorldSkills can have a very real impact on their choice of career path and may even spark a real professional ambition.

That's why the Ministry of National Education and Youth is organising a school visit programme, which will allow 60,000 school pupils from Auvergne-Rhône-Alpes and neighbouring regions to attend the competition. I would like to extend my most sincere gratitude to the teachers, headteachers and all the government staff who have made this programme possible.

Ahead of the event, the "Mission Future" platform co-developed by WorldSkills France and the French National Office for Education and Career Information (ONISEP) will give more than

100,000 pupils the chance to watch the competition online and build their own career plan with their teachers, inspired by the achievements of the champions.

This means each competitor also becomes an ambassador, a role model for other young people wanting to pursue the same career, making WorldSkills a unique opportunity for young people to get a real-life view of different trades and reflect on how they see their future selves.

At the same time as the competition, the "VET Forum" will be held, at the initiative of my ministry, bringing together representatives of the European Centres of Vocational Excellence (CoVE), the *Campus des métiers des qualifications* and their European equivalents.

These discussions will provide an opportunity to reflect on best practices for strengthening that vital link between the worlds of school and work, and the worlds of work and training, by promoting courses that include work experience programmes.

This represents the core purpose of the technical college (*lycées professionnels*) reform I am currently putting into action, which aims to make this training pathway a pathway to success for all, one that is genuinely understood and recognised by young people and their families.





**GEOFFROY DE VITRY,
HIGH COMMISSIONER
FOR VOCATIONAL
EDUCATION AND
TRAINING**



Under the patronage of the French President and coordinated by the High Commission for Vocational Education and Training, the departments of all the ministries have committed themselves to making the WorldSkills Lyon 2024 competition a success.

This collective effort will encourage French champions to do their best and help to uncover world-class talent, setting an example that will help other young visitors to dream about their own future and perhaps find their own path and place in society.

WorldSkills is, after all, an exceptional opportunity to showcase vocational training around the world, and to demonstrate just how it can prepare individuals for careers that represent the lifeblood of nations, contributing to their economic competitiveness and their strategic sovereignty.

That's why the Ministry of Labour, Health and Solidarity, with the help of its partners and operators, is organising a French Government stand at the competition venue to help young people gain insight into the skills of the future.

Thanks to the investment of "France Travail," Local Missions and Opérateurs de compétences (Government approved vocational training organisations), as well as the armed forces and the Ministry of the Economy, Finance and Industrial and Digital Sovereignty, pupils and students will be able to find out about the opportunities available to them in a fun and practical way.

They will be provided with information on the career guidance schemes available, as well as the brilliant careers they can access through vocational training such as apprenticeships or technical colleges (*lycées professionnels*), as demonstrated by the former champions in attendance.

As with the Olympic and Paralympic Games, the question of legacy is key: we will know we have achieved our goal if WorldSkills helps societies to change their perceptions of vocational training and treat it with the same dignity as all other forms of training.



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From **10 to 15 September 2024**, France will be hosting the **47th WorldSkills competition in Lyon**.

This competition is the world's biggest event dedicated to showcasing excellence in vocational training and skills. Every two years, it welcomes **participants under 23 years old** from 5 different continents, all **national champions in their domain**, to compete in the various competitions and **demonstrate their well-honed skills** before an **expert jury**.

For this 47th edition, **1,400 young competitors from more than 70 countries and regions of the world** are expected to attend.

Over 4 days, they will compete in **59 trades** divided into six major economic sectors:

- Creative Arts and Fashion
- Manufacturing & Engineering Technology
- Transportation and Logistics
- Construction and Building Technology
- Social and Personal Services
- Information and Communication Technology

the French Skills Team, made up of 63 competitors from 11 regions and trained at Centres for Excellence, will be competing in 52 trades.

The competition, **held at Eurexpo and open to the general public**, will be preceded by an **opening ceremony on 10 September**, and will conclude with a **medal ceremony on 15 September**.

An **international conference** bringing together public decision-makers and high-level experts from companies and international organisations to discuss vocational training issues will be held in parallel **on 11 and 12 September**.

During WorldSkills

- **VET Forum at Eurexpo from 10 to 12 September**

The VET Forum brings together vocational training actors from around Europe. It aims to improve and promote excellence and mobility in vocational training and the development and adaptation of sector-specific skills, by bringing together representatives of all the Centres of Vocational Excellence (CoVE) funded by the Erasmus+ programme.

- **Careers Village at Place Bellecour from 11 to 14 September**

To bring the competition to the very heart of Lyon, a Careers Village will be open on Place Bellecour from 11 to 14 September, organised by the association WorldSkills France, the WorldSkills Lyon 2024 organising committee, the Metropole and the City of Lyon. This will allow people to find out more about different professions through a rich programme of fun activities, challenges and talks.

PROGRAMME FOR WORLDSKILLS LYON 2024

Tuesday 10 September

- From 3pm to 6pm: VET Forum, Eurexpo Lyon
- From 7pm to 9pm: Opening ceremony, LDLC Arena

Wednesday 11 September

- 9am - 5.30pm: International conference, Eurexpo Lyon
- 10am - 5pm: Competition
- 10am - 6pm: VET Forum, Eurexpo Lyon
- 10am - 7pm: Careers Village, Place Bellecour

Thursday 12 September

- 9am - 5.30pm: International conference, Eurexpo Lyon
- 10am - 5pm: Competition
- 10am - 6pm: VET Forum, Eurexpo Lyon
- 10am - 7pm: Careers Village, Place Bellecour

Friday 13 September

- 10am - 5pm: Competition
- 10am - 7pm: Careers Village, Place Bellecour

Saturday 14th September

- 10am - 5pm: Competition
- 10am - 7pm: Careers Village, Place Bellecour

Sunday 15 September

- 6:30pm - 10pm: Closing ceremony

PART 1

**NURTURING
EVERY TALENT,
ACKNOWLEDGING
EVERY TRADE**

| GOVERNMENT SUPPORT FOR THE COMPETITION AND THE FRANCE TEAM

A bid backed by the French government to make Lyon the skills capital of the world

In 2017, the board of WorldSkills France decided to back France's bid to host the 2024 World Final in Lyon. On 14 March 2018, French President Emmanuel Macron made the bid official during his inaugural visit to the Compagnons du Devoir workshops in Tours Saint-Symphorien.

