

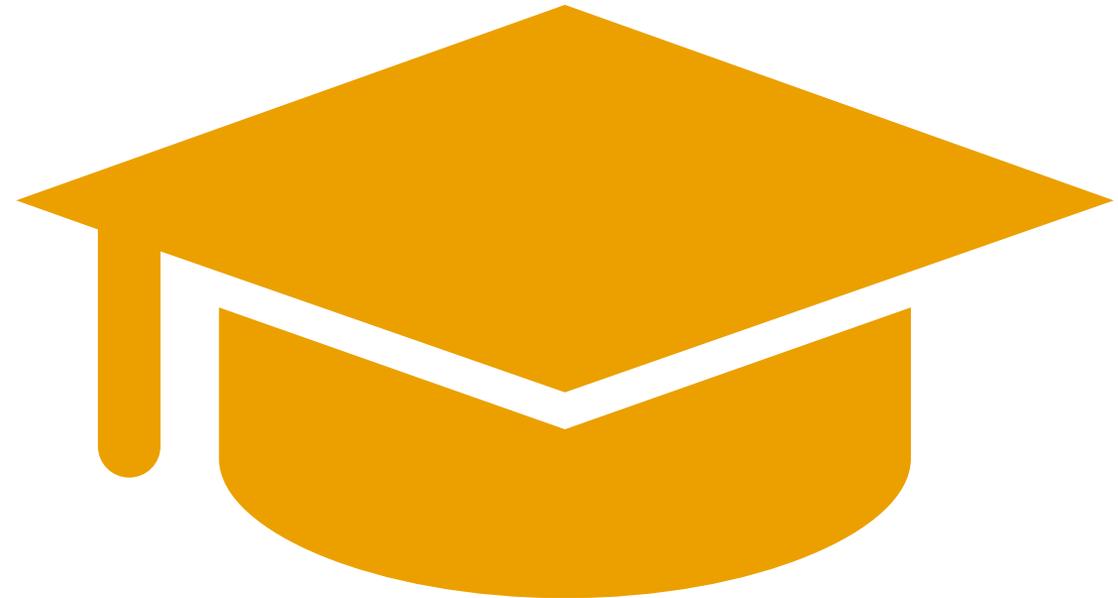
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Printemps de l'APUAF  
14 mars 2025



ASSOCIATION  
DES PROGRAMMES  
UNIVERSITAIRES  
AMÉRICAINS  
EN FRANCE

# La Formation Professionnelle



Cadre spécifique des établissements d'enseignement  
supérieur privé américains en France

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# Great Bosses Shape Great Careers

*We are Leaders, Managers,  
Administrators, Mentors,  
Legal Representatives ...*

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## THE BOSSES WE REMEMBER...



