

Course : Implementing and managing a successful PPIM/CEFM

Practical course - 2d - 14h00 - Ref. GCA

Price : 1360 € E.T.

★★★★☆ 3,9 / 5

Nouvelle édition

This training course will enable you to anticipate your company's skills needs, taking into account its strategy and environment. You'll learn the essentials for better career management. It is aimed at both companies with fewer than 300 employees and those with more than 300.

Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Managing a PPIM approach
- ✓ Preparing the project and organizing PPIM management
- ✓ Set up an action plan
- ✓ Support operational staff in deploying PPIM tools
- ✓ Set up and analyze a sector watch on vocational training and emerging skills

Intended audience

HR managers, HR development and/or career management (GEPP/GPEC) officers, HR executives, managers or directors of any size of company.

Prerequisites

No special knowledge required.

Practical details

Hands-on work

Participants will gather information to help them implement the GEPP approach within their company. Case study.

Course schedule

PARTICIPANTS

HR managers, HR development and/or career management (GEPP/GPEC) officers, HR executives, managers or directors of any size of company.

PREREQUISITES

No special knowledge required.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

1 Understanding the purpose and principles of PPIM

- Legislation.
- General principles and differences between GEPP and GPEC.
- PPIM: a managerial challenge and a paradigm shift.
- Potential benefits. Risks of failure.

Hands-on work

Define the aims and scope of the PPIM approach.

2 Framing and preparing the project

- Establish the steps in the process.
- Analyze activities and environment: strategic axes.
- Draw up an inventory of skills and resources.
- Set up and analyze industry intelligence on emerging skills (critical or rare knowledge).
- Keep abreast of developments in the professional training systems we use.
- Involving the players: the steering committee.
- Analyze the target and validate the first elements.

Hands-on work

Case study: participants define the scope of the 3-year GEPP project.

3 Organizing PPIM management

- The key players.
- Specifications.
- Realistic planning and resources.
- Communicating the approach.

4 Define skills and levers for action

- Definition of "competence".
- Skill acquisition methods.
- Sources of motivation.
- What, who and how to act?
- Identify training needs.

Hands-on work

Debate and exchange of ideas.

5 Identify PPIM deliverables

- In the set-up phase and annually.
- Skills development and career management plan.
- Turnover and hiring plan.
- Focus on the professional interview.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

6 Set up an action plan

- Draw up an action plan: objectives, specifics, responsibilities, deadlines, resources.
- Involve and mobilize operational staff in the PPIM.
- Build a communication plan.
- Support operational staff in the deployment of PPIM tools: training, teaching aids, etc.

Hands-on work

Development of a realistic action plan. Build a communication plan.

7 Ensuring the sustainability of PPIM and taking stock

- Role of the players.
- Follow-up of actions implemented using the PDCA method: Plan, Do, Check, Correct.
- Indicators. PPIM Committee and annual review.
- Elements of a personal action plan to develop a PPIM within your company.
- Framework elements to be validated by management.

Hands-on work

Reflection on monitoring and control methods. Summary of key points.

Dates and locations

REMOTE CLASS

2026 : 15 June, 24 Sep.

PARIS LA DÉFENSE

2026 : 15 June, 24 Sep.