Lyon was chosen as host city on 21 August 2019.

France presented its plans for the competition at the 2019 General Assembly in Kazan, while the international competition was being held. Lyon was designated on 21 August 2019 to host the 2023 competition. Due to the pandemic, this event was postponed by one year, to be held in 2024.

An exceptional event to showcase the commitment of all those working to developing vocational pathways

The hosting of the world's largest skills event in France represents a unique opportunity to **place the world of vocational training centre-stage** and highlight all the efforts being made to encourage **young people to pursue vocational training**.

With 67 trades represented (59 of them

involved in the competition) representing six major economic sectors, WorldSkills Lyon 2024 will provide a **brand new platform for trades and skills**.

For young people and those in vocational training, attending the competition will give them a chance to get up close and personal with the real workings of the profession, broadening their perspectives and sparking new ambitions. With this in mind, the French government has developed a **school visit programme** allowing secondary school pupils to visit the Eurexpo site and follow the progress of the champions.

The competition also raises awareness on **the bridges between vocational training with the business world, promoting the skills of the future**. It also places a particular focus on the construction and public works sectors, food and catering, industry, the automotive industry, communications and digital technology, and various service sector professions. These sectors have **major recruitment and skills renewal needs**. Vocational training stakeholders must take this into account, **bringing together** education and training bodies, public institutions and the business world. Built upon the initiatives of all these stakeholders, the competition reveals **the strength of partnerships**.

“Team France”: talented ambassadors of our country’s industries

As part of its France 2030 investment plan, **the State is providing financial support** for WorldSkills in two ways: **direct support for the organisation** of the WorldSkills Lyon 2024 competition, and **multi-year support for WorldSkills France**. This includes launching initiatives to raise awareness of vocational training and the WorldSkills competitions in secondary schools across France, and preparing the champions of the French Skills Team.

By taking part in the WorldSkills Final, each competitor will become an ambassador for their sector.

The “Équipe de France des Métiers” (“French Skills Team”) will be participating in WorldSkills Lyon 2024. Its 63 competitors have been selected from regional and national competitions for their high level of commitment and excellence.

Our young French competitors come from 11 different regions. They will compete in 52 skill areas. They will be accompanied by 68 supervisors and have followed high-level training programmes at Centres of Vocational Excellence specially selected by WorldSkills France.

By participating in the WorldSkills Final, each competitor, whether they bring home a medal or not, **will become an ambassador for their sector** and a role model for young people, contributing to a deep cultural change in attitudes towards vocational training.



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AND WHERE ARE OUR FORMER CHAMPIONS NOW?

Louis Cozette, silver medallist in Restaurant Service at the 2019 WorldSkills in Kazan, Russia, opened his restaurant Le Moulin des écrevisses in the Paris region in 2023.

Kelly Lhoste, French WorldSkills champion in the Painting and Decorating skill category and gold medallist at the 2013 World Final in Leipzig, set up her own business KL Peinture in 2019.

David Gallienne, who competed in the cooking category at the 2007 WorldSkills in Shizuoka, Japan, won the TV competition *Top Chef* in 2020 and has since opened his own restaurant Le jardin des plumes in Giverny, which now has one Michelin star.

Yane Nirina Randriamanantsoa, French WorldSkills champion in fashion and design skills category and medallist at WorldSkills São Paulo 2015, has pursued her career as an entrepreneur and has been running Nirina Confection since 2021.

Jack Malinge, French WorldSkills champion in masonry and winner of a Medallion for Excellence at WorldSkills 2009 in Calgary, was present as a masonry trade expert at WorldSkills Sao Paulo 2015, Abu Dhabi 2017 and Kazan 2019. He now runs two companies: Stanwol Construction and Malinge.

Florence Lesage, French WorldSkills champion in pâtisserie, runner-up at WorldSkills São Paulo 2015 and 2022 World Champion at the Arts Sucrés competition, now works as an international consultant and instructor for major hotels and food brands.

| THE FRENCH GOVERNMENT AT WORLDSKILLS: A STAND TO RAISE AWARENESS OF THE TRAINING AND CAREER-BUILDING SCHEMES ON OFFER

The Ministry of Labour, Health and Solidarity will be holding a French Government / "1 jeune 1 solution" ("1 young person 1 solution") stand at the Eurexpo site, along with its partners and operators (France Travail, Local Missions, *Opérateurs de compétences*) and two other ministries (Economy and Armed Forces).

The stand will provide interactive and practical information on career guidance schemes and vocational training pathways: presentations of the [1 jeune 1 solution](#) website, **demonstrations** and **interactive quizzes** on various professions (industry, digital, health, energy, construction, commerce, fashion, arts and crafts, etc.), an **Escape Room game** on the **Emploi Store** platform (choosing a profession, finding training, writing a job application, etc.), a focus on **job opportunities in the Army**, and more.

- **The Ministry of Labour, Health and Solidarity** will be hosting an event to raise awareness of the apprenticeship route. Staff from the Délégation générale à l'emploi et à la formation professionnelle (DGEFP - General Delegation for Employment and Vocational Training) and the regional departments responsible for employment (DREETS) will be on hand to discuss the common misconceptions and advantages of apprenticeships, and to provide more information on how they work.

AND BY THE

The Ministry of Labour will be launching its @1jeune_1solution TikTok account at WorldSkills Lyon 2024.

The aim is to boost visibility of the scheme among young audiences, get them involved in the opportunities on offer and inform them about the pathways and support available.

