




Welcome before the project:

Before training
Preparing, reassuring, anticipating training

3 "Towns" CFA:

-  Participating work-groups
-  Pre-professional platforms
-  Immersions
-  Visits
-  Welcomed classes
-  Help for recruiting disposal



Apprenticeship

Apprenticeship : a training in alternation (sandwich training)

Apprenticeship contract

A full time and particular work contract:

✎ A status of worker:

Application of work legislation (with specific disposals)

Wages (25% to 78% of smic, minimum legal salary)

Paid holidays

...

✎ A different contract length (according to initial level and the prepared qualification)

✎ Compulsory training



Apprenticeship : a training in alternation

Conditions required to become an apprentice

- ✎ To be 16 (dispensations can be given), not to be more than 26 (no age limit for people recognized as disabled workers)
- ✎ Finding an apprenticeship tutor

ATTENTION : CFA cannot welcome more apprentices than the amount decided and fixed by the Region



Apprenticeship : a training in alternation

A demanding disposal

- ✎ A fast "diving" in the working world
- ✎ A necessary ability to move (2 training places and residence)
- ✎ Moved forward working hours
- ✎ Concentrated periods of general training
- ✎ ...



From apprenticeship...
... to apprenticeship
for disabled people

Disabled apprentice welcome:

Financers

- ✎ Regional council of Pays de Loire
- ✎ AGEFIPH (private sector)
- ✎ FIPHFP (public sector)

Disabled apprentice welcome

Actors

- ✎ **Disability referent:** he welcomes the youngster, organizes his/her training and helps in link with partners.
- ✎ **Departemental coordinator:** he creates a dynamic at the departemental level, assures the functioning and promotion of the disposal.
- ✎ **Key to enter:** status justification as having the benefit of compulsory employment of disabled workers (RQTH, AAH, disability card.....).

Each CFA has appointed a disability referent

Disabled apprentice welcome

Training: professionalizing the youngster, giving his or her course security

- ✎ Access to the entire training offer
- ✎ Registration in a "class": an apprentice as anyone else
- ✎ Disability compensation thanks to :
 - Supports: educational, technical, human ...
 - Adaptations: bases, contents, alternation, rythmes, contract length ...
 - Helps : working post, exam conditions
 - Accompaniments: within the CFA and on peripheral fields of training

