

France: CLEA Evaluation, INFREP (National Training and Research Institute on Continuing Education)

Type of provider

INFREP is a training and research company founded in 1982. It specialises in applied research on continuing education and in the management of vocational training programmes.

Every year, INFREP welcomes more than 20,000 interns and provides more than 2 million hours of training.

INFREP provides evaluation of competences to help improve career opportunities or to prepare a professional retraining project. Candidates can draw up a realistic professional project adapted to the job market or define a training project aimed at acquiring complementary skills.

INFREP implements the CLEA Evaluation, a form of certification recognised by the French State and of the CNCP inventory - Commission Nationale de la Certification Professionnelle - (National Commission of Professional Certification). It was developed by COPANEF- the inter-professional committee for employment and training in France.

Objective

CLEA allows all individuals to validate the knowledge and acquire necessary competences to support professional activities.

It is based on the French «Socle de connaissances et de compétences professionnelles» (Common Set of Knowledge and Professional Competences) which is defined by the French Ministry of Education as the set of knowledge and competences that an individual -whatever his/her profession or professional sector -must master in order to support his/her employability.

The CLEA evaluation framework is an official tool recognised by national bodies and employers.

The process helps in evaluation of the candidate's readiness to undertake further professional training. Another purpose of CLEA is to value and build the candidate's confidence and help him on his professional path.

Evaluation approaches

PEDAGOGICAL ORGANISATION

CLEA is accessible to all who seek to validate knowledge and competences in the professional sphere. After completing the first evaluation, a personalised training to obtain certification is proposed.

Evaluation approaches (rest)

CLEA represents a complete pathway, with several steps:

- 1) An individual interview (45min to 1h)
- 2) An evaluation (that can take up to 6 hours), of capacity in the seven domains of the "référentiel" (toolkit, frame of reference)
- 3) Training courses that focus on those domains not yet 'acquired'
- 4) Certification by a jury of the mastery of the 7 domains (outlined below)

More specifically, the approach is as follows:

a) During the individual interview, the evaluator speaks to the candidate about their professional pathway. They try to ensure that the candidate has understood the objective of the evaluator, and is motivated and confident about undertaking the process. They also discuss the expertise of the candidate and establish if he/she has a CV, or has begun to preparing one. They also explore how to retrieve or find needed information to complete a CV. This also helps the candidate prepare for job interviews.

b) The candidate then conducts an initial evaluation on the basis of 7 key competences/ domains of the CLEA framework. Although this is a written evaluation, the evaluator is there to accompany the candidate throughout the process. The domains are:

- 1) Communication in French
 - Listening and understanding
 - Oral expression
 - Reading
 - Writing
 - Describing-Formulating
- 2) Use of foundation rules of mathematical reasoning and calculation
- 3) The use of basic information techniques and digital communication
- 4) Teamwork, working in situations with defined rules
- 5) Aptitude for working independently and meeting individual objectives
- 6) Learning to learn :
 - Accumulate experience and draw appropriate lessons
 - Maintain curiosity and motivation to learn at the professional field
 - Optimise learning conditions (from theory to professional practice)
- 7) Mastering gestures and postures, respecting the rules of hygiene, security and contributing to a sustainable environment

In the certification process, these competences are validated by a jury: all the competencies of the 7 domains must be mastered by the candidate, regardless of their profession or professional sector. The jury is typically composed of 3 people (employer and employee representatives) and meets several times a year. Its members are independent of the service providers involved in the evaluation or training of candidates.

In terms of results, the candidate will undertake the necessary training in order to fill in any gaps. It consists of testing the level of knowledge and targeting gaps. If gaps exist, the candidate can obtain partial certification until he/she undergoes the necessary training for the invalidated domains.

When looking at what hasn't been validated, the evaluator can help orient the candidate in order to develop necessary competences. What is important is to see the candidates as individuals, and to adapt to their specific needs. The qualities of support and goodwill among evaluators are very important.

For example, the domain « Communicating in French » is the first set of key competences of the framework. If this domain or part of this domain is not validated, then training in French may be funded by the CPF (Compte Personnel de Formation), an account available for the continued training of adults in France.

Evaluation approaches (rest)

Within a limit of 5 years, a new evaluation is carried out, and relates only to the knowledge and skills which still needed to be validated. The candidate then obtains full CLEA certification.

Target group

Accessible to all, whatever the level of education. Employed, currently working, job seekers who wish to validate their competences via certification.

Potential transferability/ scalability

Available at a national scale. Currently offered in over 100 agencies in France.

Summaries or Basic elements of analysis

Time frames described are indicative. Courses and evaluations are individualised and depend on the level of knowledge and the skills already acquired.

Evaluators of CLEA have expressed, based on candidate feedback and their own experience, that this evaluation is well-structured, well-engineered and contextualised. The candidates have expressed that they can relate to it. This evaluation is well structured, well engineered and contextualised. The candidates have expressed that they can relate to it.

In January 2016, there were 2,496,809 account openings and 212,401 approved CPF training files. Of these, 159,581 or 79% involved job seekers. In the top 10 courses chosen by job seekers, CLEA came in first with 15,940 files.

