

Annual Report 2025



Editorial

In 2025, we celebrated the 20th anniversary of the act on equal rights and opportunities, participation and citizenship for people with disabilities.

This anniversary provided an opportunity to take stock of the employment situation for people with disabilities. Whilst significant progress has been made, many challenges remain in building a fully inclusive society and ensuring equal access to employment.

Achieving this objective requires, in particular, better coordination between the many existing stakeholders and schemes, as well as a greater mobilisation of service provision. The Full Employment Act forms part of this drive, affirming the principle of greater coordination between service providers and a common approach based on a shared set of objectives.

Building on this, the four pilot schemes co-led by France Travail and Cheops, arising from the National Conference on Disability, aim to strengthen the

link between employers and individuals, to facilitate access to training and to improve support for career pathways, particularly in situations where employment is interrupted due to health issues.

This framework also applies to Cheops' strategic direction, which supports its network in all its aspects: the roll-out of European projects, the development of innovative tools for teams, and the establishment of a skills framework and a self-assessment framework enabling each Cap Emploi centre to assess its position in relation to the expected expertise.

The following pages, through the results of the indicators and examples of support provided to individuals and employers, illustrate the work carried out by the entire network.

We would like to thank all those who contributed to the preparation of this document.

Our thanks also go to everyone at Cap Emploi – both board members and staff – who make the day-to-day implementation of these initiatives possible.

I hope you find this document informative.



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Chairman of Cheops

1 National Cheops

17 Regional Cheops

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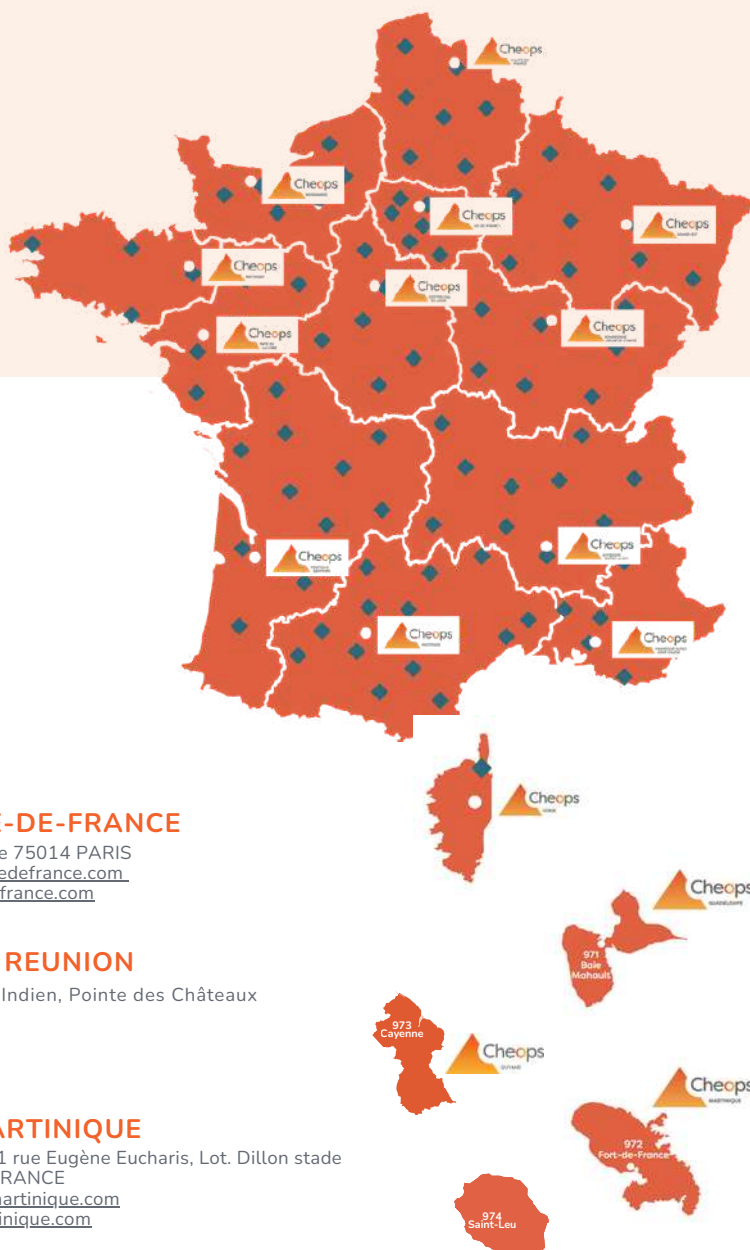
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>>> THE MISSIONS OF CHEOPS NATIONAL

