

Supporting employment and vocational training in the performing arts

History of the CPNEFs

In 1969, the Commissions Paritaires Nationales Emploi Formation (CPNEFs - National Joint Commissions on Employment and Training) were established in France following a national interprofessional agreement on job security. Since then, their competencies have been extended by various agreements and laws relating to vocational training.

The CPNEFs were established, and are run, by the social partners. Today, they exist in nearly all branches: audiovisual, record publishing, written press, community organizations, leisure, sport, construction and public works, plastics manufacturing, chemical industry, etc.

An initiative supported by both the industry and the public authorities

In the performing arts, the organisations representing employers and employees decided to set up the CPNEF-SV and a monitoring centre on occupations as a response to an increase in unemployment:

- **1993 Establishment of the CPNEF-SV dedicated to the performing arts**
- **2005 Establishment of the Observatoire prospectif des métiers, des qualifications et des compétences du spectacle vivant (OPMQC-SV – Monitoring Centre on Occupations, Qualifications and Skills in the Performing Arts)**, steered by the CPNEF-SV and managed by Afdas – the body approved by the state to manage all of the vocational training resources for employees in the performing arts and audiovisual sectors.

Remit

The work of the CPNEF-SV and the Monitoring Centre on Occupations covers:

- all of the performing arts: theatre, puppetry, dance, music, opera, circus and street arts, comprising over 200 artistic, technical and administrative occupations;
- all companies involved in the performing arts, in both the public and private sectors, whatever their business: production, distribution, touring, venue management, technical services.

The National Joint Commission on Employment and Training for the Performing Arts

The CPNEF-SV is an autonomous national institution that works in support of employment and vocational training in the performing arts.

It involves all of the organizations representing employers and employees.

Composition : nineteen members

Representing employers : fourteen employers' organizations

CPDO:	Chambre Professionnelle des Directions d'Opéra (opera house directors/administrators)
CSCAD:	Chambre Syndicale des Cabarets Artistiques et Discothèques (cabarets and discotheques)
PRODISS:	Union du spectacle musical et de variété (musical theatre and popular music)
PROFEDIM:	Syndicat Professionnel des Producteurs, Festivals, Ensembles, Diffuseurs Indépendants de Musique (music producers/festivals/groups/independent promoters)
SCC:	Syndicat du Cirque de Création (circus companies)
SMA:	Syndicat des Musiques Actuelles (rock, jazz, electro, world, contemporary orchestral/classical music)
SNDTP:	Syndicat National des Directeurs et Tourneurs du Théâtre Privé (private theatre directors/bookers)
SNES:	Syndicat National des Entrepreneurs de Spectacles (performing arts producers)
SNSP:	Syndicat National des Scènes Publiques (state funded venues)
SYNAVI:	Syndicat national des Arts Vivants (performance art)
SYNDEAC:	Syndicat National des Entreprises Artistiques et Culturelles (performing arts institutions/companies)
SYNOLYR:	Syndicat national des orchestres et des théâtres Lyriques (orchestras, concert halls)
SYNPASE:	Syndicat national des Prestataires de l'Audiovisuel Scénique et Événementiel (stage and events technicians)
ARENES:	Association de Représentation des Etablissements Nationaux Entrepreneurs de Spectacles (national theatres)

Representing employees : five union federations

Employees' professional organizations :

FCCS-CGE-CGC: Fédération de la Culture, de la Communication et du Spectacle - Confédération Française de l'Encadrement - Confédération Générale des Cadres (culture, communication and performing arts)

F3C-CFDT: Fédération de la Communication, du Conseil et de la Culture - Confédération Française Démocratique du Travail (communication, consulting and culture)

Fédération culture CFTC: Fédération culture - Confédération Française des Travailleurs Chrétiens (culture)

FNSAC-CGT: Fédération Nationale des Syndicats du Spectacle, de l'Audiovisuel et de l'Action Culturelle - Confédération Générale du Travail (performing arts, cinema/audiovisual, cultural action)

FASAP-FO: Fédération des Arts, du Spectacle, de l'Audiovisuel et de la Presse - Force Ouvrière (arts, performing arts, cinema/audiovisual, media)

Public interest remit

The CPNEF-SV has a wide remit, thanks to legislation and several agreements.

