

BUSINESS

DISABILITY,

APPRENTICESHIP

WORK STUDY TRAINING

**A CHANCE
FOR ALL,
A FUTURE
FOR EVERYONE.**



TWO CONTRACTS WITH ONE GOAL

WORK STUDY TRAINING

IN THE BUSINESS FIELD

There are two types of work-study contracts: the apprenticeship contract and the professionalization contract. These two contracts allow you to train and qualify disabled candidates in the business world.

Common points between the two contracts



YOU BENEFIT FROM A FIXED-TERM (CDD) OR PERMANENT (CDI) EMPLOYMENT CONTRACT



THE ALTERNATIVE TRAINING IS ADAPTED TO YOUR NEEDS



YOU ARE RECRUITING A SKILLED PERSON WHO KNOWS THE CORPORATE WORLD



THESE TWO CONTRACTS ARE ACCESSIBLE FROM THE AGE OF 16 AND UP (WITH A DISABILITY ACKNOWLEDGEMENT)



A SIMPLER, MORE SECURE, BETTER FINANCED SYSTEM

The specificities of the apprenticeship contract

- In a CDD or CDI contract, the apprenticeship period is **between 6 months and 4 years** with a minimum of **400 hours/year** of training out the company.
- The apprenticeship contract aims to obtain a **diploma or a professional qualification** registered in the National Directory of Professional Certifications.
- The apprentice's salary ranges **from 25% to 93% of the minimum wage**, depending on the year of training and their age.

The specificities of the professionalization contract

- In a CDD or CDI contract, the professionalization period ranges from **6 to 24 months**.
- Theoretical training is between 15 and 25% of the professionalization action and cannot be less than 150 hours.
- The professionalization contract makes it possible to **obtain a recognized qualification** opening the right, in certain cases, to a Professional Qualification Certificate (CQP).

78%

TOF EMPLOYERS ARE READY TO RENEW THE EXPERIENCE OF HIRING A DISABLED PERSON ON AN APPRENTICESHIP CONTRACT



87%

OF EMPLOYERS ARE READY TO RENEW THE EXPERIENCE OF HIRING A DISABLED PERSON ON A PROFESSIONAL CONTRACT

AGEFIPH AID AND SERVICES

AVAILABLE FOR YOUR

WORK-STUDY PROJECT

In addition to the standard tax incentives and exemptions, when you recruit a person with a recognized disability, you benefit from the financial assistance and services of AGEFIPH.

| Advice and support from Agefiph

Would you like to be advised and supported on the actions to implement to favor the recruitment of people with disabilities in work study contracts? AGEFIPH provides advice and assistance to support your employment/apprenticeship and disability projects.

| Need information?

We provide answers to your questions about the work-study recruitment of disabled people in your company. We help you identify the aid that can be used, the type of contract best suited for your project and guide you to the different contact points, such as Cap Emploi for your candidate search procedures and OPCO for assistance in contract signing.

| Need advice ?

Do you want to take concrete steps to develop recruitment of people with disabilities in your company through work study programs? We work closely with you to analyze your situation, needs, and challenges, and together we develop tailored solutions to address them.

| Need support?

Should you wish to implement work study recruitment processes in your company? We offer tailor-made support from an advisor dedicated to your business.



TO BE KNOWN...

Agefiph has established partnership agreements with the main OPCO (company contact in terms of training). They can also provide you with advice and support for the recruitment of disabled people on a work-study basis.

72%

OF EMPLOYERS WHO HAVE RECRUITED A
DISABLED PERSON ON AN APPRENTICESHIP
CONTRACT ARE SATISFIED WITH THE
PROGRESS OF THE CONTRACT



94%

OF EMPLOYERS HAVING RECRUITED A
DISABLED PERSON ON A PROFESSIONAL
CONTRACT ARE SATISFIED WITH THE
PROGRESS OF THE CONTRACT

DISABILITY, APPRENTICESHIP AND WORK-STUDY TRAININGS: A CHANCE FOR ALL, A FUTURE FOR EVERYONE, TO TRAIN, TO QUALIFY AND RECRUIT

Work-study training makes it possible to challenge the difficulty of recruiting qualified disabled

people in certain sectors. Through apprenticeship and professionalization contracts, companies train employees whose skills directly meet their needs. Disabled employees, often motivated, are driven by a real desire to integrate and want to stay in the company that trained them. Their presence has positive effects on the work group: tutors and apprenticeship mentors are valued, solidarity develops in the team and the perception of disability changes.

IN PRACTICE

All information on work-study programs for companies:

www.agefiph.fr/alternance

Find on our website:

- Details of work-study aid
- Testimonials from businesses and people with disabilities
- The contact details of the regional delegations near you

www.agefiph.fr/A-propos-de-l-Agefiph/L-Agefiph-dans-votre-region



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