

## **CIVET - Observation**



**Name of Partner: Greta du Velay**

**Main City of Partner's activities: Le Puy-en-Velay (and the Velay sub-region)**

**Region: Auvergne**

**Country: France**

### **Short Information about the Partner and its general activities**

The Greta du Velay is a public training organisation gathering 21 educational institutions under the wing of the Ministry of Education. Certified ISO 9001, it exists since 1975. Half of the activity is supporting disadvantaged groups towards social and professional inclusion (migrants, unemployed, disabled persons, women returners). The other half consists in supporting small and medium organizations in their learning processes. It works on the detection of training needs, delivery of training, evaluation and follow up. It provides courses in various areas: hospitality, care, languages, French as a foreign language... It works for the participation of migrants to the French society and to support the understanding of the various cultures. It delivers courses for immigrants to learn French and to be integrated in work and society. It has produced reference and training material (<http://citim.velay.greta.fr>), organized conferences ("Intercultural dialogue", "Migrants and IT"), videos and debates ("From management to migration"), strategies (<http://epil.me>). It employs 4 training advisers and 40 trainers. It is a member of the 288 GRETA network. It works in close partnership with non-profit groups and administrations in charge of migrants and refugees.

### **General situation of migration in partner's city or region (choose city or region)**

- How many migrants/foreigners live in your City/Region?
- Where do they come from (countries of origin)?
- What status they have (refugees, migrants from other EU-Countries, workers...)? Do they have nationality of your country?
- Why they came (motivation) and what is their aim (to stay, to go to another country)?
- How long do they already stay in your place/country?

In 2005, 59000 immigrants are present in Auvergne, they represent 4,6% of the population. 4 on 10 have acquired the French nationality. Most of the migrants are coming from the European union. One on 3 comes from Portugal. There is an equal representation of men and women.

Recent immigration is very limited. It is mainly made of European citizens (38%). British people are less represented than in the rest of France, but Dutch people are over-represented (8% of the new immigrants). Portuguese are still also over-represented with a percentage similar to British and Dutch. After the Europeans, are the Maghreb (Algeria, Morocco, Tunisia), they count for 19 %.

Migration policy has seen a significant shift in 2006. The choice was then made to break with the policy of closing borders, which existed since 1974, due to the economic crisis, by developing an immigration policy more oriented towards the needs of our economy.

In 2010, the flow of people entering for labour migration has increased by 4.9%, despite relatively unfavourable economic conditions.

Now labour migration must meet the needs of the economy. Three categories of workers are targeted:

- those who are engaged in jobs with strong labour needs;
- Highly skilled workers that large companies recruit on a global labour market;

- Workers needed temporarily.

Admission is subject to a work permit issued by the State service of foreign labour, in relation with the administration of employment (DIRECCTE)

It examines, for each request, the employment situation that is the status of the labour market in the area (a department, in Paris or in the Ile de France region). It verifies that the employer made the offer of employment in an employment agency (public or private or even on the Internet). It also examines the conformity of qualifications or work experience with the proposed use in the employment contract.

It also looks closely at the working conditions and salary in the proposed contract that may diverge from the usual ones (collective agreements).

The government has published a list of open occupations for which there is no opposition for the employment of migrants. This list is composed of thirty areas in which there is a particularly acute need jobs.

In addition, people who came through family reunification or as spouses of French nationals can benefit from a temporary residence permit "private and family life" which entitles them to work.

These two categories accounted for more than 66000 people in 2010.

Finally, the regularization of workers without document is planned if they are already present in France for over five years, if they are engaged in a sector with strong needs for workforce and if they can justify of a permanent occupation for at least one year.

France also welcomes asylum seekers. In 2009, 11441 persons have benefited from protection. In 2008, the main nationalities of asylum seekers in France are (from the larger to the smaller): Russia, Serbia (including Kosovo), Mali, Sri Lanka, Turkey, the Democratic Republic of Congo, Armenia, Bangladesh, Guinea, Haiti, Mauritania and Comoros.

### **Migrants and language teaching:**

- Are there state offers for migrants to learn local language? What other offers exist? What is your organization offering?
- What are the conditions for migrants to take part in language learning (want/must/fees)?
- What qualification teachers have/must have (special certificates)?

A program has been defined for the welcome of new migrants by establishing a public service in charge of them. It includes the promotion of social and professional integration of immigrants, equal opportunities and the fight against intolerance. In this context a strong priority has been defined in terms of mastering the French language.

The welcome is a major issue as the first step of the integration process. It is materialized by the contract of welcome and integration: CAI ("Contrat d'accueil et d'intégration"). This contract represents a commitment between the French State and the migrant.

It includes:

- a collective briefing that presents the CAI and France through the film "Living Together" ("Vivre ensemble").
- one individual interview
- a medical visit
- Civic education, mandatory for all signatories, it runs on a day, it allows recipients to know French institutions and values of the republic as well as the political and administrative organization of France.
- Language training: the maximum duration of the training is 400 hours and results in the award of DILF (Diplôme d'initiation à la langue française) proving written and oral skills.