- Created in 2014, CHEOPS, Le Conseil National Handicap & Emploi des Organismes de Placement Spécialisés, represents Cap emploi to public authorities, economic decision-makers and social partners.
- Cheops, which has the status of a non-profit organisation, is founded on a set of network-based entrepreneurial values. Its ongoing activities are aimed at :

3 main objectives

To contribute to the development and implementation of policies on access to employment, training and retention in employment for people with disabilities.

To represent all Specialised Employment Agencies known as Cap Emploi.

To professionalise the teams and stakeholders involved in human resources management for the employment of people with disabilities.

>>> STRATEGIC DIRECTIONS AND THEIR MANAGEMENT

Cheops' five strategic priorities

- 1 Developing a new business model in line with the various challenges and securing funding for Cap Emploi within the framework of future budgets,
- 2 Developing and strengthening the expertise of Cap Emploi,
- 3 Preparing for the renewal of Cap Emploi's multi-annual agreement on objectives,
- 4 Strengthening the regional dimension,
- 5 Developing our capacity for innovation and communication.





CAP EMPLOI

Public service missions

Cheops represents all Cap Emploi Centres (except Cap Emploi Bearn), totalling 97 branches.

Cap Emploi, disability and employment expert

Two public service missions: support towards and in employment

Cap Emploi carries out a public service mission across the whole of France: to inform, advise and support employers as well as people with disabilities, whether they are recognised as eligible for the employment obligation or are in the process of being recognised as such. This work complements that of France Travail, particularly through the 'Teams Handicap' deployed within the agencies to provide support in finding employment.

Cap Emploi also provides support whilst in employment, working closely with and complementing local organisations involved in preventing people from falling out of the labour market. Cap Emploi centres also have three cross-cutting roles: providing information and raising awareness amongst employers, communication and partnership-building.

98

CAP EMPLOI

2,700

STAFF

OVER 1,000

SUPPORT LOCATIONS

The added value of Cap Emploi



Expertise in needs for compensation and rehabilitation



Tailored support and securing career pathways



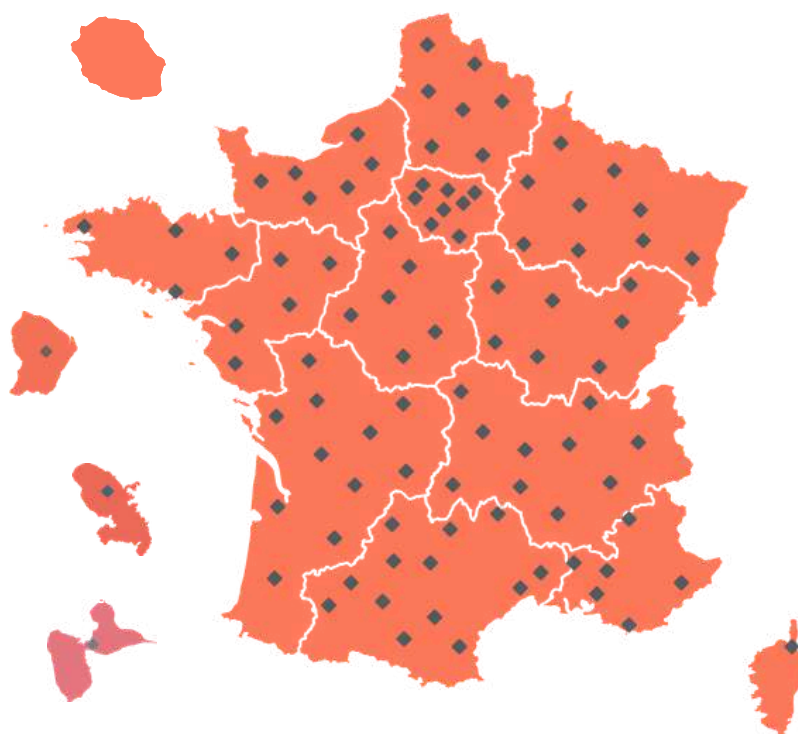
The wealth of a multidisciplinary team



Support in preventing exclusion from the workplace



Working in partnership with a network of partners





2025 FIGURES

By 2025, Cap Emploi's overall activity in the field of employment support had increased significantly, with more people receiving support and more services provided to employers.