PROVIDED US A  
SAFE PLACE TO  
GROW



OPENED CAREER  
DOORS



DEFENDED US  
WHEN WE  
NEEDED IT



RECOGNISED &  
REWARDED US



DEVELOPED US  
AS LEADERS



INSPIRED US TO  
STRETCH HIGHER



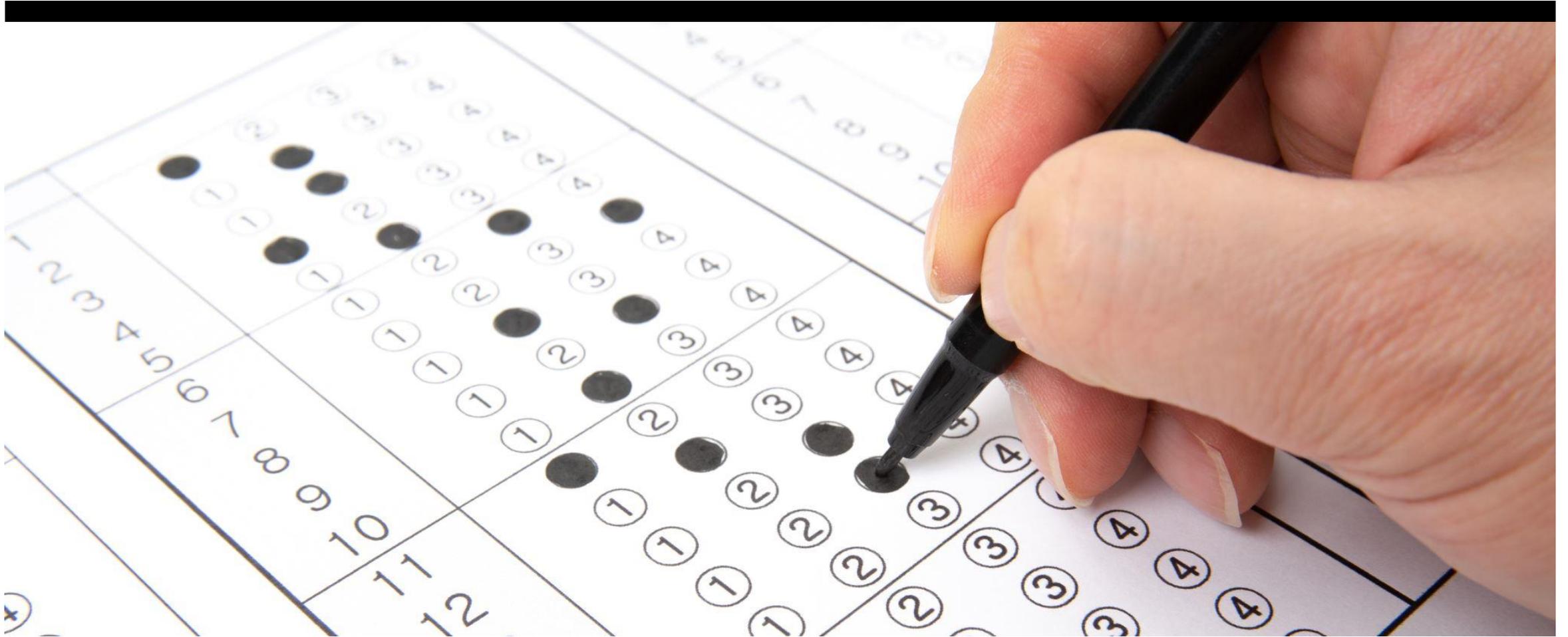
LED BY  
EXAMPLE



TOLD US OUR  
WORK MATTERED



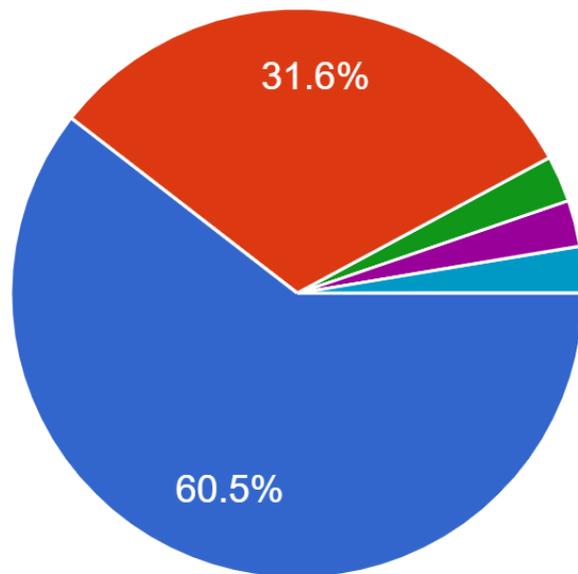
FORGAVE US  
WHEN WE MADE  
MISTAKES



## **Survey Highlights : Analyse des 38 réponses du formulaire**

## How would you classify your organization?

38 responses

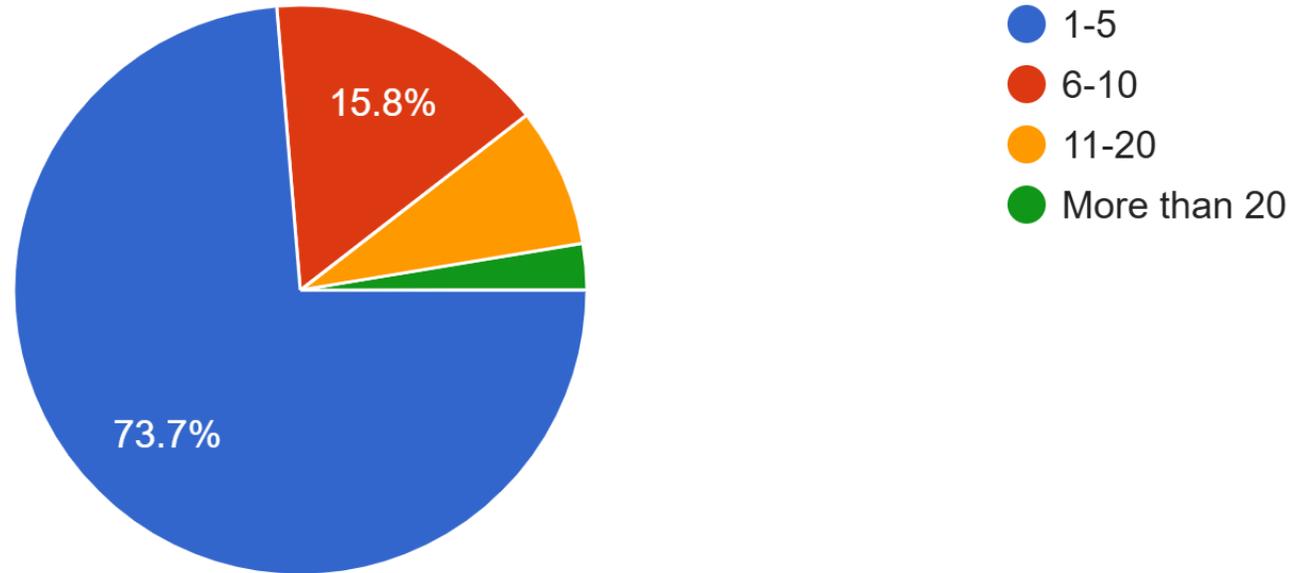


- University-based program
- Third-party provider
- Option 3
- University and high school
- Consortium
- French language immersion based courses

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## How many Permanent employees (CDI) are in your unit/Program site?

38 responses



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## What are the key challenges you face in your current role that professional training could help address?

22 responses

Labor law & employer obligations generally.

Keeping updated with French legislation

HR training (hiring, temporary contracts); team management, project management, software skills, public speaking

Growth perspective

Time management, prioritizing, establishing contacts with partners

Managing the Akto site

More familiarity with process, I just took this over this year.

Training in management would result in more efficiency within the team Finance (compta), French administration

Cross cultural issues

Leadership and team management

Negative dynamics amongst our student cohorts. How to address them and act before the group is entirely poisoned.

