RPL
Recognition of Prior Learning
Experience of France

VAE

French background

RPL : Legal framework
Main dates and decrees

- **1934** : RP Experience, for people having a 5-year work experience in the engineering field
  - access to an engineer diploma

- **1985 : VAPP**, Recognition of Personal and Professional Experience for those who don't meet the regular access requirements
  - Access to a program (exemptions can be awarded for part of a program)
  - does not get a qualification / diploma or a part of diploma

- **1992 : VAE**, Recognition for people having a **5-year professional experience**
  Qualification awarded by 2 Ministries (Education and Agriculture) + Ministry of Youth and Sports (1999)
  - possibility to obtain a complete diploma or part of a diploma

- **2002 : VAE** (01-17-2002) Only **3 years of professional experience** are required
  Recognition is extended to all type of qualification provided they are registred in the RNCP (National qualification directory)
  - A right for everybody
  - New paths for getting a qualification

- **2002 : VES** (decree 2002-529, 04- 1- 2002) Recognition of diploma

- **2016 : VAE** only 1 year of professional experience is required

2002 : Starting point for a new RPL era in France
Three systems of recognition

- VAP just gives access to a certain level of studies

- VAE for people having a 3-year professional, professional-like or any form of experience (whatever their age, profession, gender, situation…)

Gives possibility to validate part of a diploma or obtain it fully

- VES (Validation of HE studies) for students, awarded with a qualification/diploma that is not a (French) university diploma

Gives possibility to validate part of a diploma or obtain it fully

The L 2002-73 law (01 / 17 / 2002) (Social Modernisation Act)

- A right for everyworking citizen, to obtain a recognition of his/her prior experience, in order to get a diploma, a vocational degree or whatever.

→an individual right in the Life Long Learning frame

- Used to deliver full or partial qualification

→possibilty to get a whole diploma

- The recognition of non formal, informal and formal prior learning, acquired in various situations (professional or professional-like experience, volonteering, leisure activities …)

  By the way of RPL, different paths lead to diplomas or vocational degrees

→a new way of graduating

- Creation of the National Register for Professional Qualifications / RNCP (French National Qualification Framewok) : only qualifications or diplomas registered on the RNCP can be delivered by way of the VAE : http://www.rncp.cncp.gouv.fr/

VAE : from 2002 on

- The same qualification / diploma can be awarded through VAE as it is through initial/regular or continuing education
- All levels of qualification can be obtained through the VAE (not only HE levels) provided the diploma is registered on the RNCP
- VAE is inscribed in Education and Labour codes
- VAE is recognised as an activity for professional training
- VAE is part of the policy for further training for employees
- Collective VAE is currently encouraged and developed in some companies

The VAE policy

- **At a political level**
  - Enhancing a training policy
  - Enhancing employment, integration and social advancement
  - Increasing security of professionnal itinerary during the entire working life

- **At an individual level : a second chance**
  - Having competences acquired through experience recognized by a diploma
  - Increasing professional prospects
  - Promoting personnal growth

- **At a company level**
  - Increasing possibilities to evolve and adapt
  - Managing human resources (facilitating internal staff mobility)
  - Contributing to the company internal cohesion by staff development

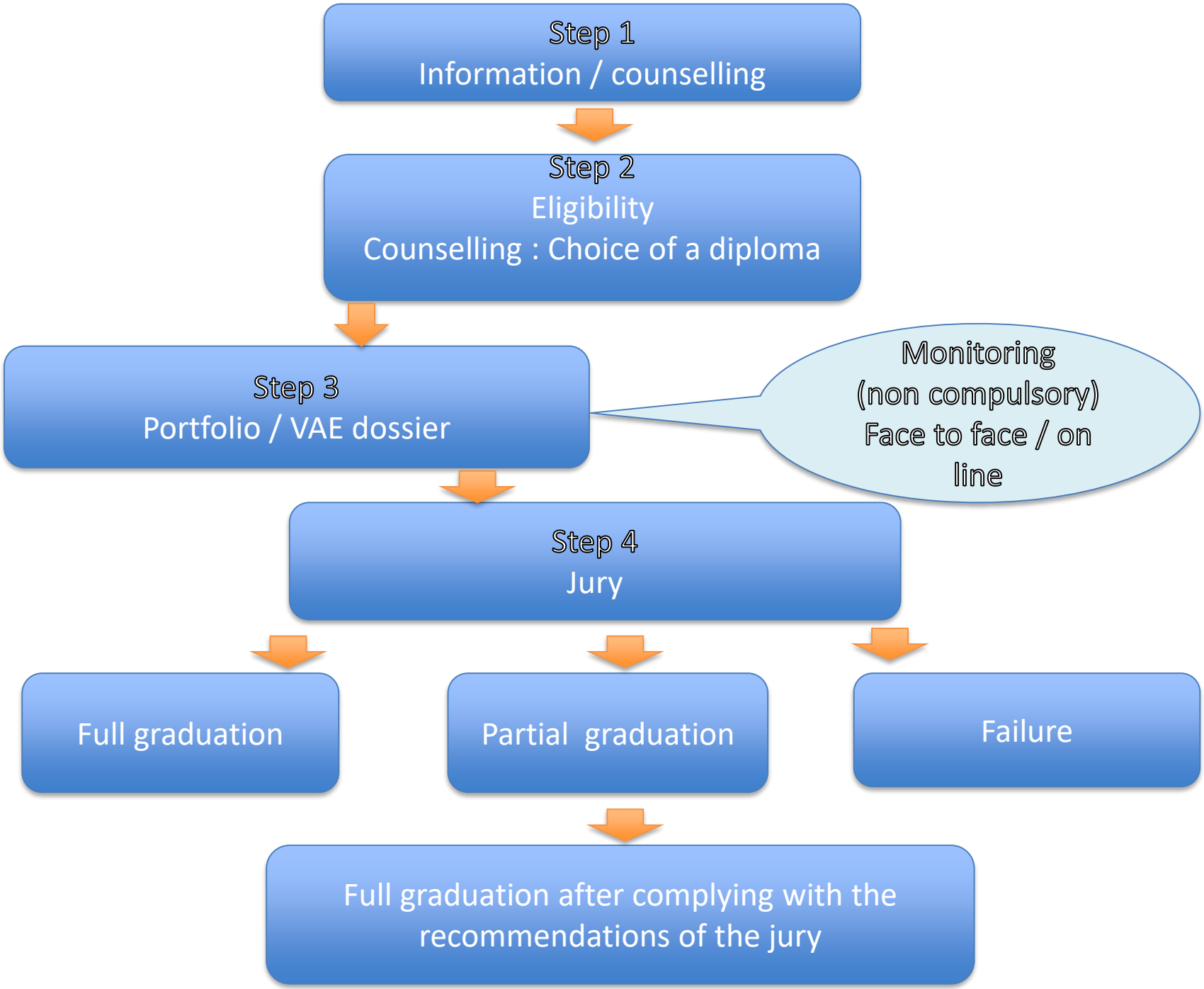
VAE : who is concerned ?

