

France: AFPA, National Project HOPE
« Hébergement Orientation Parcours vers l'Emploi »

Type of provider

AFPA stands for 'Agence Nationale pour la Formation Professionnelle des Adultes' (National Agency for the Professional Training of Adults)
AFPA has worked with the Ministry of the Interior to build a structured and suitable response to migrant and refugee needs.

Objective

- The Social Insertion Directorate was created to support new projects for training, up-skilling, insertion into the labour market, and support for individuals most excluded from the labour market
- Proposing an offer integrating accommodation, catering, language training and vocational training
- Project in connection with the Ile de France prefecture & 'PôleEmploi' (French governmental agency which registers unemployed people)
- Training in the French language and training in professions that require more manpower, notably logistical work, masonry, painting, industry and work placements in one of the 31 partner businesses
- Validation towards professional certification

Assessment approaches

The AFPA pilot programme was conceived in two phases:

First phase:

- 4 months
- Training in French language and French democratic values
- Mooc (Massive Online Open Course) French course for beginners with a social insertion dimension
- 30 hours, free, open...
- Currently translated in English, Dari, Pashto, Arabic.
- Developed for its user to reach A1 level
- Offers introduction to values such as gender equality, republican values

Second phase:

The next four months are centred on the acquisition of professional skills, with the aim of obtaining a diploma or validation towards a professional certification even if, initially, the candidates can validate only a part of the course material (organised in the form of modules before subsequently following the entire course).

Overall training lasts 8-months on average

- Preparatory action to employment 400 hours: French learning with professional orientation and job discovery in 3 sectors: Industry, Public work and construction Industry, Services.
- Co-op Contract 450 hours (alternating between study and work): 1st step of qualification and learning of French depending on the job. This step is created in the form of professional training contract.
- Offer of service associated: catering and accommodation, immersion in firm, activities on

Assessment approaches (rest)

the weekend for social and cultural integration: improve and facilitate access to citizenship + social support

- The link between accommodation and training is very innovative.

Different experiences are taking place:

- Oct 2016: in Hauts-de-France: 95 asylum seekers started to follow language courses, before obtaining their refugee status. After this step, they followed a professional training with an employee status thanks to local temporary work companies.
- Oct 2016: In Île-de-France, an experience was launched with 100 refugees receiving professional training in 3 Afpa centres (Champs, Lardy and Stains). A hundred refugees were selected and registered at Pôle Emploi. They received a 'flash' assessment based on age and language skills. They were then divided into two large groups of fifty people. One group was of young people under 26 years who could not take advantage of RSA (Government Solidarity Revenue), hosted and trained in the Afpa center around the Paris region. Humando - an entity of the Adecco group – which specialises in insertion, offered them a CDPI (Contract of assistance in interimpaths) financed by the FAF TT (Insurance funds for training of temporary work). This type of contract, which provides an income for the refugees, is adapted to the needs of this public because it is centred on training. It constitutes a first step before they can be placed in traditional work missions. Out of these 100, 50 are job seekers and 50 have signed contracts with a work integration social enterprise.
- From September 2017, training was initiated by intercultural specialists with refugees. A partnership is also in place with France Terred'Asile to accompany trainers to work with this group.

Standardised tools are used for certifying training offered to refugees for jobs lacking sufficient manpower (professional branches). There is preparation for this certification by working with refugees so that they can succeed with the standardised approaches, by building refugees' professional project towards vocational training and up-skilling with the goal of access to employment (orientation towards job branches looking for employees: temporary work, construction industry, catering, services...).

There are two trainers per group of 15 people, one for professional insertion into the labour market and one for foreign language training. Language trainers are recruited from outside the agency. Professional AFPA trainers help with the transition to work and suitable placements and internships. Some trainers have a background as work psychologists and educators. Training includes citizenship and democratic values training.

Target group

Asylum seekers, migrants

While most beneficiaries have had professional experience in their country, their level of qualification is predominantly low.

The people furthest away from the job market

Potential transferability/ scalability

Centres across the French territories, but evaluation is under way to see which regions have centres that are best in terms of which businesses can take in interns or have hiring potential.

The Labour and Housing Ministers announced their intention in May to spread the program to 1000 refugees.

Summaries or Basic elements of analysis

According to AFPA, the results to date have been promising. The rate of insertion has been at 94%, 31 diplomas delivered, 53 participants have been employed (permanent, interim, contract) and continued training for 26 others.

In September 2017, 1000 refugees in France will integrate HOPE, and be accompanied in the development of a professional project and total or partial qualification and a social & civic accompaniment Group work has proved to accompany the learners.