The employment support provided by Cap Emploi addresses the structural challenges affecting both people with disabilities and their employers.

For employees and staff, the rise in the number of cases where health issues affect the ability to work, the extension of working lives and the need for long-term workplace adaptations are driving up demand for specialist support.

At the same time, employers are increasingly turning to Cap Emploi to help them meet their obligations regarding the prevention of disengagement from the labour market, the adaptation of work organisation and the management of career transitions.

RETAINING EMPLOYMENT

The increase in the number of individuals and employers receiving support has particularly benefited job retention (within the same company, in the same role or in a different role), with **27,894 cases of job retention**. (13% in the civil service and 87% in the private sector)

4.5% more than in 2024

As regards the standard 3- and 6-month follow-ups carried out following a successful retention in employment, the retention rates stand at around 80 per cent and 60 per cent respectively in the private sector, and 55 per cent at 6 months in the public sector: these are a good indicator of the stability of career pathways achieved through the Cap Emploi scheme. This career stability is reinforced by monitoring activities (+10% compared with 2024), which are activated when a person's state of health, changes in their disability, or short- or medium-term changes to their working arrangements could have an impact on their continued employment.

EMPLOYMENT RETENTION (MEE)

Between 2024 and 2025, new MEE cases increased by **+3.9 per cent**, whilst MEE closures (excluding exogenous causes) fell by **-15.2 per cent**. The duration of support pathways is lengthening, averaging **16 months**, and a significant proportion of cases are closed without further action.

This trend reflects a massive backlog and an increasing complexity of support pathways, with more protracted and precarious cases remaining in support.

Whilst the number of stabilised career plans is falling, the number of cases leading to concrete outcomes (employment, completed training, business start-ups) is holding up and increasing slightly, confirming that the MEE remains effective when a viable outcome is possible.

PROFESSIONAL DEVELOPMENT (EVP)

Between 2024 and 2025, the EVP scheme continues to expand (+6.8 per cent in new cases), whilst the number of cases closed for reasons other than external factors is down (-7.7 per cent), though to a lesser extent than for the MEE. It remains a short-term scheme (**8 months**), with a low proportion of cases closed without further action, in favour of structured career plans or actual career progression.

Finally, 8,305 Career Development Advisories (CEPs) were issued, predominantly as part of job retention initiatives (83 per cent) and career development schemes (16 per cent).



2025 FIGURES

JOB RETENTION

88 606

services provided to employees, civil servants and self-employed people to help them remain in employment. All services combined. (+3.84 compared with 2024)

27 894

successful retentions (+4.5% vs 2024) with a successful retention rate (excluding external causes) of **96.5%**.

- 97.18% retained in the same role
- 2.77% retained in a different role
- 0.05% retained in another role within the group

EMPLOYER SUPPORT

72 538 employer services (+2.6% vs 2024)

