

The professional training contract

The professional training contract is a **fixed-term or permanent employment contract**, which entitles the beneficiary to undertake a **work-study programme** in order to obtain a diploma or qualification. The amount of remuneration paid depends on the trainee's age and the level of the initial training course.

Conditions

The following groups are entitled to benefit from a professionalisation contract:

- individuals aged between **16 and 25**;
- individuals aged **26 or older and job seekers**;
- **beneficiaries of minimum welfare benefits or who hold a government sponsored employment contract** (single social integration contract or CUI in French)

Remuneration

The **amount of remuneration paid depends on the age of the trainee and the initial level of the qualification** based on the SMIC (minimum wage) or, if more favourable, the minimum sector wage.

Young people aged between 16 and 20 receive 55 to 65% of the SMIC (minimum wage) depending on their qualification level.

Young people aged between 21 and 25 receive 70 to 80% of the SMIC (minimum wage) depending on their qualification level.

People aged 26 or older receive a level of remuneration, which can not be lower than the SMIC (minimum wage) or 85% of the minimum remuneration as set out in the provisions of the collective bargaining agreement of the sector and to which the company belongs.

Possible training courses

It is possible to obtain a diploma or professional qualification, which is:

- included on the RNCP (directory of professional certified courses);
- recognised in the classifications of a national bargaining agreement for the sector in question;
- leading to a CQP (professional training qualification)

The training course will take place in a public or private organisation and is free for the trainee.

Good to know

It is possible to be hired on a permanent employment contract or fixed-term employment contract of 6 to 12 months (and 24 months in certain cases)

The length of the training course is between 15 and 25% of the length of the contract with a minimum of 150 hours. This training period can exceed these thresholds (the training can represent over 25% of the duration of the contract for certain groups and for certain priority actions set out in the collective bargaining agreements).