



FÉDÉRATION DES ÉTABLISSEMENTS HOSPITALIERS & D'AIDE À LA PERSONNE
PRIVÉS NON LUCRATIFS

Professional integration measures :
« Jobs for the future » and « Generation contract »

I. Jobs for the future – « Emplois d'avenir »

- Measure created by the Law of 26 October 2012
- Objectives of the « Emplois d'avenir » scheme:
 - Facilitate professional integration
 - Facilitate access to qualification

- Target audience

- Age condition

- Unemployed young people aged 16-25
- Young people under 30 if disabled workers

- Qualification level

- Baccalauréat (Upper secondary level) maximum
- Bachelor level maximum in disadvantaged urban and rural areas and overseas territories

- Signing of a framework agreement between the State and UNIFED (professionnal branch of the health, medico-social and social sector which FEHAP is part of)
- Commitment from FEHAP through the signing of an agreement FEHAP/State on 9 September 2013
 - Will of FEHAP to be involved in this measure to develop « emplois d'avenir » to ensure solidarity and meet the identified needs of the sector

● FEHAP's commitments

- Promote « emplois d'avenir » to its members
- Recruit 1 500 young people for the years 2013 and 2014

● State's commitment

- Mobilise the public employment service for the « tracking » of young people
- Mobilise all partners to promote diversified and appropriate training
- Dedicate 1.3 million to finance training for young people

- Training of young people aims to enable them to access in particular to jobs referred to in the FEHAP/State agreement
 - Healthcare employee, hospital employee;
 - Reception officer, reception, registration and patient support;
 - General service officer, logistical support;
 - Mediation officer, inclusion worker;
 - Early childhood employee, family assistant;
 - Hotel assistant, assistant cook;
 - Administrative officer;
 - Care assistant, medical-psychological assistant;
 - Ambulance driver;
 - Homecare assistant, socio-educational assistant, monitor, educator;
 - Night watchman;
 - Expert for social and family intervention ...

● This job list is not exhaustive

● Financial assistance for employment

- 75% of the young person wage (SMIC) is supported by the State
- Special assistance OETH (Obligation to employ disabled workers) up to 15% of the young disabled person wage
- Some regional health agencies and local communities support the remaining expenditure to be paid by the employer

- Financial assistance for training

- UNIFAF financing (joint paritarian institution/fund-collecting body recognised by the State for the branch which includes FEHAP)
- Special assistance OETH up to € 3,000 per year per young person up to a maximum of € 9,000
- Possible involvement of some regions

II. Generation contract – « Contrat de génération »

- Measure created by the Law of 1st March 2013
- Objectives
 - Employ young people in permanent contract
 - Job retention/Recruitment of senior
 - Transfer of skills and know-how

- Target employers

- All private employers

- Target audience

- Young people under 26 (30 if disabled worker)
- Senior aged 57 or over (55 if disabled worker or if newly hired)

- Financial assistance from the State (companies of less than 300 employees)
 - **€ 4,000/ year during 3 years** in case of permanent hiring of a young person and retention of a senior
 - **€ 8,000/ year during 3 years** in case of permanent hiring of a young person and recruitment of a senior
- Companies with 50 to 300 employees
 - Obligation to be covered by a branch agreement/company agreement/action plan before 31 March 2015, if not: financial penalties
 - UNIFED negotiations on generational contract

- Companies of more than 300 employees
 - Obligation to conclude a collective agreement/draw up an action plan before 31 September 2013
 - Failing that, financial penalties