

Course : CSE: economic training

Practical course - 5d - 35h00 - Ref. RBV

Price : 2460 € E.T.

 4,7 / 5

BEST

Nouvelle édition

In order to deliberate with the employer, CSE members need to acquire the legal, economic and financial skills to fully exercise their economic responsibilities. This training course will provide you with the qualifications you need to carry out your mandate.

Teaching objectives

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

- ✓ Understanding the role and missions of the Social and Economic Committee (CSE)
- ✓ Acquire accounting, financial and legal vocabulary
- ✓ Assess the company's economic situation and environment
- ✓ Track the information you need to assess your company's profitability and financial health

Intended audience

Employee representatives on the CSE, union representatives.

Prerequisites

No special knowledge required.

Practical details

Teaching methods

A participative approach, with numerous exercises and case studies, quizzes and role-playing exercises.

Course schedule

PARTICIPANTS

Employee representatives on the CSE, union representatives.

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.

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.

1 Understanding the role, missions and functioning of the CSE

- Identify the role and responsibilities of the Social and Economic Committee.
- Know the composition of the CSE.
- Organize the various CSE committees.
- Manage the resources and means available to the CSE.

Hands-on work

Quiz and exercise on the internal rules of the CSE.

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.

2 Exercising economic powers

- Distinguish between information and consultation.
- Identify recurring and one-off consultations.
- Know the contents of the BDESE and interpret the data.
- Know how meetings are run.

Role-playing

Conduct of a CSE meeting and management of confidentiality. Quiz "information or consultation". Study of a practical consultation case. Analysis of participants' BDESE.

3 The CSE's means of intervention

- Take initiatives: inspections, surveys, proposals.
- File a claim, assist an employee.
- Use alert rights when necessary.
- Manage social and cultural activities.

Hands-on work

Study of a practical case to support a colleague. Exercises on the CSE budget and URSSAF risk.

4 Finding your way through the various legal changes

- Know the main legal forms and management bodies.
- Understanding representation on the Board of Directors or Supervisory Board.
- Understanding restructuring: management leases, changes of employer, disposals, mergers, takeover bids, mergers.
- Identify social implications: L1224-1 or not, transfer, renegotiation of collective status.

Hands-on work

Quiz.

5 Taking action in the event of downsizing and/or difficult economic conditions

- Understanding the role of the CSE in the event of reorganization with or without a PSE
- Identify the legal framework: PDV, RCC, APC, GEPP, PSE.
- Defining economic redundancy.
- Know the procedures for small-scale redundancies and large-scale redundancies (PSE).

Hands-on work

Quiz.

6 Analyze company accounts

- Understand accounting principles.
- Analyze balance sheet and income statement.
- Assess your company's financial health.
- Understand the roles and missions of chartered accountants and statutory auditors.
- Identify the company's main sources of financing.
- Identify important ratios for your business.

Hands-on work

Review of a balance sheet and preparation of the consultation on the economic and financial situation.

7 Employee savings

- Identify the various employee savings tools.
- Understand the similarities and differences between profit-sharing and incentive schemes.
- Understanding employee savings schemes (PEE, PERCO, PERE) and related information.

Hands-on work

Quiz and exercise based on a profit-sharing agreement.

Dates and locations

REMOTE CLASS

2026: 9 Mar., 1 June, 7 Sep.

PARIS LA DÉFENSE

2026: 1 June, 7 Sep.