NEW SERVICES LAUNCHED

33 302

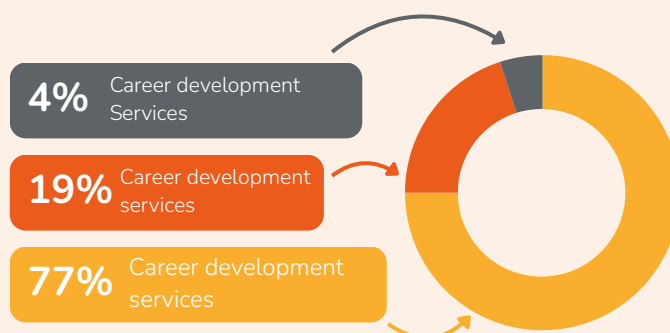
job retention services

8 044

Employment retention services

1 703

career development services

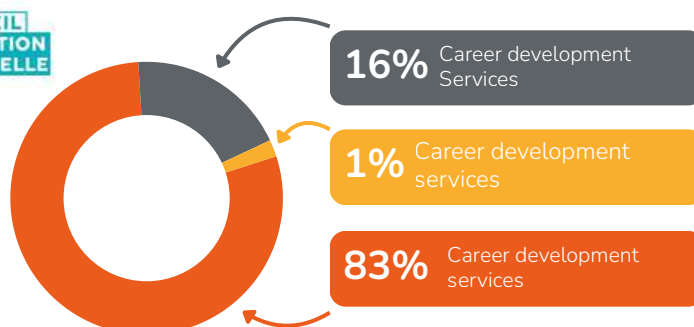


CAREER DEVELOPMENT ADVICE FOR EMPLOYEES WITH DISABILITIES

The CEP is a tool that can be mobilised as part of Cap Emploi's support for job retention, job retention services and career development.

MON CONSEIL
EN ÉVOLUTION
PROFESSIONNELLE

8305 CEP issued in 2025 of which :



MONITORING ACTIVITIES

771 monitoring initiatives launched (+10% compared with 2025)



2025 FIGURES

'IMPACT ON THE LABOUR MARKET' INDICATORS

17.30%

DEBOE* employment rate
below the target of 17.5% (indicator not met)
A decline compared with 2024 (-0.6 percentage points)

This indicator measures the proportion of jobseekers covered by the employment obligation in category A or B who have taken up a job enabling them to move out of category A or B within the following 6 months.

6.10%

DEBOE* recruitment rate above the target of 5.3% (indicator met)
Increase compared with 2024 (+0.8 percentage points)

This indicator measures the proportion of jobseekers covered by the employment obligation who are recruited from job vacancies registered with France Travail and successfully filled.

THE "BOOSTING CAREER PATHWAYS" INDICATORS

80%

satisfaction rate regarding support for DEBOE* participants, below the target of 81.10% (indicator not met)
Unchanged compared with 2024 (0 points)

This indicator measures the satisfaction rate with the support provided to jobseekers covered by the employment obligation scheme whose career advisor is France Travail or Cap Emploi. This measurement is based on surveys sent to a random sample of jobseekers who have been registered for at least 45 days.

70.7%

of the rate of enhanced support for DEBOE* jobseekers, below the target of 72.7% (indicator not met)
Improvement compared with 2024 (+5.6 percentage points)

This indicator aims to ensure that no jobseeker subject to the employment obligation remains without a solution, without support, and without contact with their adviser for any prolonged period. It measures the proportion of jobseekers subject to the employment obligation who have been continuously available over the last three months (in category A, i.e. not in employment) and who have received a service, had a meeting with an adviser, or had their supported employment contract updated following contact with an adviser.

203 272

DEBOE *long-term jobseekers above the target of 217,200 (indicator achieved)
Decrease compared with 2024 (-3.4 points)

This indicator measures the number of jobseekers subject to the employment obligation who have spent at least 12 months in the last 15 months in Category A (not in employment, education or training).



2025 FIGURES

THE INDICATOR “TRAINING AS A DRIVER FOR EMPLOYMENT”

50.20%

Employment rate for DEBOE* graduates from ‘direct employment’ training programmes, exceeding the target of 50% (indicator achieved)

Increase compared with 2024 (+7.2 percentage points)

This indicator measures the proportion of jobseekers covered by the employment obligation who have found a job within 6 months of completing a ‘direct employment’ training programme.

2025 marks the year of the full implementation of the Full Employment Act.

Against a backdrop of reaffirming the foundations of the Integrated Services Offer, this year of the Act’s operational implementation, coupled with the roll-out of CNH measures on the ground, has contributed to positive changes in three indicators and has seen two indicators decline.

Three indicators can be identified as showing increased momentum: the career progression indicator (+5.6 points), the recruitment of people with disabilities among filled vacancies, and the employment access rate six months after completing training.

For these three indicators, the implementation of standardised procedures (commitment contracts, socio-professional assessments, etc.) serves as a catalyst for career progression driven by the work carried out within the Disability Teams. Their proactive initiatives at the level of the Single Support Centres and the implementation of coordinated and complementary action plans continue to boost the return to work of people completing their training. The roll-out of the Inclusive Sourcing measure since September 2025 is beginning to have an impact on recruitment for filled vacancies.

