



A summary to introduce the 11 French case studies

Each case study is presented in a standard 'data sheet' format, sometimes short, sometimes more elaborated.

What characterise most of these case studies the creation of usually formal **partnerships, as the need arises**, between different sectors.

It also appears that the initiatives often come from the private sector, either for reskilling their workforce as part of a HR strategy, or when the company is about to make workers redundant; in both cases Trade Unions are involved (a requirement of French social and labour policies and an expression of the importance of the role played by social partners in negotiating social contracts). In most of the case studies universities are involved too: all French universities have a strong Continuing Education mission, with a CE department managing Validation of prior learning – (*Validation des acquis de l'expérience*). Moreover, many French universities are much involved in professional education, linked to their economic environment, and include in their campuses technological institutes, thus explaining the frequent presence of universities in this case studies. Other key players are the official agencies dealing with jobseekers and those looking for retraining, as well as secondary schools with a remit for vocational education.

CS1 sectors: HE and Employer based

University of West Brittany (Brest) and medical-social professional association

CS2 VET – HE - Employer based

Vocational secondary sector and University of Strasbourg (CE)

CS3 Employer based – HE

AXA Fance (Insurance company) and University of Paris Dauphine

CS 4 Employer-based/ 3rd sector – VET/HE

Youth organisation and University Paris12 (institute of Technology)

CS5 Employer-based – VET /HE

Leroy Merlin (DIY retail company) and HE/VET partners, renewing training policy

CS6 Employer based – VET- HE

validation for HR Managers; a regional (Rhône Alpes) professional organisation managing training companies, and a group of several educational institutions incl. universities

CS7 Employer based - HE

banking: Credit Agricole: partnership with the University of Orléans for the Bank's employees to have their competences validated through a professional Bachelor qualification

CS8 VET and HE

Jobseekers in IT and employment agency

CS9 Employer-based - HE - VET

Banking (Credit Mutuel Nord Europe) validation to be included in HR strategy, with CE departments of 3 universities

CS10: 3rd Sector – HE – VET

Validation of the competences of 'enterprise committees' members with TU support (3rd sector) with the contributions of several HE institutions

CS11: VET – HE

Employment agencies dealing with jobseekers in a Paris region involved in a formal partnership with the University of Paris 13 to design guidance and counselling training and guidelines.