

Logistics' Approach to the Qualifications System in France

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Moncef SEMICHI

Researcher

AFT-IFTIM Group

AFT-IFTIM Group is a French association set up by the transport and logistics professional organisations to oversee the development of vocational training

32 Professional bodies & 24 000 company members

The 2,000 staff employed by our group, 72 training centres:

- Inform young people/adults in relation with the employment agency on job career opportunities in transport and logistics.
- Provide technical and teaching support (products & programmes) to 283 educational facilities Deliver a large number of basic and continuing vocational training courses every year.
- Undertake study and research missions on qualifications
- Nearly 300,000 people trained each year

ACTIVITY

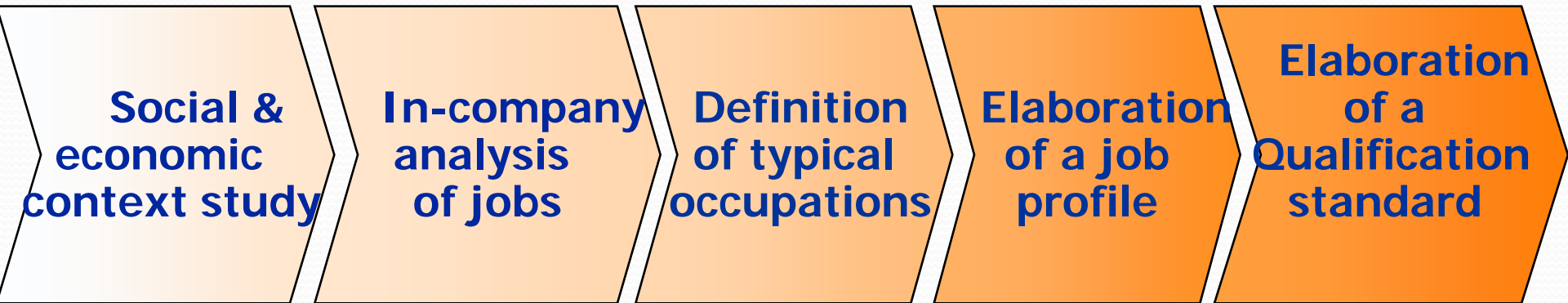
AFT-IFTIM trains:

- Truck, coach and bus drivers
- Transport and logistics technicians
- National and international freight forwarders
- Transport and logistics managers
- Company directors

Definition of Transport & Logistics Qualifications Frameworks

- A « compétence » based approach
- « Compétence » covers skills (ability to apply knowledge and use know-how), knowledge (outcome of the assimilation of information through learning) and competence (proven ability to use knowledge, skills and personal/social/methodological abilities)

Definition of Transport & Logistics Qualifications Frameworks



Definition of Transport & Logistics Qualifications Frameworks

- **Social & economic context study**
- *e.g.* : The forklift driver
 - Who is the forklift driver ?
 - What are his working tools ?
 - What are the expectable evolutions of his professional activity (strengths, weaknesses) ?

Definition of Transport & Logistics Qualifications Frameworks

- **In-company analysis of jobs**

- Interviews of professionals

- Precise identification, analysis & definition of one **single** occupation

Definition of Transport & Logistics Qualifications Frameworks

• **Definition of typical occupations**

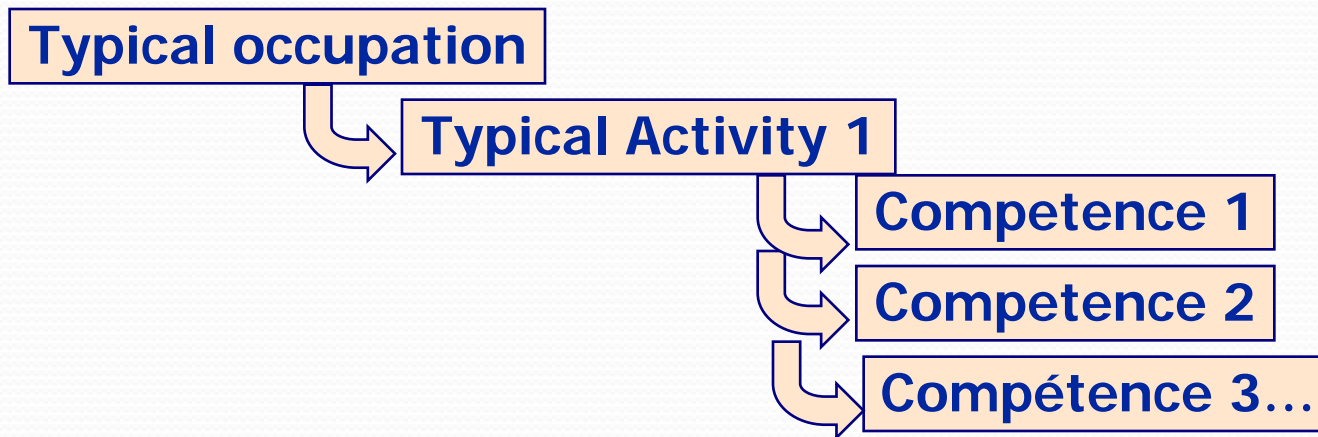
➤ A haulage business operator

- ✓ Organises and manages transport operations and related logistics services on both national & international levels
- ✓ Optimises operations in context of globalisation, taking into account complementary modes of transport and sustainable development
- ✓ Contributes to & implements strategic decisions
- ✓ coordinates operations between the company's various services and/or external partners
- ✓ Manages & leads teams

