



Proposals of the French National Council for Industry

A contribution of the French Naval Industry
Brussels Oct 27th 2015

Method

- The French National Council for Industry has set up a working group with representatives from :
 - Strategic Industry Committees
 - Union Confederations
 - Ministries for Education, Employment, Economy & Industry
 - Regional Councils
- The working groups met once a month from Jan to June 2015 in order to share experiences and discuss on how to address skill mismatches and gaps between job demand and offer, and to elaborate 6 proposals
- A formal presentation to the Ministers was delivered and encouraged to pursue the thinking in ongoing professional training and apprenticeship



Purpose

- The purpose of these proposals which only concern initial professional training is
 - to improve the interaction between industrials skills-related needs and educational systems providing initial professional training
 - to develop an attractive professional and technological training policy including a communication campaign towards teenagers, parents, teachers and media



IN FARMATA FORTI PROFESSION
NON CRASANO NELL'INDUSTRIA
PER CUIA BUI MATA DEC...

Professional and Technological Education and Training Policy

- The Strategic Industry Committees will share within the French National Council of Industry (inside the Future Industry Program), specific information regarding evolution of jobs, skills, technological tools and working organizations
- A road map focused on Professional and Technological Education and Training will be defined and supported by all the parties involved in the working groups (Strategic Industry Committees, Union Confederations, Ministries for Education, Employment, Economy & Industry and Regional Councils)
- The Professional and Technological Education and Training Policy will be one of the major concerns of public support to industry and associated services, in order to ensure the quality of employment



Organized interactions between industry and educational system

- To improve interaction between Industry and Educational and Training System:
 - A shared and unique method will be applied by each Strategic Industry Committee in order to produce a prospective vision of jobs and competencies needs, resulting from real situations and transformations observed on territories
 - This common reference will help building a national industrial vision of jobs and competencies needs (5 years prospective with continuous update every 2 years), and evaluating how many people the system should educate and train and how many of them get a job in the industry
- To establish exchanges on a regular basis between industry and educational system at national and regional level:
 - Each Strategic Industry Committee gets a referee within Ministries for Education, Employment, Economy & Industry
 - Regional Strategic Industry Committee develop contacts and initiatives at local level



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Global strategy to attract people

- Most people (especially teenagers and teachers who have no contact whatsoever with industry realities) still think it is dangerous, dirty and most of all underpaid to work in industry
- Most girls consider technological careers are better suited for boys and think employers will prefer them if they have the choice, which is the opposite since many employers are keen for specific feminine talents such as cleanliness and orderly working methods
- Recommendations:
 - A branding approach with a global attractive message in favor of industry
 - As many as possible direct contact initiatives to link teenagers with technological realities of industry (a good example is in the aircraft industry with a "fuselage of job opportunities" presented every two years at the Bourget Aeronautical show)
 - An enhanced use of the "Industry Week event" (the 6th edition will take place in March 14-20)



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