Two indicators have not met the target. Satisfaction with the support provided to jobseekers is not meeting the set target. The operational implementation of the Full Employment Act (organisational buy-in, changes to procedures, etc.) has probably led to some dissatisfaction, which should subside once the organisations have stabilised. Finally, the employment access rate has not met the target and has fallen by 0.6 percentage points, in contrast to that for the general population, which remains stable.

As the methods for calculating the Long-Term Jobseeker (DELD) cohort have changed, analysing the leverage effects on this group is no longer relevant. However, the number of long-term jobseekers with disabilities remains a concern in the day-to-day work carried out by professionals in both networks.

* DEBOE = Demandeur d'Emploi Bénéficiaire de l'Obligation d'Emploi (jobseeker benefiting from compulsory employment)



TESTIMONIALS EMPLOYMENT SUPPORT PROVIDED BY CAP EMPLOI 49

Workplace adjustments for Paul, logistics manager

"When I received the medical diagnosis at the end of 2023, it was a real blow for me, as my health issues directly affected my ability to continue in my role. I needed to talk about it – with my HR manager, for one thing, but also with my colleagues. It wasn't easy... I didn't know how to go about it. Fortunately, when I spoke to my HR manager, she listened straight away and was able to guide me by contacting Cap Emploi's Employment Retention Service. Support was put in place straight away, which helped me enormously. Ms Berthaud and Ms Gautier worked hand in hand throughout every stage: from finding solutions and putting together applications for Agefiph funding, right through to implementing the workplace adaptation project."



Mélanie Berthaud, HR Administration Manager – PILEJE

"I can only emphasise the benefits of our collaboration with Cap Emploi. Indeed, I really appreciate the support provided through their expert insight and sound, personalised advice. It's a genuine partnership that benefits not only each of the employees involved, but also the organisations as a whole."



Claire, Project Officer for the Job Retention Service – Cap Emploi 49.

"During my workplace visit with Paul, I was able to take the time to discuss his needs with him so that we could truly work together to develop simple and effective solutions. These adjustments can also take the form of practical tips that genuinely change the daily lives of people with disabilities. To restore his comfort at work, the idea was to reduce sources of light pollution. A partition was modified and a blind fitted to the window in his office. Paul was very cooperative and proactive throughout the process, which made every stage much easier. He is now satisfied with the finalised layout, and that is what matters most. The work carried out at PILEJE went smoothly thanks to the trust placed in us by Ms Berthaud."

See more testimonials by scanning this code:





NATIONAL EXPERTISE

THE CHEOPS TRAINING CENTRE IN 2025

In 2025, Cheops' training division was restructured to include two training project managers, one of whom is dedicated specifically to the certification programme.



1,379 people trained in 2025

160 training sessions in 2025

17 assessment panels for the certification programme were held, and 74 candidates undertook their oral examinations, achieving a pass rate of 90.5%

TOP 3 MOST POPULAR TRAINING COURSES IN 2025:

**MENTAL HEALTH
DISABILITIES AND
EMPLOYMENT**
(19 sessions)

**AUTISM
AND EMPLOYMENT**
(14 sessions)

**DYS DISORDERS
AND EMPLOYMENT**
(17 sessions)

THE TRAINING CENTRE:

4 TRAINING THEMES

Understanding
of disability

Advice
and support

Rehabilitation
and managing disability

Support
and support for the
network

3 LEVELS OF TRAINING

★ INTRODUCTORY

Short courses that lay the foundations for:

★★ BASIC

Courses to develop skills and practise

★★★★ ADVANCED

Training courses to build on existing skills and develop greater expertise



Some courses are reserved exclusively for Cap Emploi members and are marked with a padlock

A CERTIFICATION COURSE

Certification title: "Promoting the integration and retention of people with disabilities in employment".

A certified training programme listed in the Répertoire Spécifique and eligible for CPF funding.

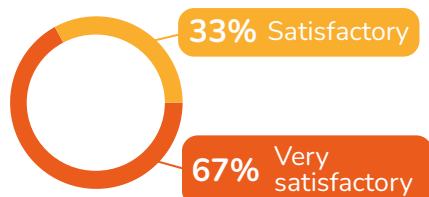
The Cheops Training Centre is home to around forty trainers who are experts in their fields: ergonomists, physiotherapists, occupational psychologists, clinical psychologists and legal experts.