Definition of Transport & Logistics Qualifications Frameworks

- **Elaboration of a job profile**

A Professional activities and competences framework is elaborated, in which a typical occupation is broken down in typical activities and then in competences (requires interviews with professionals, experts)



Definition of Transport & Logistics Qualifications Frameworks

• **Elaboration of a Qualifications Standard**

- The Qualifications Framework describes the minimum levels required for the acknowledgement & recognition of competences

At this stage, the occupation has been identified in terms of Activities and Competences

☞ Certification can take place

*The French Transport & logistics Qualifications System : a system implemented **by** the Branch and **for** the Branch*

- In France, the Transport & Logistics qualifications are addressed by the Branch : employers, workers, qualified stakeholders, public bodies etc.
- Main legal framework : **collective agreements** (CCN, N° 3085, December 21 1950, modified and extended since)

Branch National Agreement (November 25th 2004, extended in 2005) on vocational training in Road Transport & auxiliary activities

*The French Transport & logistics Qualifications System : a system implemented **by** the Branch and **for** the Branch*

• **Governance**



*The French Transport & logistics Qualifications System : a system implemented **by** the Branch and **for** the Branch*

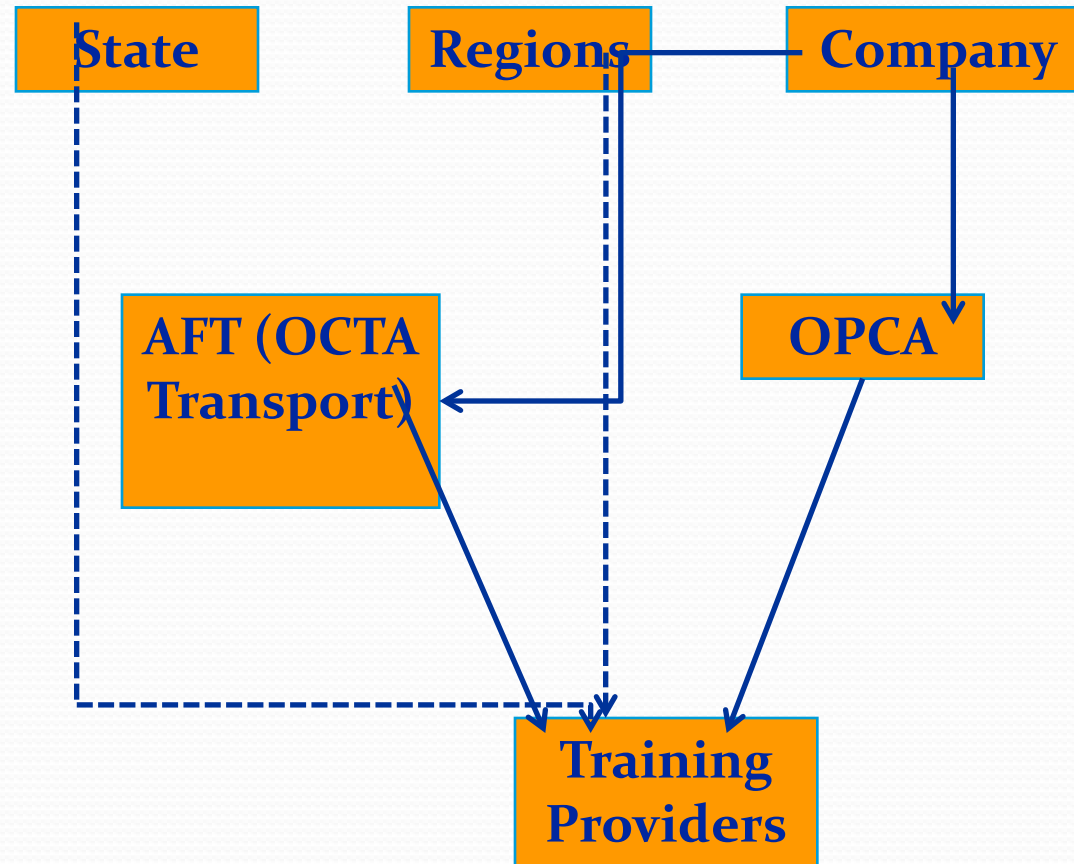
- **4 avenues for qualification**
- Ministry of National Education diplomas
- Ministry of Employment Professional Titles
- Social Partners' CQPs
- Compulsory qualifications

*The French Transport & logistics Qualifications System : a system implemented **by** the Branch and **for** the Branch*

- **Financing the system**

- Strategy of mutualisation
- Main actors : State, Regions, OPCA, AFT
- Means : Apprenticeship tax collected, vocational training funding, resource specially affected to AFT, Regional direct & indirect aids etc...

*The French Transport & logistics Qualifications System : a system implemented **by** the Branch and **for** the Branch*



Referencing Transport & Logistics Frameworks to the EQF

- Ongoing revision of NQF levels underway headed by CNCP (National Committee on Vocational Qualifications)
- NQF expected to be changed in an 8 level structure
- Referencing Report of French NQF submitted in October 2010 (“block to block” and “best fit” referencing)
- *E.g.* Level V of the French NQF (lowest level) referenced to level 3 of

the EQF

*Thank you for your kind
attention!*