Employment:

The CPNEF-SV is tasked with monitoring the labour market, improving the recognition of qualifications, facilitating professional integration, and supporting people throughout their careers, and their mobility between branches.

Vocational training:

The CPNEF-SV is tasked with facilitating access to lifelong vocational training, encouraging skills development, pinpointing needs and determining priorities, structuring training, improving its quality, creating qualifications...

Operational goals

In addition to being a political organ that offers its social-partner members a space for discussion and consultation, the CPNEF-SV is also able to undertake actions to support companies and professionals in the sector.

In order to fulfil its public interest remit, the CPNEF-SV structures its work around four objectives:

- 1- Consult – Recommend
- 2- Structure – Equip
- 3- Train – Qualify
- 4- Steer – Engage

Owing to the nature of its work, the CPNEF-SV is the chosen intermediary between the public authorities, at regional and national level, and the social institutions of the performing arts sector:

- Afdas (state-approved body responsible for managing all vocational training resources for the sector),
- Groupe Audiens (social coverage – health, pension, holiday pay, injury and life insurance),
- CMB Médecine et Santé au Travail (workplace health),
- Pôle Emploi (provides financial assistance to the unemployed and helps them find jobs).

The CPNEF-SV also works with various partners:

- CNV (collects taxes through sales of concert tickets, then uses them to fund diverse projects in the music sector – rock, jazz, electro, world, contemporary orchestral/classical),
- AGI-SON (promotes good quality sound and safe noise levels in the sector),
- training bodies, resource centres, other CPNEFs.

Objective 1 : Consult – Recommend

Suggestions regarding the employment situation

The CPNEF-SV provides the social partners with an analysis of the employment situation, allowing them to make a diagnosis, detect shifts in the labour market, discuss the issues, agree joint initiatives to be implemented, and, if necessary, mobilize the public authorities and all of the partners concerned. Its recommendations are implemented mainly through branch agreements.

- Examples of subjects: the draft framework law on artistic creation, the future of the various occupations, integrating musicians into the world of work, career change for dancers, advanced training courses, implementing the validation of professional experience...

Training needs and suggestions

The CPNEF-SV is involved in the consultation on the vocational training requirements of young people and adults. The CPNEF-SV is then asked to define directions and priorities, which it communicates to the public authorities as well as to the bodies that purchase and fund vocational training.

- Since 2015: drafting the list of training courses for employees who are eligible for a personal training account.
- Recommendations of priorities for the training of employees and job-seekers, which are communicated to Afdas and the regional councils.

Recommendations regarding training opportunities

The CPNEF-SV provides its expertise on vocational training opportunities, mainly for the Ministry of Culture, and the National Commission on Vocational Qualifications, as well as for training bodies, both public and private, who wish to either create training courses or improve existing ones.

- Since 2015: backing training that is recognized by the national register/inventory of the National Commission on Vocational Qualifications.

Also

The CPNEF-SV acts as consultant to the Ministry of Culture, the Ministry of Social Affairs and Employment, the National Assembly, the various social institutions, the regional councils and agencies, the national resource centres, the CPNEF for the audiovisual sector, etc.

Objective 2 : Structure – Equip

Supporting companies

The CPNEF-SV has developed specific resources to support very small companies that are particularly vulnerable. In addition to advice and support, a guide and a diagnostics tool are available.

These resources were created by the CPNEF-SV in partnership with the Ministry of Culture, the Ministry of Social Affairs and Employment, Afdas, Groupe Audiens, the National Agency for the Improvement of Working Conditions (ANACT), Pôle Emploi, and the national resource centre for culture (CNAR culture).

- 2012: advice and support to very small performing arts companies (a six-day programme covering work organization, human resources, and budgetary issues). Afdas is responsible for the operational management of this programme.
- 2011: a guide for very small performing arts companies covering the key organizational and regulatory points.
- 2010: a diagnostics tool for examining the current situation of very small performing arts companies.

Organization and structuring tools

In order to improve the recognition of roles and occupations, the CPNEF-SV has been involved in the harmonization of the titles of roles and occupations. In addition to the great structuring benefits they bring to the sector, the tools are also used for statistical purposes.

