


Q&A DIF/ CPF



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1. What is the DIF?

The vocational training reform law published in the Official Journal on the 07/05/2004 created a new right to training for employees.

The name of this right: DIF (Individual Right to Training) indicates that it is specific to each employee.

This right to training works alongside the rights already in existence, which include:

- The CIF (Individual Training Leave) which no longer exists today.
- The PFE (Company Training Plan) which is now the skills development plan.

The DIF was the vocational training scheme in force until the 31st of December 2014 for employees in the private sector, and until the 31st of December 2016 for public sector employees.

2. Who can benefit from the DIF ?

The DIF enabled employees from the private and public sector to undergo continuing vocational training. This right concerned any employee with at least one year of seniority in a company and resulted in a training of 20 hours per year that could be cumulated over a period of 6 years, for a total of 120 hours for a permanent contract. Employees on fixed-term contracts had to prove 4 months of work during the last 12 months, and 1 year of seniority for permanent contracts.

The DIF was replaced in 2015 by the CPF: personal training account.

3. Where can I find the balance of DIF hours?

It is noted on the salary slip of December 2014 or January 2015, or on a certificate of rights provided by the employer, or on the last work certificate. This proof is requested when filing on the dedicated website in order to control the amount seized.

If you have difficulty finding these documents, you are welcome to contact customer service using the contact form.

Once filled, the hours are integrated into the training rights up to 15 € per hour. They can be used to finance training without a time limit.

4. How do I enter DIF hours?

Pour utiliser les heures acquises au titre de l'ancien DIF, le salarié doit obligatoirement inscrire le montant de ses droits sur le site <https://www.moncompteformation.gouv.fr> ou sur l'application mobile :

- Se connecter, sur la page « Mes droits formation »
- Cliquer sur "Saisir mes heures DIF "
- Saisir un montant arrondi à l'unité supérieure puis télécharger le justificatif
- Enregistrer.

5. What is the deadline for the transfer of the DIF

Initially set for the 31st of December 2020, the deadline to carry out this operation is extended to the 30th of June 2021. After this time, your old hours will be lost.

To deal with the consequences of the health crisis, a period of 6 months was granted to seize your DIF rights.

6. What replaces DIF hours ?

The CPF (Personal Training Account) is one of the major innovations of the law on vocational training, employment, and social democracy of the 5th of March 2014.

Linked to the person and not to the employment contract, it allows each worker to acquire training rights that make it possible to finance training actions that qualify. If the acquired rights are insufficient, the account may be replenished.

The CPF was rolled out on the 1st of January 2015 and replaced the DIF (individual right to training).

7. What to do with your training credit ?

- A professional certification registered in the National Directory of Professional Certifications (RNCP)
- A competency block validation certificate that is part of a professional certification registered in the National Directory of Professional Certifications (RNCP)
- A certification or accreditation registered in the specific directory (RS), including the certification relating to the core of professional knowledge and skills (Cléa)
- Actions to validate the acquired experience (VAE)
- The skills assessment
- The training measures provided to the creators or purchasers of companies with the aim of carrying out their project of creation or takeover of a business and to perpetuate the activity of the latter.
- Preparation of the theoretical test of the Code and the practical test of the driving license for vehicles of light group (B license) and heavy group.

8. Who can benefit from the CPF ?

The Personal Training Account (CPF) is intended for:

1. All persons aged 16 who are active or who have had a professional activity and by way of derogation, young people aged 15, who have signed an apprenticeship contract, are also concerned.
2. The Personal Training Account (CPF) is closed on the date on which its holder has claimed all his pension rights, by exception for the voluntary and voluntary activities that the employee carries out. From the age of 65, the CPF account is automatically closed for employees who have liquidated their pension rights and have not resumed paid employment.

Since the 1st of January 2019, the Personal Training Account (CPF) has been funded for employees, no longer in hours but in euros, up to €500 per year up to a limit of €5,000. For unskilled persons, this account is credited with a larger amount, namely € 800 per year up to a maximum of € 8,000.

You are a public official, your rights remain displayed in hours and take into account your DIF hours accumulated until December 31st, 2016. They will not be converted into euros because you are not affected by the law on the monetization of training rights.

9. Who manages the CPF account ?

The Personal Training Account (CPF) is mobilized by the holder or his legal representative so that he can follow a training at his initiative,

The account can only be mobilized with the express agreement of its holder or legal representative.

Acquired rights may only be used with the express consent of the person.

10. Can I use my CPF credit to train at the CCI ?

Yes, you can register for the "Entreprendre" training if you are in the process of creating a business or wish to review the key elements of good business management.

You will need to log in to your CPF account:

1. Click on the "Training Search" tab
2. Type in the search bar ""Entreprendre" - The basics of entrepreneurship», choose the option in training center and indicate the postal code of Saint-Martin:97150
3. Click on the tab to access the training.
4. Choose session dates and create your registration file.



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