

# Workshop 1 : qualifications and stakeholders

The role of CNCP  
(commission nationale de certification  
professionnelle)  
as an accreditation body

## Main principles of the French approach

- Vocational certifications can be awarded to all categories of individuals after initial, continuing learning, after apprenticeship, after professional and after personal experience through the VAE
- Vocational certifications recognised as qualification indicators are registered in the **Répertoire National des Certifications Professionnelles (RNCP)**
- The RNCP is considered as the National Qualification Framework

# The French context

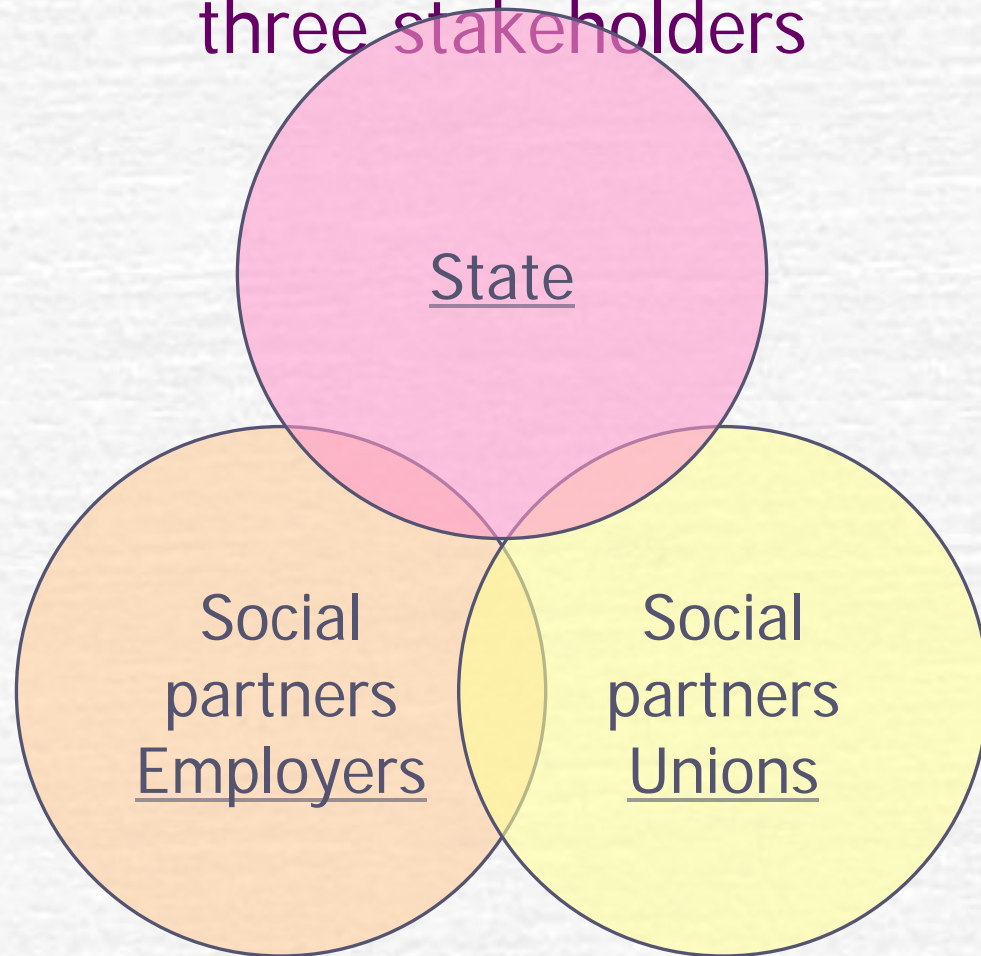
What does qualification mean in the French context ?

An individual is considered as “qualified” when :

- he or she has demonstrated a set of knowledge, know-how and abilities giving the insurance that
- he or she is able to perform a combination of activities in a large professional context with a level of responsibility and autonomy previously defined.

**This definition has been adopted by the  
“commission nationale de certification  
professionnelle” CNCP, which rules the French  
NQF**

The Registration requires the consultation of  
three stakeholders



# The description of a certification

What does certification mean ?

- ☛ -A "référentiel" (inventory) describing which learning outcomes are certified (a standard)
- ☛ - A procedure to validate the conformity of learning outcomes to the standard
  - An authority which attests the conformity of the procedure and awards the certification to the applicant

**These three items are needed for a registration in the RNCP ( CERTIFICATION and QUALIFICATION)**




• **Certifications are classified :**

–by learning fields (Code NSF).