See you on TikTok from 10 September!

- **France Travail** will be organising an Escape Room game to showcase the *Emploi Store* ("Employment Store") platform in a fun and innovative way. The *Emploi Store* functions as a toolbox, providing links to hundreds of mobile applications and digital services relating to employment and training.
- **The Union Nationale des Missions Locales (UNML)**, in conjunction with **France Travail**, will be running an area where people can find out more about careers using virtual reality headsets. They will also be offering the chance to discover and get to grips with various applications, websites and social media platforms on a giant tablet (France Travail / Local Missions applications and

websites, social networks and the 1 jeune 1 solution website, Twitch LAB'ON-ID, etc.).

- **The Opérateurs de compétences** (Government approved vocational

training organisations or OPCO) will have their own dedicated space to present their sectors and support services through interactive activities: quizzes, virtual reality, testimonials, job dating, etc.

OPCO PROGRAMME

Wednesday 11 September

- **9am to 1pm:** [OCAPIAT](#) the OPCO for agricultural cooperation, agriculture, fishing, the agri-food industry and rural development
- **1pm to 3pm:** [Afdas](#), the OPCO for the culture, creative, media, communication, telecommunications, sport, tourism, leisure and entertainment sectors
- **3pm to 5pm:** [OPCO Santé](#), the OPCO for the private health sector

Thursday 12 September

- **9am to 1pm:** [AKTO](#), the OPCO for the service industries
- **3pm to 5pm:** [OPCO EP](#), the OPCO for local services industries

Friday 13 September

- **9am to 1pm:** [OPCO 2i](#), the inter-industry OPCO
- **3pm to 5pm:** [Constructys](#), the OPCO for the construction industry

Saturday 14th September

- **9am to 5pm:** [Opcommerce](#) the OPCO for distribution companies

- **The Établissement pour l'Insertion dans l'Emploi** ("Establishment for Integration into the Job Market" or EPIDE), a government body specialising in the social and professional integration of more than 4,000 marginalised young people aged 17 to 25 at 20 centres across France. The EPIDE will be presenting its intensive support programme

and unique training methods on Saturday 14 September in the afternoon.

- **The Armed Forces** (Navy, Army, Air Force and Space Force) will be available at this exhibit at the same and will be presenting their recruitment systems.

- **The French Ministry of the Economy, Finance and Industrial and Digital Sovereignty's Directorate General for Enterprise (DGE)** will be showcasing its public policies on the "Made in France" label, arts and crafts, tourism, industry and digital technology.

Companies will be available at the stand throughout the event to share their experiences and give fun, practical demonstrations of the skills and careers available in these sectors.

PROGRAMME

Wednesday 11/09: Manual trades and top-level craftsmanship with [Cavagnolo](#) accordion maker, and [Géraldine Venet](#), silk jewellery maker.

Thursday 12/09: industry "made in France" and gender diversity in the workplace with fashion brand [1083](#), wheelchair manufacturer [Playmoovin](#), and members of the [IndustriElles network](#).

Friday 13/09: Digital technologies and the development of digital professions with [MGA Technologies](#) and its robot Major Tom.

Saturday 14/09: Crafts and skills tourism with [the Atelier conservatoire national de la dentelle au fuseau](#) ("Workshop Conservatoire of Bobbin Lace") from Le Puy-en-Velay.

Exclusive: agricultural education at WorldSkills Lyon 2024

Run by the Horticultural Vocational Training College ("*Lycée horticole*") of Lyon-Dardilly, the ***L'aventure du vivant*** ("Wonders of Living Systems") stand in the France Pavilion will feature a number of events focusing on robotics and artificial intelligence, technologies widely used in horticulture, as well as an exhibition on women in agriculture.

At the Careers Village in Place Bellecour, the agricultural education sector will be out in force to meet with the people of Lyon and help them to discover horticultural professions in a fun way.

Who will be the world's best landscape gardener? Agricultural college students Thomas Costa and Julian Chenot will be representing France at Worldskills Lyon 2024 in the "Plant world" category for the landscape gardener skill area. This landscape architect will be responsible for planning, building and maintaining residential gardens, public spaces and sports fields.



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A STREAMING STUDIO AT THE FRENCH GOVERNMENT STAND

To allow everyone to join the fun wherever they are, the French government's stand will feature a streaming area where former competitors and players in the economy will get together for a chat. The programme will be split into three sessions:

- On **Wednesday 11/09** and **Thursday 12/09**, the Local Missions' Twitch channel "**Lab'On-ID**" will be taking over the studio to host an 8-hour livestream. Its aim is to encourage dialogue and the sharing of experiences between young people in order to overcome certain obstacles and deconstruct preconceived ideas about careers and career paths. For this edition, the channel will be hosted by young guests from the studios of Local Missions based in Isère Rhodanienne and Lyon, in partnership with Côté Formations.
- On the afternoon of **Friday 13/09**, 4 interviews will be broadcast live on the **Ministry of Labour's LinkedIn account**. Programme:
 - 12pm: Franck Le Roux, Executive Director of WorldSkills Lyon 2024 and Benoît Bonaimé, Director General of Education and Research, Ministry of Agriculture and Food Sovereignty
 - 2pm: Bénédicte Durand Deloche, MEDEF Auvergne-Rhône-Alpes
 - 3pm: Florence Poivey, President of WorldSkills France
 - 4pm: Geoffroy de Vitry, High Commissioner for Vocational Education and Training
- Throughout the event, video clips will be posted on the "**1 jeune 1 solution**" **Instagram account** to promote apprenticeships and bring the excitement of the competition to all those not able to attend.