THE CHEOPS TRAINING CENTRE IN 2025

Results of the 2025 satisfaction survey:

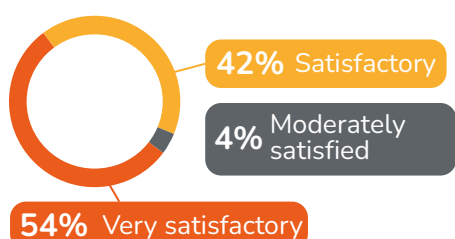
46 respondents, representing a response rate of 47%

THE QUALITY OF INTERACTIONS WITH THE TRAINING DIVISION TEAM



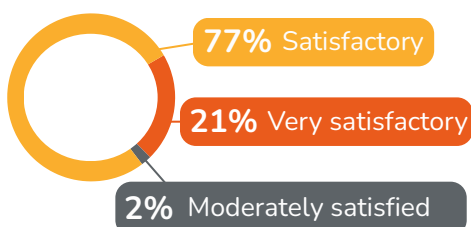
- Responsiveness
- Availability
- Ease of contact
- Professionalism
- Consideration of specific requests
- Smooth communication
- High-quality trainer with practical experience

THE SKILLS OF TRAINERS AND TRAINING FACILITATORS



- Trainers specialising in the subject
- Appropriate teaching methods
- Very positive feedback from participants
- New trainers with very positive feedback
- Cap Emploi's specific requirements taken into account
- Strengthening practical exercises and role-play scenarios
- Focus training on clusters of indicators relating to recovery and compensation

THE QUALITY OF EDUCATIONAL SUPPORT



- Time set aside for meetings to ensure the training programme runs smoothly
- Post-training discussions
- Changes to teaching methods
- Often very intensive
- Rigorous educational monitoring
- Clear objectives

THE 2025 INITIATIVES

The Skills Development and Training Support Committee has met on several occasions to work on the training programme.

The development of the training programme is based on:

- An analysis of the training programmes delivered in 2024 and 2025
- An analysis of current developments and challenges relating to Cap Emploi's remit
- Feedback on the needs of Cap Emploi and regional Cheops offices
- Consistency with the skills and expertise framework



2025 PROJECTS

THE PARTNERSHIP WITH FRANCE TRAVAIL

The year 2025 provided an opportunity to reaffirm the added value of the integrated service offering, which has been tried and tested across the regions for the past five years. These key indicators form the basis for clear, accessible and efficient support for our target groups (employers and individuals). Regular work is carried out with France Travail's disability unit and experts from Cheops to ensure that the issues of disability and employment continue to be addressed within the context of ongoing developments.

The fundamentals of the integrated service provision for jobseekers

- Disability Teams comprising France Travail advisers specialising in disability and Cap Emploi advisers
- The France Travail agency as a Single Point of Support (LUA)
- The use of cross-disciplinary assessments and expert support
- Cap Emploi caseloads: per 1 FTE: 80 to 120 people supported
- The portfolios of France Travail advisers specialising in disability support comprise at least 40 per cent DEBOE
- Regular portfolio reviews

The fundamentals of the integrated service offering for employers

- Complementarity in 'outreach' work reinforced by the establishment of task forces
- Cap Emploi's expertise mobilised to support and safeguard integration
- Support for employers through synergy (continuity with the RPE)
- Processing and management of job vacancies via a shared back-office
- 'Teams Handicap' comprising France Travail Pro advisers and Cap Emploi advisers

NETWORK SUPPORT

The tools introduced in 2024 continued to be rolled out throughout 2025: newsletters dedicated to the Full Employment Act, and fortnightly meetings with the "LPEkfé" regional representatives. Within the various Cheops bodies, regular progress reviews on the implementation of the Act were also organised. At departmental and regional levels, internal Cap Emploi initiatives, as well as partnership-based initiatives, also contributed to the coordinated implementation of the Act across the regions.

EXPERTISE AND COMPLEMENTARITY

A working group comprising Cap Emploi and led by Cheops has developed a diagnostic tool to complement the socio-occupational assessment: "*Cap Analyse Compensation et Rétablissement*", an assessment tool developed by the Cap Emploi network. The trial phase began in 2025, with widespread roll-out scheduled for late 2026.