–by 5 levels grids (Levels I, II, III, IV, V)

–The qualifications just fitted for one kind of working post (for instance dockers), and made by professional (vocational) « branches » have no level (certificats de qualification professionnelle)



Certifications are classified in the  
**Répertoire National des Certifications  
Professionnelles (RNCP)**

by learning domains (Nomenclature NSF)

Disciplinary fields

- Technico-professional fields of production
- Technico-professional fields of services
- Personal development fields

The certifications are articulated with the file of the french Labour Agency, (the "Rome code", describing jobs)

## Three types of certifications in the French EQF

- Vocational diplomas (degrees) and titles delivered in the name of the State, under the responsibility of the ministry – including all the Higher education degrees from Universities
- Vocational Qualification Certificates produced by sectors under the responsibility of social partners
- Titles or certificates delivered by trade chambers, public or private institutions under their own responsibility



# Registration criteria (for the time being):

## Diplomas (or degrees) and titles

- Delivered in the name of the State through different ministries in charge of Education, Agriculture, Social affairs, Employment, Youth and Sports, and Health at **secondary and higher education levels**
- And set up after a consultation organised by a ministry with social partners representatives.

**Automatic registration**

## Registration (for the time being):

Vocational Qualification Certificates produced by sectors under the responsibility of social partners (around 400 in 40 different sectors)

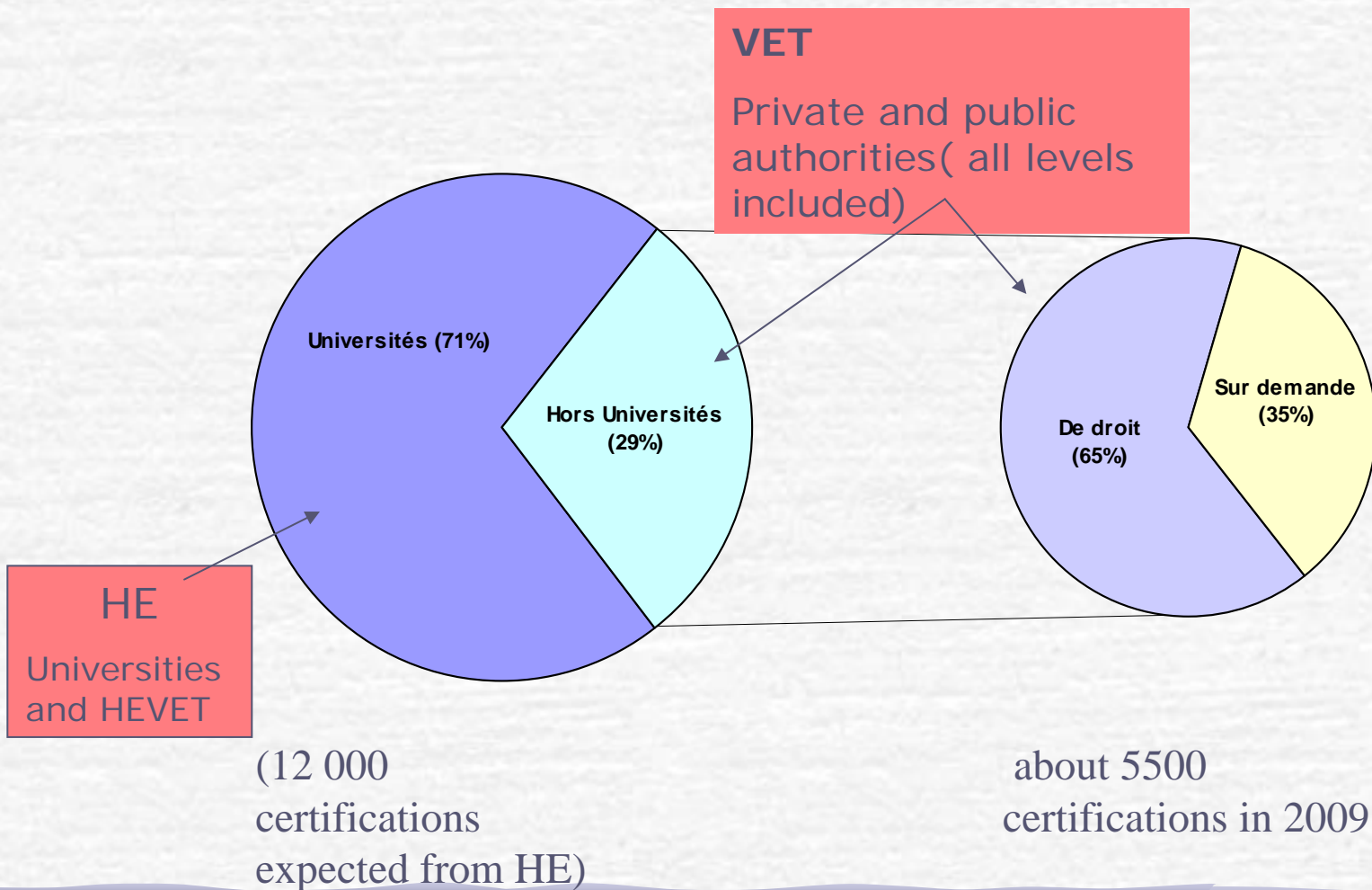
Titles or certificates delivered by chambers, public or private institutions under their own responsibility

