



Rencontre Internationale

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PROFESSIONAL TRAINING COURSES - FRENCH AS A FOREIGN LANGUAGE

The CIF – Individual Period of Training (Congé Individuel de formation)

This allows all salaried workers to pursue a period of training of his choice if he wishes, during working hours.

Who can benefit from a CIF ?

Salaried Staff in the Private Sector : All salaried workers with the condition of having worked for at least 24 consecutive months, with 12 months in the Company.

How does a Worker Apply ?

The salaried worker presents his employer with a written request 120 days before the commencement of the course for courses lasting 6 months or more and 60 days if the course is shorter than 6 months. 3 months before the commencement of the course the applicant must submit his dossier signed by the 3 parties (the employer, the training organisation and the salaried worker) to the joint commission organisation.

Who finances the CIF ?

Joint Commissions registered by the State (Fongecif ou OPCA) organise the financing.

The DIF – Individual Period of Training (Droit Individuel à la Formation)

- * Promoting the integration and rehabilitation of workers
- * Develop the skill levels of employees
- * Allowing social mobility

Eligibility

Almost all private sector employees working on an open-ended contract and with at least one year's service in the company, have the right to a personal training program.

Each year, employees working full time on an open-ended contract are credited with 20 hours on their DIF account.

How it works

This training can be at the initiative of the employer or employee.

While the employee makes the initial request for training, he must obtain the company's agreement. The final choice of training program is arrived at by mutual consent.

DIF training courses generally take place outside working hours or sometimes during working hours.