Based on the "*Disability Production Process*" model, it enables each professional to work with individuals to identify their rehabilitation and compensation needs and to support them using another tool specific to the Cap Emploi network: the "Compensation Resource Centre" (CRICHE).



2025 PROJECTS

EUROPE

23 Cap Emploi advisers specialising in European mobility

End of 2022

Cheops was admitted to the EURES network (the European network supporting labour mobility)

In 2023

First round of training for EURES Cap Emploi advisers

In 2024

Second round of training for Cheops EURES advisers
Establishment of the EURES France coordination body, led by France Travail, in partnership with APEC and Cheops

In 2025

23 EURES advisers trained within the Cap Emploi network, spread across the whole country
Introduction of language training (business English) to support changing practices

EURES, A REMINDER

Created in 1994, Eures is the European agency responsible for promoting and supporting the free movement of workers in Europe. It covers the 27 Member States of the European Union as well as Iceland, Norway, Liechtenstein and Switzerland. All members of the EURES network support workers and jobseekers planning to move within Europe (both outgoing and incoming). They also provide support to European companies wishing to recruit a candidate from another European country. On behalf of the Ministry of Labour, France Travail is responsible for the national coordination of the Eures network in France.

THE 2025 EVENTS

Cheops and the Cap Emploi EURES advisers took part in several events in 2025 to promote the European professional mobility of people with disabilities.

Around ten major events focusing on Europe



23 and 24 January

Cap emploi EURES advisers were on hand at the Paris Job Fair to provide information to people with disabilities at an area dedicated to European professional mobility.



2025 PROJECTS



26 March

"**S'expatrier, mode d'emploi**" is a free annual fair bringing together the key players in the expatriation sector to support people preparing to move abroad. On 26 March, Cap Emploi attended this event, alongside France Travail and APEC, to support people with disabilities with their plans, from preparation right through to their departure abroad.



26 and 27 March

Cap Emploi EURES ran a stand within the "international mobility" **area of the TAF fair**, alongside France Travail, EURES Spain, Sweden and Germany. More than 50 people with disabilities visited the stand to find out about the EURES scheme.



12–16 May

France Travail, APEC and Cheops/Cap Emploi, through the EURES France network, **organised a week entirely dedicated to professional mobility in Europe**. This fully online event was aimed at French and European jobseekers considering working in a European country, with no restrictions on age or qualifications.



20–22 June

More than 200 representatives of the EURES network, from all European Union Member States and partner organisations, gathered for the **EURES IN ACTION** event in Warsaw (Poland).

Organised annually, this event aims to share the EURES network's strategic and operational roadmap with all its members. In 2025, against the backdrop of the implementation of the European Union's 'Disability Employment Package', the European Labour Authority and the EURES network sought to prioritise the issue of disability and inclusion, which will be key objectives in the network's forthcoming guidelines.

On behalf of Cheops, Lionel Rolland led a masterclass session entitled "Improving mobility for people with disabilities" and took part in a plenary round-table discussion on the theme "Vulnerable groups: how can we combine our approaches and expertise?"



2025 PROJECTS



Rialtas na hÉireann
Government of Ireland

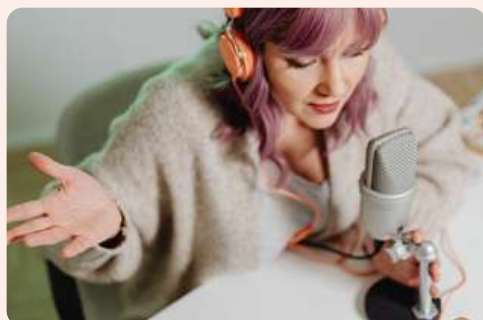


18 November

The flagship event of 2025: for the first time, four EURES Cheops advisers organised and co-hosted a **European Online Job Dating (EOJD) event**, an online recruitment forum with the promising title: “Working without barriers – mobility and inclusion”.

Organised as a collaborative initiative bringing together French, Irish and Italian EURES advisers, this event took place on 18 November 2025. Within the EURES network, this was a first, as a forum entirely dedicated to mobility and jobseekers with disabilities. Originally conceived as an information forum, the event **was attended by 1,284 jobseekers, most of whom had disabilities**.