THE "**LAB'ON-ID**" TWITCH CHANNEL

The "**Lab'On-ID**" Twitch channel is part of the "**1 jeune 1 solution**" scheme. Its was created in the aim of helping young people in Local Missions or civic service connect with other young people and find motivation to participate in civic society. The scheme also helps young people to learn how to use media to get their messages across, which could be subjects of interest to other young people or more institutional issues they wish to comment on. Currently, 80 Local Missions have studios and broadcast on **twitch.tv/labonid**

| SCHOOL VISIT PROGRAMME

To encourage young people to attend the event, a school visit programme has been organised: **60,000 secondary school pupils, mainly from Auvergne-Rhône-Alpes and neighbouring regions, will be attending the competition.**



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To offer young people better insight into the world of work, the Auvergne-Rhône-Alpes government has launched an action plan allowing **more than 45,000 young people** (secondary school pupils, students from Local Missions and EPIDEs) from across the region **to take part in this exceptional event** in Lyon.

This will give them the opportunity to reflect on their future and the advantages of pursuing vocational training. Last year, almost 105,000 apprenticeship contracts were in Auvergne-Rhône-Alpes, compared to 37,000 in 2018! Apprenticeships make up 70% of paths to permanent employment.

They are the **key to successful integration into the world of work and high-quality training.**

To make the school visit project happen, the Prefecture of the Auvergne-Rhône-Alpes region has set up **an experiment, the only one of its kind in France**, aimed at making it ten times quicker for individuals to obtain a driving licence for buses and coaches. Once again, this is a job in short supply, and yet one that is essential to everyday life. The government is responding, with a view to implementing the scheme at a larger scale, by making the professions more attractive while respecting the high standards of employers.



FABIENNE BUCCIO, PREFECT OF THE AUVERGNE-RHÔNE-ALPES REGION, PREFECT OF THE RHÔNE DEPARTMENT

“We hope to encourage people to take up careers in the crafts, building, industry and personal services sectors, in other words all the professions that make up France’s unique skill set, and I’m proud that they can be showcased in Lyon in this way. Young people need role models, and WorldSkills is going to really shine a light on young talent.”

PART 2

**SHARING
BEST PRACTICES
AMONG
INTERNATIONAL
EXPERTS
AND WEIGHING IN ON
THE EUROPEAN AND
GLOBAL SKILLS
AGENDA**

WorldSkills Lyon 2024 is a **major international event**. Young people from all five continents will come together to compete for the chance to become world champion. The WorldSkills Competition is also placing **French excellence** on the **international stage**, and allowing sectors to draw inspiration from the best standards of excellence showcased by the other countries.

Many foreign education and labour ministers are expected to attend, as well as **leaders of international organisations** focusing on youth issues, economic development and international dialogue on labour and employment (OECD, UNESCO, ILO, African Union, etc.).

| THE WORLDSKILLS INTERNATIONAL CONFERENCE: GETTING STRAIGHT TO THE HEART OF GLOBAL ISSUES

In conjunction with the first two days of the competition (11 and 12 September), the **WorldSkills international conference** will be held at Eurexpo.

This conference will bring together public decision-makers, private players, international and youth organisations and high-level experts to **discuss national and international strategies for employment and skills**.

It will give priority to themes relating to French, European and international agendas, namely:

- **Strategies for excellence** in vocational education and training
- **Learning** and skills development
- **Changes in the skills** expected of (future) professionals within different sectors in the face of global changes, particularly climate and technological change
- **Gender equality** in terms of skills development and success in building a career path.

This conference is an excellent opportunity to **discuss global issues** in vocational training, as well as to **reflect on the latest innovations and trends** in a constantly evolving sector.

The aim is to **respond to the issues affecting in sectors under financial stress**, and to **encourage young people to opt for the professions of the future** which, as well as being in high demand, pave the way to excellence, professional success and personal fulfilment.

The conference will focus on strategies and global partnerships created to adapt to the **demographic, ecological and digital transformations** affecting the lives and professions of people around the world.

Alongside this conference, the French ministers will be able to have valuable discussions with their international counterparts.

CONFERENCE PROGRAMME

Wednesday 11 September

- 9am - 11am: opening plenary session
- 11.30am - 5.30pm: themed sessions on the topics of excellence in vocational training, gender equality, climate action, initiatives for fragile economies, quality of training infrastructures, etc.

Thursday 12 September

- 9.30am - 4pm: themed sessions on artificial intelligence, the use of data, the French-speaking world, PISA-VET, etc.
- 16:30 - 17:30: Closing plenary session

Key speakers

- French and international education or labour ministers (from Hong Kong, Singapore and Zambia)
- Ambassadors, administrative and agency directors
- Heads of international organisations specialising in youth issues, economic development or labour (e.g. OECD, UNESCO, UNICEF, ILO, African Union, ADEA, IOM, AFD)
- Youth organisation representatives
- Human resources managers from major companies
- Members of WorldSkills International

For more information, visit worldskillsconference2024.com

THE FRENCH-SPEAKING

The **international topic of the French language**, spoken on all five continents, will also be discussed before being addressed in more detail at the Villers Cotterêts Summit in October 2024.

The French-speaking world presents young people with a plethora of opportunities for training and, thanks to mobility schemes, to build career paths in 88 countries.

The WorldSkills international conference will look at the collective solutions the French-speaking world can offer in the face of major transitions influencing skills requirements - from student guidance to successful integration into the world of work.

The 19th Francophonie Summit, which will be hosted by France in Villers-Cotterêts and Paris in October 2024, will highlight the challenges of maintaining strong economic cooperation, particularly in the context of "FrancoTech", a trade fair for innovations from the French-speaking world.



WorldSkills ©Laurent Bagnis

| THE FORUM ON VOCATIONAL EXCELLENCE (VET FORUM)

Also at Eurexpo, the 3rd Forum on Vocational Excellence will be held on 10, 11 and 12 September. It will bring together the best European players in vocational training, including representatives of all the Centres of Vocational Excellence (CoVEs) funded by Erasmus+.

The Forum will focus on promoting excellence, adapting skills to the needs of the business world and European mobility in vocational training. The main objective is to allow Europe's best vocational training practitioners to **meet their counterparts and exchange good practices**, generating new synergies, collaborations and partnerships to foster innovation in European vocational training.

