

TEMPLATE FOR THE GOOD PRACTICE

What is a good practice?

A good practice is not only a practice that is good, but a practice that has been proven to work well and produce good results and is therefore recommended as a model. It is a successful experience, which has been tested and validated, in the broad sense, which has been repeated and deserves to be shared so that a greater number of people can adopt it.

Please follow the instructions included to fill in the template. You can replace the guiding questions for each element with your description.

Mandatory fields are defined by *

Element	Description
Title*	<i>HOPE Programme: Integrated Training and Employment Pathway for Non-Native Speakers</i>
Name of the VET Provider	<i>Afpa (French National Agency for Adult Vocational Training)</i>
Thematic domain	<p>What is the thematic domain covered by this good practice? More than one domain can be indicated :</p> <ul style="list-style-type: none"> • Innovation • Digital • Green • <u>Inclusion</u> • Entrepreneurial • <u>Career guidance</u> • <u>Lifelong learning</u> • <u>Creating partnerships/skills ecosystems</u>
Introduction*	<p>HOPE programme was initially launched in 2017 to support the professional integration of refugees in France. It has since evolved to address a broader challenge: the integration of non-native French speakers facing both language barriers and difficulties accessing employment.</p> <p>The programme responds to labour market shortages in key sectors while supporting the inclusion of vulnerable groups. It provides an integrated pathway combining language learning, vocational training, and direct access to</p>

employment. HOPE has been implemented nationwide across Afpa training centres and continues to expand to new target groups and sectors.

Stakeholders and Partners

The main beneficiaries are non-native French speakers, including refugees and other jobseekers facing language and integration barriers.

The programme involves a strong partnership ecosystem, including:

- Public authorities (Ministry of Labour, public employment services)
- Employers and sector organisations facing recruitment shortages
- Training providers (Afpa centres)
- Funding and skills operators

Employers are closely involved in defining training needs and often commit to recruiting participants upon completion of the programme.

Impact*

HOPE programme has demonstrated strong positive impact in terms of professional integration and social inclusion.

Participants benefit from improved language skills, acquisition of vocational competencies, and direct access to employment opportunities. The programme contributes to reducing labour shortages in key sectors and supports economic integration at regional level.

Evidence of impact includes high rates of access to employment or continued training after completion, as well as improved autonomy and social inclusion of beneficiaries.

Innovation and Success Factors *

The innovation of HOPE programme lies in its integrated approach, combining language training, vocational skills development, and access to employment within a single programme.

Key success factors include:

- Strong alignment with labour market needs
- Close involvement of employers throughout the process
- Integrated pedagogical approach combining language and technical training
- Individualised support for learners
- National scale implementation ensuring consistency and impact

This model can be replicated in contexts where language barriers limit access to employment, provided there is strong coordination between training providers, employers, and public stakeholders.

Constraints*

Key challenges include coordinating multiple stakeholders, adapting training to diverse learner profiles, and ensuring sufficient language acquisition within limited timeframes.

These challenges have been addressed through strong programme coordination, flexible training pathways, and continuous adaptation of pedagogical methods to learners' needs.

Lessons learned *

- Integrated approaches combining language, training, and employment are more effective than isolated interventions
 - Early involvement of employers is critical to ensure successful job placement
 - Tailored support is essential for vulnerable learners
 - Strong partnerships are key to programme sustainability and scalability
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Replicability and/or up-scaling

HOPE programme has strong potential for replication at international level.

Key conditions for replication include:

- Strong partnerships between training providers, employers, and public authorities
- Alignment with labour market needs
- Availability of funding mechanisms
- Capacity to deliver integrated language and vocational training

The model can be adapted to different contexts facing skills shortages and integration challenges for non-native speakers.

Contact details

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URL of the practice

<https://www.afpa.fr/>

Related resources that have been developed

The programme has generated pedagogical resources, training frameworks, and methodological tools related to integrated language and vocational training, as well as partnership models with employers. These resources can be shared upon request.