Alongside this basic language training, the National Agency for Social Cohesion and Equal Opportunities (ACSE) is funding a number of training courses to acquire a higher level of French.

Since 2008, the CAI includes a competence assessment. It shows that labour immigration is composed of different situations:

- workers who are directly employable, with a good level in French and diplomas acquired in France,
- workers potentially employable, with a sufficient level of French and know-how (diploma or training) acquired abroad,
- workers with a low level of employability (low level in French and low level of training).

Under the CAI, the level in French is evaluated and then free language courses are proposed with a maximum duration of 400 hours in order to pass and obtain the DILF (Diplôme d'initiation à la langue française – a national diploma proving competences in French) proving written and oral skills (only a level below A1 is required for signing the CAI). Migrants need to validate the DILF to obtain the residence permit.

These French courses are delivered in all towns. In addition to this public free training offer, there are also several course opportunities coming from non governmental associations supporting migrants. These are mainly available in big cities.

Teachers working in organizations providing the official free courses must have a national diploma in Teaching French as a Foreign language (a 4 year degree). In a near future they will have to be qualified in “French Integration Language”. The reference framework for establishing this diploma is currently being elaborated. This evolution will change the approach, the content and the way teachers teach. Of course volunteer workers do not need to have any qualification. Here and there there are some initiatives undertaken to try to professionalize their work.

#### **Counselling Migrants in VET:**

- How is VET according to migrants organized (special offers for migrants or migrants take part in trainings for everyone; if special, than how organized)?
- What is your organization offering?
- What qualification trainers have/must have to work with migrants (special certificates)?
- What are the most important indicators of success for migrants in these trainings?

There are no mainstream VET programs specific for migrants. They can benefit from the same opportunities offered on the French territory.

But immigrants have access twice less to continuous vocational training than the “original French”. However, beneficiaries who are in this case usually follow actions rather longer and more leading to qualifications than the average trainees. Those born of immigrant parents, in turn, access in proportions similar to those of non-immigrants to training. Only those whose parents are from the Maghreb are disadvantaged.

As the total population, immigrants and their descendants, when they are older and less skilled are experiencing more difficulties in accessing training. They have less access to continuing professional education of all immigrants (regardless of their geographical origin) and their offspring when their parents are from the Maghreb.

The training level of the immigrants who sign the CAI (Welcome and integration contract), is slowly increasing: 85% had a secondary education level in 2008 against 79% in 2004 (but it remains lower than the former immigrants).

Our organization provides VET in a large variety of sectors: construction , hotel and restaurant, industry, management, office jobs, social sector, medical and health sector, audiovisual... The majority of courses welcome migrants. Vocational trainers do not need to have a certificate to work with migrants (and such certificates do not exist).

The indicators of success are the same for all categories of participants: finding a job, obtaining a diploma or a qualification.

### **Additional comments and information:**

The words used in France to talk about persons who show external signs of not being from French origin are “étrangers”, “immigrés” and “personnes issues de l'immigration”. The last one is the more politically correct but it includes people from second and third generations.

We distinguish between immigrants and their descendants. The first are foreign-born persons abroad. Some remain of foreign nationality, others have become naturalized French. The latter are non-immigrants, including at least one parent born abroad. In 2003 a survey on Training and Qualification records 36.4 million people aged 17 to 65. Of these, 3.4 million are immigrants and 2.6 million are of immigrant origin. 1.5 million immigrants came from countries in Europe, 1 million from the Maghreb countries (Algeria, Morocco or Tunisia), nearly 400,000 from another African country, a little more 100 000 from American countries, and roughly the same number from South East Asia (Cambodia, Laos, Vietnam). Those born of immigrant parents are divided equally among mixed families and families where both parents are immigrants. This was the case of 400 000 people whose parents are North Africans and 160 000 people of which only one parent is Maghreb, 740 000 people have both parents of European origin and 1.2 million one both.

We use the following definitions:

**Nationality or citizenship:** juridical belonging to a determined state

The legislation for acquiring the French nationality is changing with governments. The law gives the French nationality to someone whose one of the two parents is French when s/he born or by the double birth of one of the two parents and of the person him/herself in France. On the opposite a person born from two immigrants, who are not French is not French at birth. In that case French nationality is automatically given at the age of 18 if the person has lived in France for at least 5 years after the age of eleven.

**Foreign Population:** a person who does not have the French nationality. People born in France but whose parents are foreigners are also foreigners.

**Immigrants:** linked to the place of birth and to the original nationality. An immigrant is born as a foreigner in a foreign country (parents not French) living in France. Being in France s/he can become French by “acquisition” or remaining a foreigner. In France the qualification of immigrant is permanent: someone who becomes French by “acquisition” still belongs to the immigrant population.