- People who left school or University without any qualification or diploma
- Out of job people (with or without qualification)
- People looking for a new job (for different reasons)
- People who want their experience to be recognized by their company
- Migrants ?

Structures involved
Roles and Responsibilities

- The Government
  - Ministry of labour, employment and social dialogue
  - The CNCP (management and up dating of the RNCP)
- The Regions
  - Local organization
  - Information and counselling
- The Social partners
  - Financial aspect
- The Institutions
  - Putting the process on track from beginning to end : the award of the diploma, the follow-up in case of diplomas not entirely awarded

VAE Process


Step 1
Information / counselling
Step 2
Eligibility
Counselling : Choice of a diploma
Step 3
Portfolio / VAE dossier
Monitoring
(non compulsory)
Face to face / on line
Step 4
Jury
Full graduation
Partial graduation
Failure
Full graduation after complying with the recommendations of the jury

The different steps of the VAE process

- **Information / counselling**
  - Regarding the professionnal experience of the candidate, identification of the diploma whose learning outcomes are coherent with the experience of the candidate
- **Advice / choice of a diploma**
  - Administrative advice /pedagogical advice
  - Search for funding
- **Monitoring**
  - **Not compulsory**
  - Methodological help by teachers or administrative staff
  - Preparation of a « dossier » : file, set of documents the candidate has to show his skills and competences
- **Dossier**
  - The applicant has to give evidence the LO acquired out of any academic institution matches with the LO acquired in formal education
- **Jury**
  - Formal presentation to a panel of experts (teachers, people from companies)
    - Decision
      - Full diploma
      - Part of the diploma (recommendationsif some skills, LO and competences are
      - Failure

Duration : about one year

Three kinds of qualification are concerned

- National education (not only HE) *: 70% qualifications or diplomas*
- Different qualifications given by :
  - Other ministries : 24 %
  - Other institutions (chambers of commerce and industry) : *5%*
- Vocational qualifications given by the sector of economy, so called CQP (certificate for vocational qualification) : *1%*

Some figures

VAE in HE for 2014

- Total number of diplomas awarded in HE : 420 000
  including ingeneers and business schools diplomas
- Total number of diplomas awarded by VAE: 4300
  full diploma or part of it

→ Purcentage : 1 %

- The most successful diplomas :
  - Bachelor degree (vocational bachelor degree) : 37 %
  - Master degree : 37 %

	1st jury		Post 1st jury
	Full validation	Part validation	Full validation
Bachelor	44,7%	27,3%	36,9%
Master	30,5%	44%	43,3%

Ministry for Higher Education and Research
Statistical data 2014

- Age of applicants :
  - Less than 30 : 5,5%
  - 30-39 : 35,5%
  - 40-49 : 40,1%
  - 50 or more : 18,9%

- Employment situation :
  - Out of job : 30 %
  - In employment : 70 %

VAE Positive points and Issues

Positive points

- A well defined frame :
  - A legal frame
  - A procedure harmonized at the state level
- Tools
  - Description of LO
  - A well ordered procedure

Possibility to obtain full diplomas

Main problems

- For applicants
  - Administrative procedure : too complex
  - Difficulties to get funding
  - Length of the process
  - Not easy
    - to bring evidence of one's competences
    - to have a reflection on one's activity

- For jury members (teachers and professionals)
  - The description of diploma in LO is not always complete
  - Especially at a master level (at a Bachelor level, the job was accomplished at the Ministry level)
  - Both teachers and professionals
    - For teachers : reluctants to give a diploma on the basis of working experience
    - For professionals : insufficient training

- For companies
  - Apprehensive having to pay higher salaries with the rise in qualification of employees
  - When the employees are in training they are not at work

Bibliography, laws, sources, web sites

- Main laws
  - L 2002-73 law (01 / 17 / 2002), Social Modernisation Act

- About VAE

http://www.vae.gouv.fr/

DARES, résultats n°028, juin 2016 (2014 data)

- About RNCP

http://www.rncp.cncp.gouv.fr/