Conflict resolution

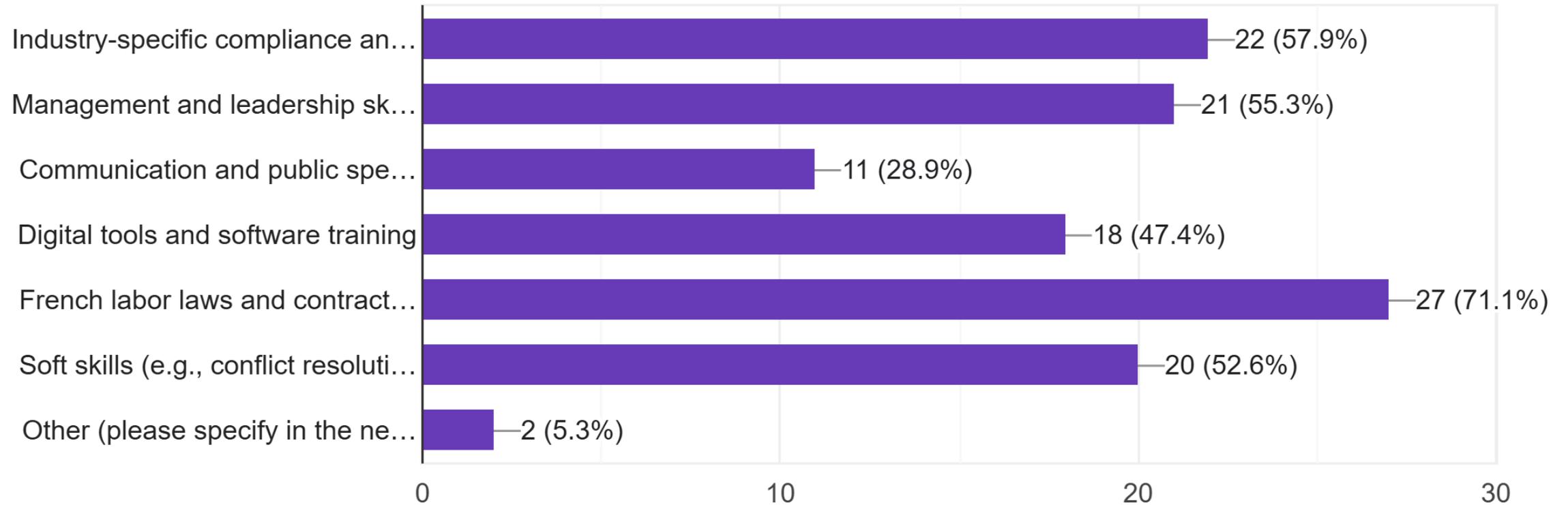
Use of technology and AI

Marketing training, social media training could help to fight against burnout through boredom

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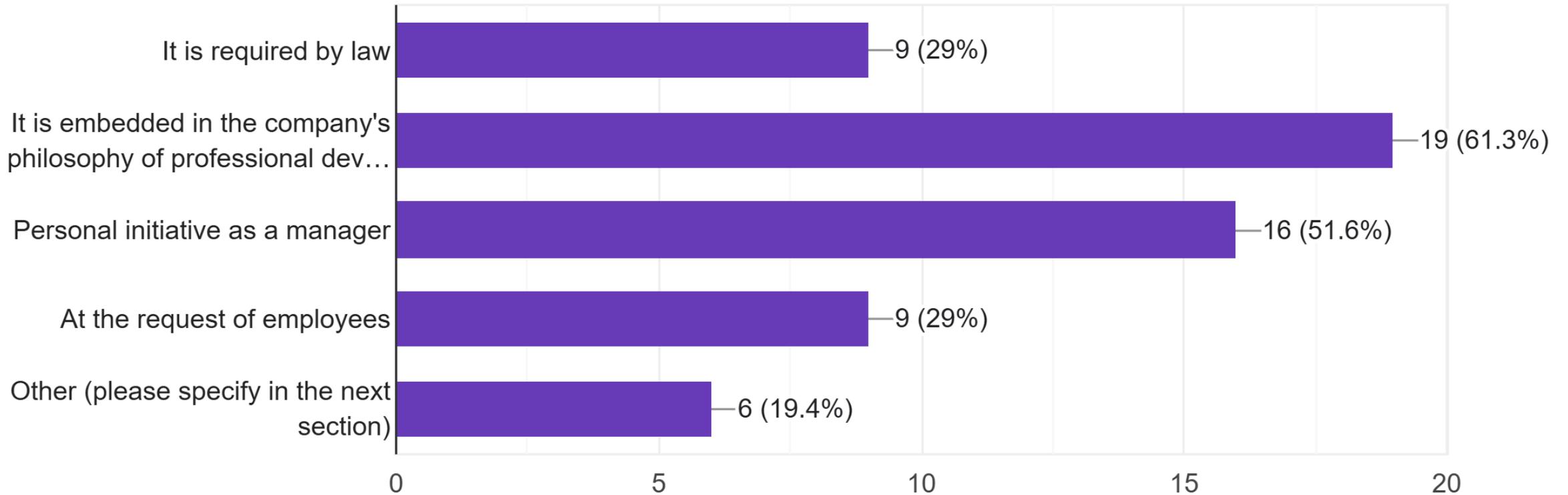
## What topics or areas of training would be most beneficial for you? (Please select all that apply)