Disabled apprentice welcome

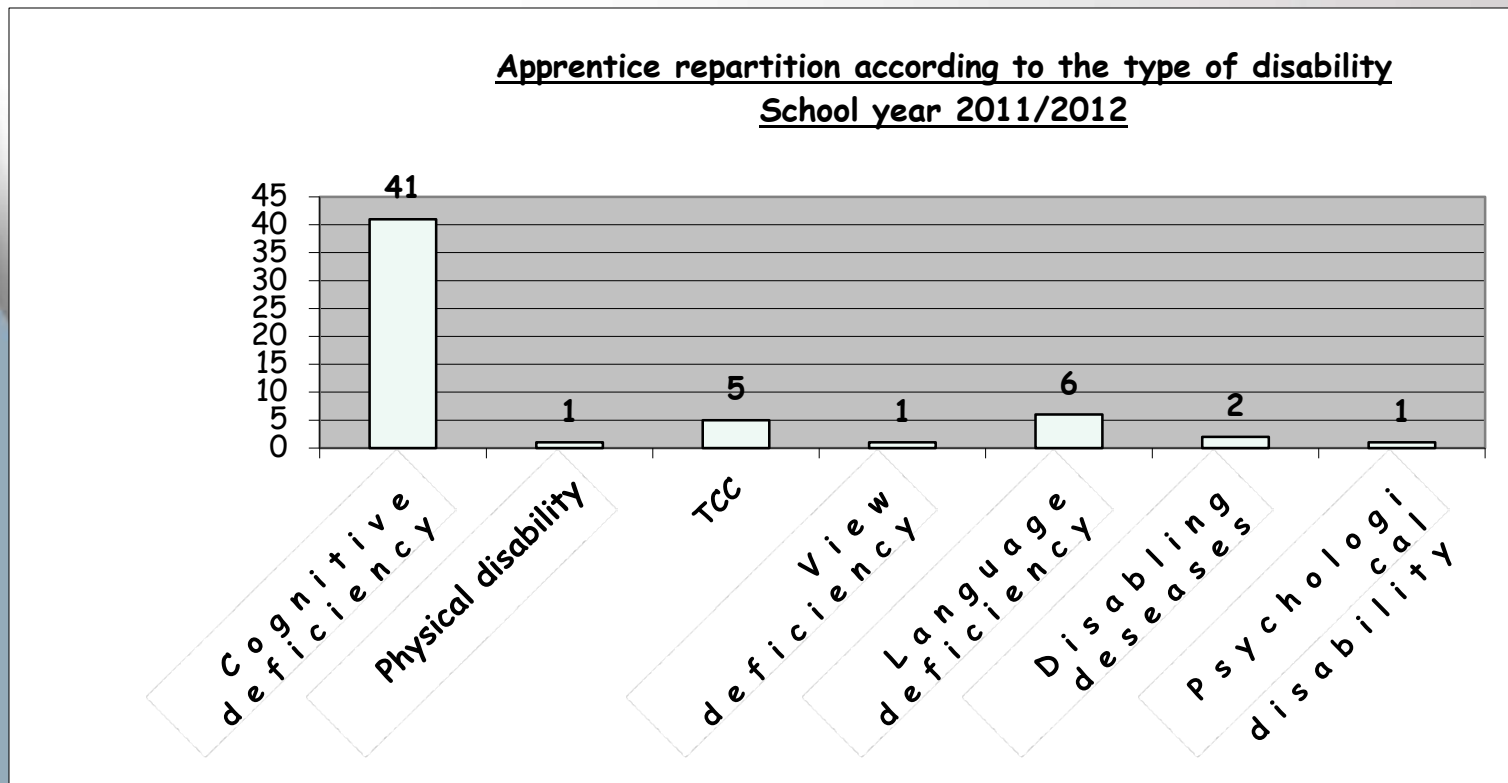
Working in network

A necessity: before, during, after

- ✎ To build up a common culture
- ✎ To organize skills complementarity

Disabled apprentice welcome

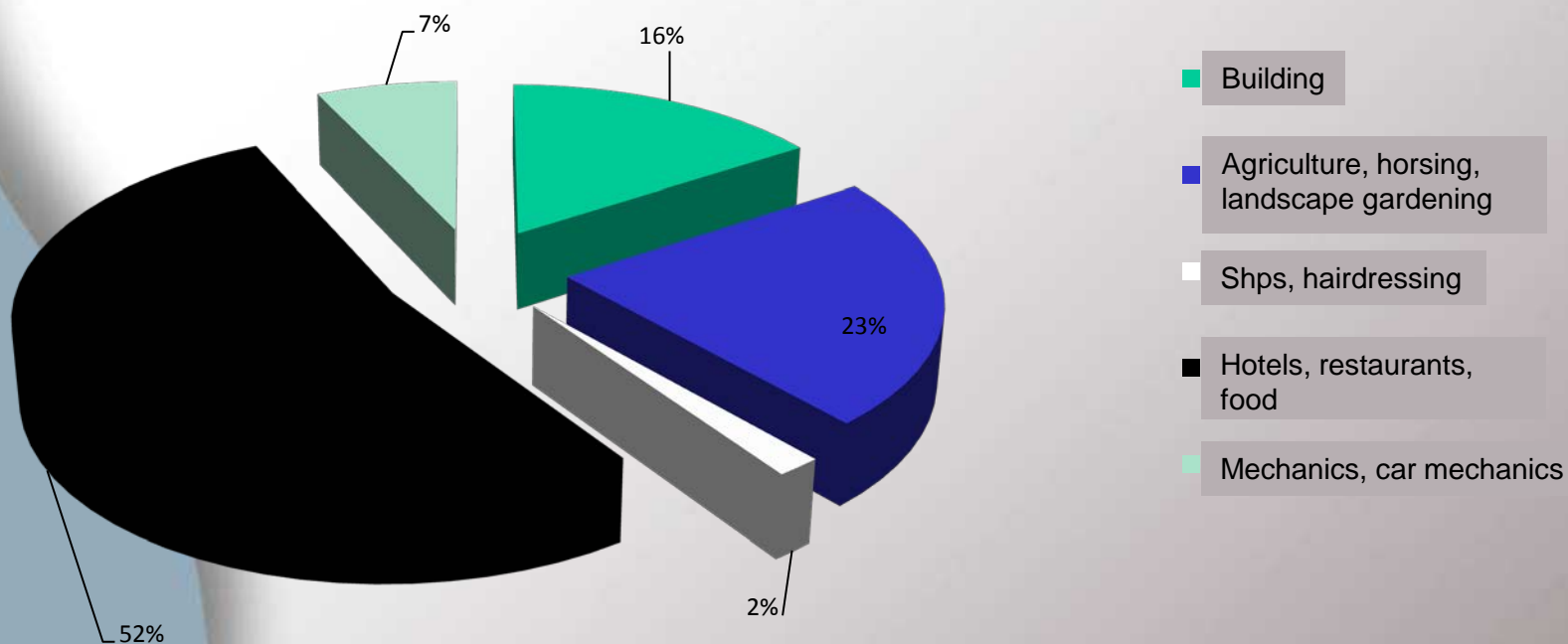
- 413 apprentices in Pays de Loire
- 57 apprentices in Mayenne



- 56 % of apprentices receive medico-social accompaniment

Disabled apprentice welcome

Disabled apprentice repartition in professional sectors 2011/2012





Disabled apprentice welcome

RESULTS TO 2011 JUNE EXAMS

Registered candidates	40	
Presents candidates	39	
Candidates who passed	32	82%
Candidates who failed	7	18%

INSERTION OF APPRENTICES WHO FINISHED THEIR COURSE IN JUNE 2011

Employment	Training following			Looking for a job	Others	Unknown situations
9	10	Contract extension	2	9	1	11
		Additional training	8			
19				21		
40						