

TLN Independents' Forum – Paris – 22nd June 2019

The meeting took place in a friendly bar/restaurant near ENOES, rue de Miromesnil, in the very chic 8th district of Paris, so lo-tech and interactive!

Agenda:

OPCOs

Testing

Online (blended) Solutions

Rates

Certification and Professional Development

The Future of TLN

OPCOs

The statuses have changed, as have their names (except AFDAS) to confuse things further. Members feedback/experience:

- FAFI (Curtis) rates have dropped from 40€/h to 15€/h. Client is asking to sign in the absence of trainees presence. This is illegal, danger of losing Direccte N° de declaration. Clients want to “planifier le CPF” which means getting the trainee to accept to use their CPF hours to co-finance the training.
- Generally (for mixed budgets, maybe groups?), the payments are easier and can present single invoice to OPCO (simpler admin)
- CPF budgets must be blended to manage the 60% drop in funding
- OPCALIA (James Keppey) more admin work, with individual contracts for CPF and need to rebill company for the rest (two invoices?)
- AFDAS (Greg Williams) OPCO is supplementing the CPF with ‘abondements’ to allow trainees to get the full amount they were entitled to before 1st Jan 2019 [FYI: the government law changed the value of CPF from **hours** – worth between 35€ and 50€/h depending on the OPCA before 2019 – to **euros** – calculated at a rate of 15€/h)
- Other issues with CPF contracts:

- Working with groups – complicated to sign each trainee before (illegal) or getting paid if someone leaves the group halfway through the course, is ill, is absent for other reasons...?
- Charge more for groups (given the points above)?
- Stay strictly to the law – real danger of OPCO audits with risk of losing your “Déclaration Directe” + DataDock?
- Asking the trainee to pay the “difference” between the devis and their budget? (Get trainee to pay up front? Get company to pay the difference, but be sure to stipulate this in the contract you make the company pay?)
- To avoid this, get trainee to sign an “attestation” at the end of course (to replace attendance sheet)?

Testing

Here is a list of the main tests being used by members for the CPF-funded courses:

- TOEIC (75€ - 90€ standard comprehension test/145€ for full test) Bridge (60€ - 70€ lower levels)
- BEST (65€ max) – FB-CCI full test – lower prices possible
- LevelTel (65€) – online, only oral expression, fast
- Don't forget to add proof of registration to final level test (no obligation to take the test)

Online blended solutions

- MyCow (word lists, crosswords, quizzes, videos/CA voices? Grammar explanations?)
- English Waves (intermediary/advanced levels)
- Quizlet – (words)
- PrepMyFuture (test preparation platforms)
- ETS Global (TOEIC/Bridge preparation)
- Many others...
- Do we need a tracking system for the CPF contracts? Apparently, you don't. Check with OPCO though...

Rates

What rates are TLN members are charging for training and coaching?

- 60€ to 66€/h (Paris suburbs)
- 62€ to 75€ (groups)
- 63€ (big audit company)
- 60€ to 68€ (was able to get rise – just asked!)
- Depends on volume...
- Is “déplacement” included? (factor it in your invoice or hourly rate)
- 80€/h (HR retraining for 40 people)
- 100€/h (groups)
- 400€/h (mngt training to mini-groups)

- 350€/h (international biz coach)
- 500€/h (coaching for outplacement company)

Certification and Training/Professional Development

1. QualiPro-CFI (RP-CFI)

Mark B has renewed his, 360€ all included, took him about 70h to do. Was accepted. Includes:

- 3 essays to write in French
- Sales tables/spreadsheets to add to show last three years' activity
- INSEE declaration number, casier judiciaire...

DataDock is valid until 1st Jan 2021 when it will be replaced by private certification companies issuing quality certifications for training organisations. Consequences for us?

- Prices will rise sharply (between 1500€ and 3000€+)
- QualiPro-CFI will have to choose between going commercial or staying a not-for-profit (answer to be given before 1/1/2021)
- People like Mark will probably have to :
 - o fill in extra criteria to be certified
 - o pay the difference

So, working with CPF funded training (as we are nearly all doing to a greater or lesser extent) will be a little more difficult for the following reasons:

- hourly rates will bottom at 11€/h HT (15€ + abondement now)
- cost of certification will triple (or be multiplied by 10, worst-case scenario)
- audits will increase
- companies still don't have any obligation to train their people
- much more admin work

2. Professional Development

TLN training has been focused on IT needs, funding, certification, communication skills and coaching. Here are some of the events that were organised:

- digitization training with Richard Osborn (4 webinars organised so far, more to come, but can be found online on the TLN blog)
- Talent Pool (6th July; 120€ TTC, half day; contact Mary Kennedy ma.kenn@yahoo.fr) where three members will share on the topic of Collective Intelligence
- Coaching training (contact Mary):
 - o Erickson Intro session – free 2nd July from 6.30 to 9.30pm @ Forum 107
 - o Sept 19 – Jan 20: next (and last at these preferential prices) session
 - o Oct 6th – working online (webinar given by Christina)
 - o Last week Nov or 1st week Dec 19 – High Performance coaching (three days, 750€)

The Future of TLN

Because TLN will have to conform with the new law (as detailed above: certification, extra admin costs, digitisation...), Claire is seriously thinking we need to change the DNA of the organisation and move to a more “official” or structured entity, meaning:

- Taking on a part-time (later maybe full-time) admin person
- Changing the legal structure
- Changing the relationship between TLN and trainers, TLN and clients, TLN and administration

Claire is working on the options at the moment and suggests a working group be set up in the coming months to work on the best solutions.

Any questions or suggestions, please contact Claire via the TLN Blog (and just to keep informed too!)