

# WORK-STUDY

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## What is a work-study ?

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Work-study is a training method which offers a rotation between a training establishment and a company. Unlike so-called "initial" training where everything happens in a school environment, work-study allows students to acquire practical skills by working directly in a company while preparing for a diploma or professional qualification.

The objective of the work-study program is in particular to develop know-how and interpersonal skills, while being as close as possible to the reality of the business world.

## FAQ

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### What is the work-study rhythm?

The work-study rhythm varies **depending on the training, the year of study and the training center or school**. Here are some examples of work-study rhythms:

- > One week in class and two or three weeks at work.
- > One week in class and one week at work.
- > Two days in class and three days at work per week.

- > One day in class and four days at work.

It is important to find out about the specific procedures applied in your establishment.

## ↓ What are the advantages ?

The work-study program has many advantages, both on a personal and professional level.

First of all, it allows you to learn, from the age of 16, a specific profession while integrating into **professional life**. It should be remembered that recruiters attach a lot of importance to the experience acquired by the candidate within a company, because they know how the position to be filled works and what it involves.

It is also a good way to start expanding your **professional network** and opening doors to companies that you wish to join later.

The apprentice is supported and helped throughout his training, so he has all the necessary tools to succeed in his future career.

Receiving a salary is also an **asset**, it allows you to gain independence.

## ↓ Am I considered an employee?

You benefit from the **same rights as other employees**: paid leave, reduced working time (RTT), social security, mutual insurance, transport costs, rights to unemployment and retirement benefits.

And like any employee, you sign a **contract** with the company that employs you. This may be a professionalization contract or an apprenticeship contract.

## ↓ What are the differences between a learning contract and a professionalization contract?

As part of work-study training, there are two types of employment contracts :

The **apprenticeship contract** aims above all to acquire a vocational or technological education diploma. It comes under **initial training**. The young person has apprentice status. He alternates periods of theoretical teaching and periods of practical application in a company of which he is an employee. The apprenticeship contract is open to young people aged 16 to 29.

The **professionalization contract** aims above all at employment or return to employment. It is part of continuing **professional training**. The young person has the status of employee in training. The contract provides for a professionalization action: the young person must follow qualifying training related to the position they occupy within the company. The professionalization contract is open to young people aged 16 to 25 and to job seekers aged 26 and over.

### ↓ What should I do if my work-study program goes badly?

If you encounter difficulties, speak with your **training supervisor** or, if this is not possible, with the **person responsible for your training**. In most cases, dialogue is sufficient.

#### **Breach of contract :**

During the trial period (the first 45 days), you or your employer can **terminate** the apprenticeship contract without reason. In this case, you will have to look for another employer and immediately notify the director of your training establishment.

Once the trial period has passed, you or your employer can terminate the contract without necessarily reaching an agreement and without having to go to court.



### To remember !

In the event of termination of contract, the CFA allows the apprentice to continue their training for 6 months and supports them in the search for a new employer.

## ↓ How will I be paid during my work-study program?

Because students work within a company, even if it alternates with theoretical courses, they receive a **salary** that varies according to age and the year of training.

Generally, this starts with **25%** of the conventional minimum wage for the job for an apprentice under 18 years old in the first year. Then he will receive **37%** in the 2nd year, if he is still a minor. The older the student, the higher the salary will be.

## ↓ Do I have to declare my work-study salary for taxes?

Signing an apprenticeship contract or a professionalization contract results in receiving a **salary** paid by the employer who trains you in their company. In France, all wages must be declared to the tax authorities and are therefore likely to be subject to **tax**.

Income is declared the year following its receipt. Thus, 2023 **income** will be declared for taxes in 2024. When making this declaration, you can choose to be attached to your parents' tax household (and therefore to add your work-study income to their tax form) or to **make an independent tax declaration**.

# Find a work-study

Sites to find a work-study program :

- > La bonne alternance  
(<https://labonnealternance.apprentissage.beta.gouv.fr/>)
- > France Travail  
(<https://www.francetravail.fr/accueil/>)
- > Pass.gouv.fr (<https://www.pass.fonction-publique.gouv.fr/>) (public service)
- > Alternance Professionnelle (<https://www.alternance-professionnelle.fr/>)
- > HelloWork (<https://www.hellowork.com/fr-fr/>)
- > Monster (<https://www.monster.fr/>)
- > Indeed (<https://fr.indeed.com/>)
- > JobIRL (<https://www.jobirl.com/>)



Every year, the CCI Seine Estuaire organizes a work-study fair with France Travail. Meet employers and/or training organizations to find your work-study contract for the start of the school year. At the same time, the CCI Seine Estuaire relies on France Travail's 100% digital recruitment tool to facilitate meetings between companies and young people looking for work-study contracts, while favoring remote contacts.

**CCI Seine Estuaire ([seine-estuaire.cci.fr](https://www.seine-estuaire.cci.fr/)) (<https://www.seine-estuaire.cci.fr/>)**