- 2007: contribution to the revision of the register of titles of occupations in France maintained by the INSEE (National Institute for Statistics and Economic Studies).
- 2004: contribution to the revision of the operational register of roles maintained by Pôle Emploi.
- 2003: harmonization of the register of titles of roles and occupations in the performing arts used by the social bodies.
- 2002: contribution to the revision of the register of professions and socio-professional categories maintained by the INSEE.

Documentation

The CPNEF-SV produces documentation, centralizes resources that are of use to professionals, and maintains an inventory of existing resources that contribute to the securing of jobs.

However, the CPNEF-SV is not an information or advice centre open to the public. Its work and documents, as well as those of the Employment Monitoring Centre, are accessible via its website.

- Register of occupations and training courses.
- Information sheets and guides to jobs and training.
- Presentation of the resources available for existing companies and employees.

Objective 3 : Train – Qualify

Training in a particular occupation, leading to a qualification : the CQP (Professional Qualification Certificate)

The CPNEF-SV is the accredited authority for the creation of Professional Qualification Certificates (CQPs) for the performing arts sector. The CQPs are qualifications which, similarly to national certificates and vocational diplomas, validate the successful completion of training in a particular occupation. Training for the CQPs are provided by bodies accredited by the CPNEF-SV.

- 2014: CQP in Rigging for the Performing Arts
- 2016: CQP in Electrics for the Performing Arts (in progress)

Short training in a particular skill, leading to a qualification : the CCP (Professional Skills Certificate)

The CPNEF-SV has decided to create the Professional Skills Certificate (CCP) to validate the acquiring of professional knowledge or skills through short training courses. Training for a CCP is provided by bodies accredited by the CPNEF-SV.

- 2011: CCP in the fundamentals of occupational risk prevention in the performing arts, in partnership with CMB (workplace health).
- 2010: CCP in sound and noise management in the performing arts, in partnership with CMB and AGI-SON (promotes good quality sound and safe noise levels).
- 2003: development of safety training content for holders of performing arts production licences (category 1), in partnership with the Ministry of Culture.

Also:

Initial vocational training before entering professional life

The CPNEF-SV is a member of the Consultative Professional Commission (CPC) of the Ministry of Culture. As such, it is involved in the creation and updating of state diplomas: National Higher Vocational Diplomas (DNSP) for performers and musicians, State Teaching Diplomas (DE) and Skills Certificates (CA) for teachers of artistic disciplines.

Ongoing vocational training for adults

The CPNEF-SV is a privileged partner of Afdas and has been involved in:

- drafting a charter on combined apprenticeship/study courses and the appropriate circumstances for their use,
- the creation of a website dedicated to combined apprenticeship/study courses,
- the implementation of a vocational skills assessment specific to the performing arts,
- a promotional campaign in universities regarding the Validation of Professional Experience (VAE).

Objective 4 : Steer – Engage

The intervention of the public authorities as regards training and jobs for the performing arts has been formalized by the signing of political agreements incorporating action plans. These agreements are both national and regional, and they enable the launching of innovative projects, as well as the release of additional resources.

- At national level : agreements within the competency of the Ministry of Social Affairs and Employment

From 2006 to 2011, the CPNEF-SV oversaw the negotiation and steering of the EDEC (*) agreement on the performing arts (political guidance regarding the strategy of the sector and the state), then the ADEC (*) agreement (operational implementation, including an action plan), in partnership with the Ministry of Social Affairs and Employment, the Ministry of Culture, and the competent social bodies: Afdas, ANACT, CMB, Groupe Audiens and Pôle Emploi.

The EDEC agreement has been renewed for the period 2014/2016.

At the same time, the CPNEF-SV has commenced the regional implementation of the EDEC national framework agreement alongside its partners, particularly Afdas.

() – EDEC Commitment to the Development of Jobs and Skills*

()- ADEC Actions on the Development of Jobs and Skills*

- One national EDEC agreement
- One national ADEC agreement
- Eleven regional EDEC/ADEC agreements

- At regional level : agreements within the competency of the regional councils

Since 2007, the CPNEF-SV has worked in support of the tripartite agreements finalized between the regional councils, the decentralized departments of the state, and the professional sector. The CPNEF-SV is therefore involved in the steering of a dozen agreements, in concert with the regional social partners and Afdas. Some of these agreements go beyond the performing arts and cover cinema and the audiovisual sector, the fine arts, publishing, etc.