There will also be a special focus on countries with which France is developing closer bilateral ties: Italy with the Higher Technological Institutes (ITS), Spain with the Integrated Training Centres (CIFP), and Ireland with the Education and Training Boards (ETBI).

The Forum on Vocational Excellence will be held over three days:

PROGRAMME

- **10 September:** opening of workshops, plenary sessions and round tables
- **11 September:** focus on CoVEs and the *Campus des métiers et des qualifications* (CMQ), visit to the 6 sectoral villages of professional excellence, workshops and networking sessions
- **12 September:** tour of the competition, workshops and closing speech.

Key speakers

A video by **Nicolas Schmitt**, European Commissioner for Jobs and Social Rights, will open the conference, followed by a presentation from **Geoffroy de Vitry**, High Commissioner for Vocational Education and Training in France.

The presence of leading figures, including **Jean Arthuis**, Chairman of Euro App Mobility and former French Minister for the Economy, **Patrick O'Donovan**, Irish Minister for Further and Higher Education, Research, Innovation and Science (tbc), and **Manuela Geleng**, Skills Director at the European Commission's Employment Directorate, will provide an opportunity to explore issues such as the European definition of excellence in vocational education and training, and the added value, future and international standing of the Centres of Vocational Excellence policy.

The closing address will be given by **Nicole Belloubet**, French Minister for Education and Youth.

FOCUS: COVES

Inspired by the French *Campus des métiers et des qualifications*, the Centres of Vocational Excellence (CoVEs) are being implemented by the European Commission as strategic levers for developing excellence in vocational training throughout Europe. These CoVES make up networks of European partners that contribute to regional development, innovation, reindustrialisation strategies and social inclusion.

Like the French campuses, they operate under a public-private governance model. These institutions pool resources and structure the actions of training sectors - from attractiveness to professional integration - by bringing together companies and training bodies from several Member States. These CoVEs develop training courses covering levels equivalent to the French CAP vocational diploma up to doctorate level in initial and continuing education. The €400 million initiative aims to fund the creation of 100 CoVEs between 2021 and 2027 to meet European skills targets.



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PART 3

**TO PROMOTE AND
ENGAGE
PUBLIC POLICY**

The France 2030 investment plan led by the French government since 2021

In France's ongoing reindustrialisation efforts, climate action and digital transition, the question of human capital is key. France must adapt even more quickly to the skills and professions required of an economy in the throes of transformation. This is the government's intention underpinning the France 2030 investment plan, which makes training in the skills and professions of the future its very backbone and a key axis of its economic sovereignty.

France 2030's ambition is twofold:

- **Transforming key sectors of our economy** (health, energy, automotive, aeronautics and space) **over the long term** through technological innovation
- **To position France** not just as a player, but as a **leader in the world of tomorrow.**

From fundamental research and the emergence of new ideas to the production of a new product or service, "France 2030" supports the entire life cycle of a **project, from innovation to industrialisation.**

Fifty-four million Euros are being invested to ensure that our businesses, universities and research bodies are able to successfully enact change in these strategic sectors. The challenge is enabling them to respond competitively to the environmental and attractiveness challenges of the world ahead, and to bring to the fore future leaders in our sectors of excellence.

Training in the skills of tomorrow with France 2030 and its Skills and professions of the future scheme

Through the "Skills and professions of the future" call for expressions of interest, the French government aims to train **400,000 people a year** and **1 million new graduates by 2030** throughout France, at different levels of qualification and in sustainable employment pathways.

With a budget of €1.5 million, this scheme supports **training projects in line with the objectives of "France 2030,"** such as the creation of small-scale nuclear reactors, low-carbon hydrogen and renewable energies, decarbonisation of industry, food and agriculture, health, digital technologies, space, and cultural and creative content.

With over 120 training projects already supported, it is estimated that by 2030 over 3 million people will have been trained and 12 million people will be educated in the careers of the future.

These figures testify to the immense effort made by stakeholders - companies, training organisations, local authorities, academies and universities - to meet these crucial talent challenges.