38 responses



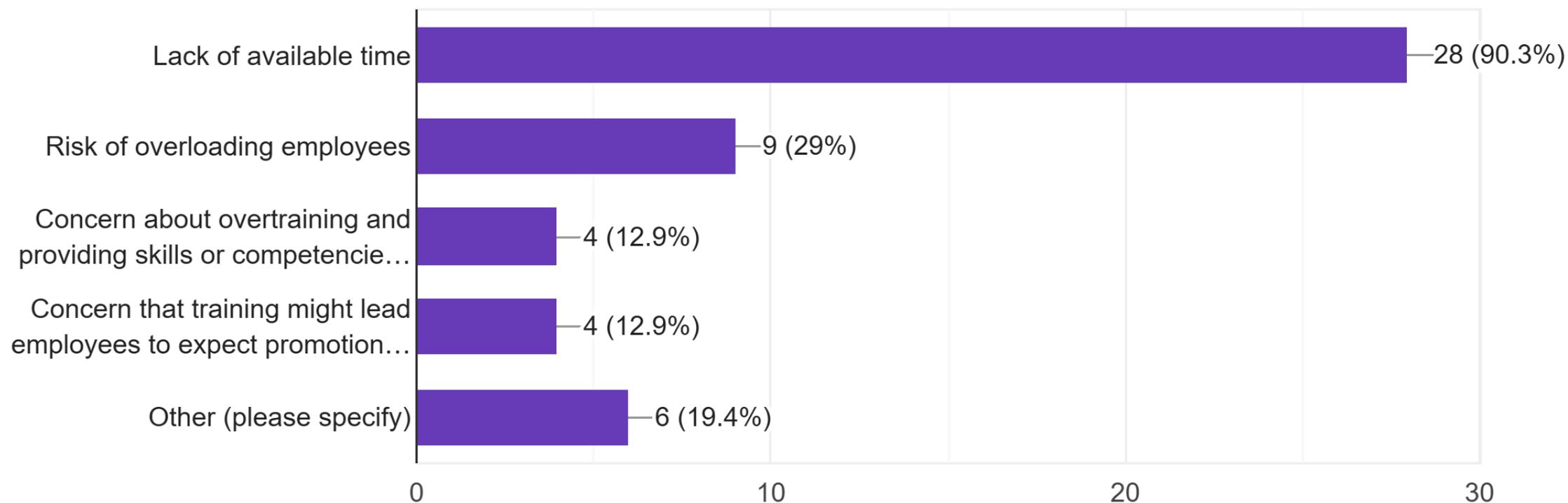
## If yes, what motivates you to promote professional training? (Check all that apply)

31 responses



## What constraints or reservations do you have about promoting professional development and training? (Check all that apply)

31 responses



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# Quel est votre degré d'intervention ?

	Je fais	Je participe	Je ne fais pas, quelqu'un d'autre fait	Je ne fais pas, personne ne fait
Recueil des besoins de formation				
Elaboration du plan de formation				
Elaboration de cahiers des charges				
Montage d'actions en interne				
Suivi pédagogique, évaluation et bilan				
Suivi budgétaire				
Information des salariés sur l'accès à la formation				
Accompagnement des salariés sur leurs projets professionnels et de formation				
Entretien annuel d'évaluation				
Entretien professionnel				

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# **OPCO-AKTO**

## **Organisme de formation**



Scanne-moi !

*Règles de prise en charge 2025*

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# Enveloppes et Financements



Frais pédagogiques  
max 60€/heure HT

AKTO - Uniformation  
Actions Collectives

Plan de  
Développement des  
Compétences

• 4.500€ / an

Plan Conventionnel

• 10.000€ / an

Versement  
Volontaire à l'OPCO

FAF pour les  
travailleurs non  
salariés

Dispositifs Insertion  
Professionnelle  
ProA / Alternance



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# Choisir et Financer une Formation

Les bases de la  
comptabilité

Gérer les conflits  
au sein d'une  
équipe

Bases en droit  
social

Droit social,  
Covid

HR pour les non  
HR

Animéer des  
reunions en ligne

Pass Manager

Premiers secours  
en santé mentale,  
France

Prestation de  
conseil RH  
(PCRH)

Formateur des  
formateurs AFEST  
(Les bases de  
l'AFEST)

Animation  
Professionnelle  
de la Fresque du  
Climat

Maitriser le cadre  
réglementaire de  
la Formation  
professionnelle

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# Les formations en situation de travail (AFEST) adaptées au contexte universitaire

Formations pratiques  
pour les administrateurs,  
encadrants  
pédagogiques et les  
enseignants sur le terrain

Cas d'usage : pédagogie  
active, digitalisation des  
enseignements, gestion  
d'un environnement  
multiculturel

**Merci et  
maintenant  
à vous de  
jouer !**