Monitoring Centre on Occupations, Qualifications and Skills in the Performing Arts

Operated as a partnership

The Monitoring Centre on Occupations was created in 2005 by the social partners. It is steered by the CPNEF-SV and managed by Afdas¹, in accordance with the legislative framework.

Its programme and work is therefore organized and run by the employers' and employees' representative organizations — members of the CPNEF-SV. Implementation is carried out either by the CPNEF-SV, Afdas or third-party contractors, depending on the specificities.

The Monitoring Centre on Occupations is financed by the ongoing vocational training contributions collected by Afdas.

A tool aimed at the profession

The Monitoring Centre on Occupations is a tool for information, knowledge and analysis, aimed at the profession. Its work informs the decisions made by the social partners regarding their employment and vocational training policies.

Its work is also intended to support companies in their management of human resources, and skills, and to assist employees in planning their career development.

Finally, it is used as a reference by the public authorities and the regional careers orientation departments.

Recognized remit

The Monitoring Centre on Occupations is mainly responsible for studying the employment situation with an eye to future developments. In this capacity, it produces and collects quantitative and qualitative information regarding the labour market and its evolution.

It also serves to provide career orientation to professionals working in the performing arts, or to people wishing to work in the sector. In this capacity, it produces tools to identify qualifications and skills, as well as possible career mobility.

Finally, with an eye to supporting career development, it also aims to improve the legibility and the quality of initial and ongoing vocational training, while detecting the needs of companies and employees.

To fulfil this remit, the Monitoring Centre on Occupations pursues two aims:

- 1- Research - Anticipate
- 2- Orientate - Inform

¹ AFDAS is the state-accredited body that manages (at a national level) all vocational training resources for employees in the performing arts, cinema, audiovisual, advertising, leisure, press, press agencies and publishing sectors.

Objective 1 : Research - Anticipate

The statistical dashboard

Since 2008, the Monitoring Centre on Occupations has published a national dashboard showing statistical indicators relating to employment and vocational training. The specifically commissioned indicators come from Groupe Audiens, Pôle emploi and Afdas. The dashboard is updated annually and contains some thematic detail. It can also be adapted to regional level.

Social data

The Monitoring Centre on Occupations gathers and circulates additional social data to that presented on the dashboard. This data comes from Groupe Audiens, Pôle emploi, Afdas, INSEE, the Ministry of Culture...

Research and surveys

The Monitoring Centre on Occupations subcontracts public and private operators to undertake focussed research and surveys on particular themes.

- 2014: Report on the employment and vocational training situation, updating of the Contrat d'Etudes Prospectives Spectacle Vivant (a socio-economic diagnostic study of the performing arts, first published in 1997), Céreq (Centre for Research and Survey on Qualifications)
- 2012: The relationship between training and employment, Céreq
- 2011: The quality of available vocational training, Céreq
- 2008: The use of vocational training schemes, Afdas
- 2007: Survey on training needs and methodological aspects, Interface
- 2007: Securing career development and the improvement of age management, Interface

Objective 2 : Orientate - Inform

The guide to occupations

The Monitoring Centre on Occupations has drafted a guide comprising two parts:

- a register, which lists and classifies all occupations within the various sectors and branches;
- information sheets describing the various professions, including definitions and tasks, the contexts in which that profession is undertaken, the various activities involved, skills, socio-professional positioning, the main developments, etc.
 - 250 occupations listed
 - Thirty information sheets available

The directory of vocational training

The Monitoring Centre on Occupations publishes a directory of long-term training courses. Accessible online in the form of an interactive database, it includes detailed information on nearly 400 training courses leading to qualifications: employment prospects, aims, duration, access pathways, content, prerequisites.

- Nearly 400 long-term vocational training courses throughout France leading to qualifications (diplomas, certificates, CQPs).

Information about employment

The Monitoring Centre on Occupations publishes various documents providing information about employment opportunities and the evolution of the labour market.

Publication of a newspaper aimed at young people and information/career-orientation centres.

- **Career orientation newspaper**

Entitled Performing Arts and Employment, it provides basic information about the sector, and aims to give the general public information about occupations in the performing arts, as well as employment conditions.

- **Career information sheets**

These are aimed at young people, and they provide information about the main training pathways for the principal occupations.

emploi formation spectacle vivant