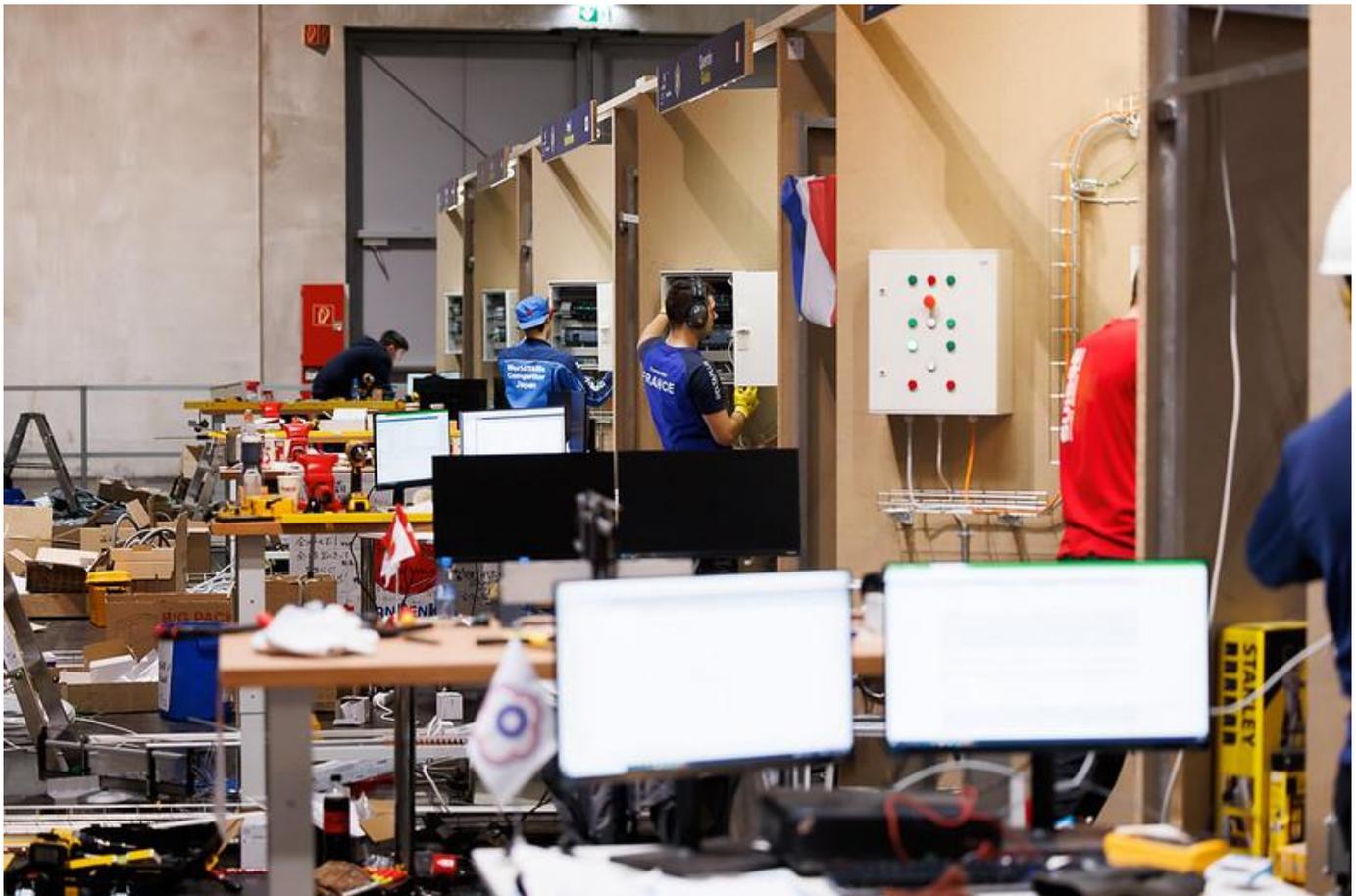
This unprecedented effort to support training is an ongoing ambition, with a strong focus on attractiveness. Find out more at anr.fr.

Funded by France 2030, the *Campus des métiers et des qualifications d'excellence* (CMQ), supported by the Ministries of Education, Labour, Higher Education and the Economy, aim to train people in the

talents of tomorrow, to enable our industries to build competitive and environmentally-friendly solutions.

There are currently 120 campuses across France, representing 12 emerging economic sectors.

Since 2019, they have been working to develop skills targeted by France 2030, by supporting projects financed by the “Skills and professions of the future” call for expressions of interest in nuclear energy, green hydrogen, the production of electric vehicles and sustainable agriculture.



IN CONCRETE TERMS, FRANCE 2030 SUPPORTS TRAINING COURSES THROUGHOUT FRANCE FROM BAC - 3 LEVEL (THREE YEARS BEFORE FRENCH BACCALAURÉAT) TO BAC + 8 LEVEL (FRENCH BACCALAURÉAT PLUS EIGHT YEARS OF FURTHER EDUCATION), SUCH AS:

- The aim of the **WorldSkills France 2030** project is to develop and promote the trades and training associated with France 2030, primarily among secondary school pupils, by capitalising on the reputation and impact of the WorldSkills competitions. To make up for the lack of attractiveness of certain professions, “France 2030” and the training courses required to access them, we aim to consolidate two key areas: **desire for the profession and pride in the profession**. The project consortium, made up of 17 partners from a variety of backgrounds, aims to **attract young people to the training courses associated with the “France 2030” programme** through fun activities and specific events held throughout the school year and during skills competitions. In addition, thanks to the competitive spirit inherent in these events, bolstered by the support offered by the French government, the project aims to foster an **ambition for excellence in young people**, nurturing a desire to reach new heights and succeed while offering recognisable and “accessible” role models and professional mentors.
- The **VerIT** project is developing a range of sustainable digital literacy and training initiatives aimed at primary and secondary school pupils, undergraduate and postgraduate students, working people, jobseekers, people changing careers and civil society as a whole (and digital users in particular). The project is being led by a consortium comprising Université Grenoble Alpes (UGA), Grenoble Polytechnic Institute (Grenoble INPUGA), the Grenoble Public Interest Group for Professional Training and Integration (“*Groupement d’intérêt public Formation et Insertion Professionnelles de l’académie de Grenoble - GIPAG*”) and the **Campus des métiers et des qualifications for emerging digital and electronic industries**. The project, costing a total of €5.73 million, is being funded by France 2030 to the tune of €3.3 million over 5 years.
- The “**Battery School**” project aims to help achieve France’s goal of producing two million electric vehicles per year by 2030. To get there, 40,000 people will need to be trained every year. The first school dedicated to batteries involved in a wider network, it is supported by a consortium of stakeholders from a wide range of backgrounds, including battery manufacturers, local and European institutions, and various educational establishments covering all levels of study, such as Verkor, AFPA Auvergne-Rhône-Alpes, AFPA Hauts-de-France, Grenoble INP, Tenerrdis, Université Lyon 1, the **CMQ Smart Energy Systems Campus**, and **CMQ Auto'Mobilités**. The project, costing a total of €19.9 million, is being funded by France 2030 to the tune of €13.6 million over 5 years.

Find out about all the training courses funded by France 2030 at info.gouv.fr.

| BRINGING SCHOOLS AND BUSINESSES CLOSER TOGETHER

Secondary school job discovery schemes

From the start of the 2024 school year, **all pupils between the ages 12 and 15** (first three years of *collège*) will be able to take part in **job discovery activities**, thanks to a dedicated programme integrated into the school syllabus, allowing them to gain a better understanding of the world of work and the wide range of opportunities available to them. Students in their first year of *collège* will also take part in a one-week **shadowing placement**. Supporting by France's regions and all economic and professional stakeholders, the scheme is a powerful lever for introducing young people to the world of work and providing career guidance.