The registration lasts 5 years or less if the commission judges that certification is not worth of 5 years .

The appreciation is based on common criteria: such as the rate of people finding a job with this certification, the level of wages earned, the quality of the “referentiel” which must show the learning outcomes

Registration after the CNCP expertise and advice

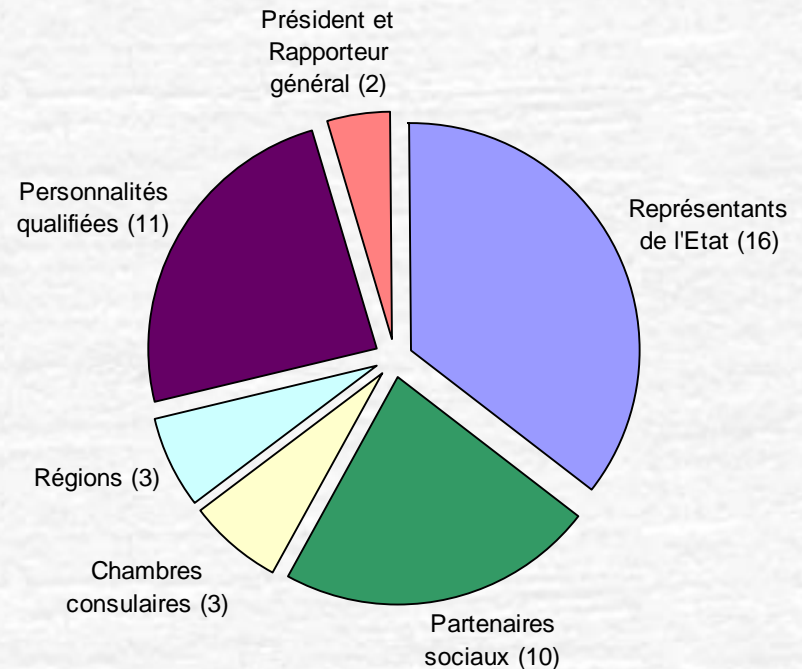
# Composition of RNCP



# A registration managed by the "Commission" (CNCP)

## Composition

- Representatives of the state (16)
- Social partners (5 employers, 5 employees)
- Chambers of Commerce (3)
- Regions (3)
- Experts (11)
- President ,1 rapporteur général, 1 rapporteur général adjoint



# Strong consequences of registration

- Apprenticeship
- Ability (or not) to be accepted to enter French public services or Universities (importance of the level)
- Raising funds from regions , Pôle emploi...

# Some difficulties

- The members of the CNCP have a common language, and common criteria, which are not yet all understood by everybody:
- A) A certification must be based on learning outcomes, not training duration. It is not the result of training
- B) Levels are important but some levels of certifications are hardly fit with grids built in 1969, (when time spent in studies what counted, not learning outcomes)
- C) Part of the grids do not fit any longer with the labour market)

# Some difficulties- some solutions

## 1

- Qualification- certification- regulated jobs
- A solution : a special file with certification needed to get a job ( for instance habilitation to drive a crane), different from the EQF
- This file will normaly soon be created by a law, which would give more powers to CNCPC

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# Some difficulties- some solutions

## 2

- ☛ A new nomenclature for the levels grids of the French NQF, fitting the 8 grids of the EQF ?
- ☛ Correspondance between levels for 2010 is already done.
- ☛ Frame of a new french nomenclature could be soon on going