Internships for students in their first year of general and technological high school programmes

Work experience programmes represent an essential way of **introducing students to the world of work**. The **job shadowing placement scheme**, which will be introduced from the 2023-2024 school year for all pupils in their second year of general and technological high school education (i.e. just over 561,000 pupils), therefore represents an unprecedented opportunity for players in the economic and professional world, both public and private, to help enrich and diversify young people's career or further education plans and professional aspirations.

It also enables secondary school pupils to **refine their educational and career plans**, with the aim of acquiring an economic and professional culture that goes beyond their

choice of career.

A corporate partnership office in each vocational college (*lycée professionnel*)

The corporate partnership office gives private players from the sector a **single point of contact within each vocational college** for all their activities: internship offers, mentoring, student activities, etc. This space dedicated to partnerships will encourage synergies between business partners, teachers, pupils, students, apprentices and continuing education trainees.

The corporate partnership office contributes to the attractiveness of vocational training courses, the success rate of training courses, the improvement of professional integration and the adaptation of training courses to the skill requirements of the region.

Throughout their school career, vocational college students take part in work placements, which represent an integral part of their training. These placements allow them to acquire skills and knowledge within a company environment and provide an opportunity to define their career plans.

In addition to these opportunities offered to students, companies are co-financing projects alongside the region and the French government **that provide practical solutions to skills deficit**: raising awareness among students, training teachers, and adapting courses and training programmes.

| POLICIES TO PROMOTE APPRENTICESHIPS

Promoting training partnerships with companies

Public policy in favour of apprenticeships has been consolidated over the last few years.

The law for the freedom to choose one's professional future of 5 September 2018 radically reformed the scheme, with the aim of **developing access to apprenticeships at several levels and in various trades.**

- Apprenticeships are open, with some exceptions, to **young people aged 16 to 29** (compared with 16 to 25 before the 2018 "*Avenir professionnel*" law).
- **Apprentices receive a minimum salary** corresponding to a percentage of the minimum wage, **depending on their age and duration** of the apprenticeship contract.
- **A wide range of qualifications are available:** vocational diplomas from secondary or higher education, vocational qualifications registered in the

French National Directory of Vocational Qualifications (*Répertoire*

national des certifications professionnelles - RNCP).

To encourage employers to take on apprentices, the government has also introduced subsidies for apprentice recruitment.

In 2023, **852,235 new apprenticeship contracts were signed.** This is a considerable leap forward, taking into account that:

- between 2017 and 2022, the number of apprentices **increased by a factor of 2.5**
- only 308,000 new contracts were recorded in 2012.

The aim is now to recruit one million new apprentices a year by the end of the five-year term (2027).

The WorldSkills competition is an opportunity to raise the profile of apprenticeships in France among young people and the general public. The diversity of the trades represented (in industry, construction, craftsmanship, digital technology, etc.) and the competitors now proves that apprenticeships are accessible to everyone and can prepare you for any trade.

INFORMING YOUNG PEOPLE ABOUT APPRENTICESHIP OPPORTUNITIES

1 jeune 1 solution ("1 young person, 1 solution"), an interministerial digital platform for **young people**, has been facilitating access to the world of work for young people since 2020. It offers a wide range of targeted services: apprenticeship and secondary school work placement offers, a financial subsidy simulator, housing offers and a driving licence subsidy simulator.

| REACHING OUT TO YOUNG PEOPLE STRUGGLING TO ACCESS EMPLOYMENT

The Ministry of Labour, Health and Solidarity and its operators are leading **initiatives to reach out to young people who are struggling to access public employment services**, particularly in priority urban neighbourhoods.

With the introduction of the **Youth Commitment Contract**, the number of initiatives to identify and encourage marginalised young people has increased.

For 2022-2023, regional calls for **"CEJ - Jeunes en rupture"** ("Marginalised youth") projects have been launched in partnership with the *Délégation Interministérielle à la Prévention et à la Lutte contre la Pauvreté* ("Interministerial Delegation for the Prevention and Fight against Poverty"), the *Direction générale de la Cohésion Sociale* ("Directorate General for Social Cohesion")

and the *Délégation interministérielle à l'hébergement et à l'Accès au Logement* ("Interministerial Delegation for Housing and Access to Accommodation"). The aim for the nomination organisations is to **reach out to and motivate marginalised young people** and offer them comprehensive support, taking into account not only career opportunities but also health, mobility and housing, to help them sign a CEJ contract with a local mission and to follow their progress, throughout the duration of the CEJ contract, in conjunction with the local mission. As part of the implementation of the Full Employment Act, a new **outreach and career guidance service** for people struggling to access employment is being implemented in 2024, with a particular focus on young people.

FOCUS ON THE CONTRAT D'ENGAGEMENT JEUNE

The aim of the *Contrat d'Engagement Jeune* ("Youth Commitment Contract" - CEJ) is to **help marginalised young people find long-term employment**. It targets young people aged 16 to 25 (or 29 in the case of disabled young people) who are neither students nor in training, are experiencing difficulties in accessing sustainable employment and are prepared to commit to intensive work experience programme.

The scheme offers **personalised support**, with a **personal adviser**, and offers each young person at least 15 hours of work per week. The maximum duration of the CEJ is 12 months, which can be extended to 18 months depending on the needs of the beneficiary. To help these young people in need to find their path, a monthly allowance of up to €552.29 may be paid, subject to certain conditions. Since the scheme was introduced in 2022, more than **776,000 young people have taken in part in the CEJ scheme**, 65.7% of them through Local Missions and 34.3% through France Travail (data from 14 August 2024).

| PROMOTING THE DIVERSITY OF PROFESSIONS AND CAREERS

Industrial sectors

To combat the stigma that is still attached to industry and respond to the recruitment deficit affecting this sector, **The French Ministry of the Economy, Finance and Industrial and Digital Sovereignty's Directorate General for Enterprise (DGE)** has been organising the *Semaine de l'Industrie* ("Industry Week") since 2011.

Every year, this event addresses all industry stakeholders (the industrial ecosystem, ministries and decentralised departments, operators, career guidance providers and stakeholders, the educational community, etc.) to organise fun, interactive and educational events throughout the country (company visits, work experience, workshops, Escape Rooms, webinars, job dating, etc.) to change the way young people perceive careers in industry, to inform them about career opportunities and to encourage them to take up careers in industry.

The 13th edition of Industry Week, which will take place from **18 to 24 November 2024**, is designed to help young girls and boys make the right career choices, boost gender diversity in the sector and show that French industry is re-establishing itself on a long-term basis and promoting deep innovation across the entire country, as part of our goal to build a more sustainable future.

Thanks to collective efforts, the previous edition of Industry Week welcomed almost

2.2 million registered attendees at 5,500 official events across all regions.



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Army jobs

The Ministry of the Armed Forces provides all the jobs needed to carry out the missions assigned to each of the three services. Whether you do not have the baccalauréat (non-commissioned member), have a qualification between BAC and BAC +2 (non-commissioned officer) or above (officer), it is possible for a young person, whatever their level of education, to start work in the military and make a career through training and internal promotion. The armed forces continue to play a role in the social integration of young people, offering them **rewarding career prospects**.

The Ministry of the Armed Forces also offers young people the opportunity to **sign up as reservists**. A reservist can be a civilian and have no military experience.

Assigned to the forces or to headquarters, they play a key part in the missions that may be entrusted to the armies, directorates or services.

This activity is paid, tax-free and can be a genuine part-time job. To become a reservist, all you need to do is be at least 17 years old, be of French nationality and undergo basic military training. Reservists may come from any professional background. They are trained to be able to carry out a variety of tasks, depending on their skills areas.

Working with nature and the land

Agricultural education is France's second-largest education system, **training over 200,000 young people every year** in more than **800 higher technical agricultural training establishments**, from the 2nd year of *collège* through to agronomic engineering and veterinary degree level. Choosing to enter agricultural education means being able to train for more than **200 careers** directly linked to contemporary and future issues: food, agro-ecology, innovation, local farming, sustainable development, and more.

Between now and 2030, 166,000 farm managers will retire. To train future professionals and meet this demographic challenge, the Ministry of Agriculture is creating training courses that address changes in our food systems and adapting to climate change. What's more, all sectors of the nature and agricultural industries are recruiting, at all levels of qualification. According to a study by France Stratégie, 100,000 jobs will need to be filled in various sectors between now

and 2030. The aim is therefore to ensure the renewal of generations working in agriculture to feed and protect the planet.

To meet this high demand, agricultural education is developing training courses in nature and agricultural studies which place great emphasis on experimentation and immersion in professional contexts. For example, you can:

- **become an engineer with a BTS diploma** (new conversion class for agricultural, maritime and national education BTS graduates, to gain access to agronomy and veterinary engineering schools)
- **do a work placement on a farm** (last year of *collège* and first year of *lycée* placements on farms or in agri-food businesses, available on the *1 jeune 1 solution* website)
- **work abroad in Europe and around the world**, etc.

In addition to the school-based route, apprenticeships are available for almost all agricultural education courses. The number of apprentices has increased by 50% over the last 5 years, rising from 30,000 in 2019 to 45,000 in 2023. The schools are also working to remain inclusive of all types of learning needs. 10,500 young people with disabilities were involved in the programme, and more than half received dedicated human assistance.

Craftsmanship

The *métiers d'art* or "artistic trades" refer to **manual crafts** involving traditional and highly technical skills.

Often associated with historic regions such as Limoges porcelain or Lorraine crystal, these crafts require years of practice to achieve perfect mastery. Recognised as trades unique to France, these artisans are **ambassadors of French excellence on the international stage.**

Covering a wide range of fields such as glass, ceramics, instrument making and textiles, these trades are represented by more than **60,000 companies and 150,000 professionals** in France, generating €19 billion in income in 2019, including €8 billion from exports. In the face of mass production and disposable objects, the *métiers d'art* stand out for their ability to create unique, lasting objects that embody strong values and ancestral know-how.

The Ministry of Culture plays a key role in this. As the largest public employer in the arts and crafts sector, it employs around 1,000 people in historic monuments, national museums and national Manufactories (the National Furniture Repository and the Cité de la Céramique in Sèvres and Limoges), who support the **preservation and promotion of traditional skills.**

The Ministry of Culture, alongside the Ministry of the Economy, Finance and Industrial and Digital Sovereignty, is

leading the national strategy to promote art and craft trades. One of the main pillars of this strategy, entrusted to Héloïse Leboucher, operational director of the *Campus des métiers d'art et Design de Paris* and "Training" adviser for the National Strategy for the *Métiers d'art* (2023-2024 period), is to **improve training in traditional craftsmanship.**

These professions are based on the **meticulous transmission of skills and techniques.** To promote these skills, awards and labels such as the *Avenir Métiers d'Art* prize and the *Meilleur Ouvrier de France* and *Maître d'Art* titles have been introduced. Training is crucial if we want to attract and retain young talent and ensure the longevity of these trades. In France, almost 1,000 establishments offer courses ranging from CAP to DNMADE level.

The *Campus des métiers d'art* play a fundamental role in promoting craftsmanship skills. They offer **high-quality training** tailored to the exacting requirements of each trade, while supporting innovation. Working closely with craftspeople, businesses and cultural institutions, the campuses guarantee training that reflects the realities of the market and the needs of the sector, helping to revitalise traditional craftsmanship and its development in a constantly changing world.



TO FIND OUT MORE

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