Another highlight: **41 employers** were also present; as a result, connections were made following the event – a result that exceeded the initial targets!



17–21 November

To mark SEEPH, four Cap Emploi – Cap Emploi 95, 52, 59 and 68-67 – came together to produce a podcast on European mobility as part of their EURES remit, a podcast that incorporates the disability perspective. This podcast served to clarify the range of services offered by Cap Emploi, by highlighting mobility to France and Germany.



Lionel ROLLAND, Head of EURES Coordination for the Cheops network, Marlène CAPPELLE, General Delegate, their EURES partners from the Bundesagentur für Arbeit, and Servane CHAUVEL, Director of the 'People with Disabilities and the Organisation's Inclusive Strategy' initiative at France Travail

1 December

Cheops was invited to a working meeting in Brussels (referred to as a “high-level meeting” in the jargon of the European institutions in Brussels): “Improving cross-border **mobility for people with disabilities**”.

Organised on the initiative of the Bundesagentur für Arbeit and the European Labour Authority, and attended by the European Union’s Directorate-General for Employment, this meeting focused primarily on legislative and regulatory developments. As a partner in several collaborative projects with the Bundesagentur für Arbeit, Cheops was represented by Marlène CAPPELLE and Lionel ROLLAND. He gave a presentation on the first concrete results of the EURES initiative within the Cheops network: “Building new paths for an inclusive approach to European mobility”. At the organisers’ request, Cheops thus had the opportunity to present concrete support measures and to outline the needs required to promote equal rights to mobility.



2025 PROJECTS

FIRST STEPS IN THE ERASMUS+ PROGRAMME (ADULT EDUCATION)

Long reserved for students, the ERASMUS programme has evolved significantly in recent years to open up to other groups: apprentices, young people with qualifications, NEETs, and the long-term or very long-term unemployed, regardless of their age. In its new forms, the programme known as ERASMUS+ also serves as a catalyst to support training and employment professionals in developing greater cooperation and projects at a European level.

IN 2024,

EURES Cap Emploi advisers had recognised the potential offered by this programme, particularly as it enables the organisation and funding of short-term (30-day) work placements in other European countries.

This step can prove to be highly relevant and useful in providing support, before considering longer-term professional mobility opportunities.

IN 2025,

The EURES Cap Emploi advisers therefore committed to enabling DEBOE* candidates to access ERASMUS+ work placement programmes, with initial encouraging results:

A joint initiative (led by the France Travail Brittany Regional Directorate, in collaboration with Marie PICARD, the EURES adviser at Cap Emploi Côtes d'Armor) facilitated the organisation of five 'career discovery' work placements in the Dublin region of Ireland.

In the Auvergne-Rhône-Alpes region, the France Travail Regional Directorate facilitated access to the ERASMUS+ programme: several candidates were thus supported and put forward by Karim BADAoui, the EURES adviser at Cap Emploi 69.

ON 14 OCTOBER 2025,

Cheops was represented at the national "ERASMUS DAY" seminar held at the France Travail Head Office: a further opportunity to highlight the network's commitment to supporting European mobility and to meet representatives from the ERASMUS+ France agency.

With a view to making further progress in this direction, discussions are underway regarding the "ERASMUS+ accreditation procedure": for Cheops, becoming a fully-fledged member of the ERASMUS+ programme would enable all advisers to support candidates during work placements in other European countries – a significant opportunity.

*Jobseeker covered by the Employment Obligation

“STEP BY STEP”

A growing partnership between the Bundesagentur für Arbeit (BA) and Cheops

European TMS (Targeted Mobility Scheme) programme for support with professional mobility

Cheops joined a consortium led by the Bundesagentur für Arbeit at the end of 2023, acting as a co-contractor.

As part of their support services, EURES advisers are authorised to access all available assistance (travel for job interviews, relocation support, recognition of qualifications, language training, etc.).

This cooperation is evolving as preparations are made for the next agreement period, 2027–2029.

A shared vision of inclusion, within the EURES network and in coordination with the European Public Employment Services (PES Network)

In June 2025, the BA launched a benchmarking process on the topic of supporting people with disabilities into employment. This initiative, aimed at the entire EURES network and the European Public Employment Services, has had a significant impact on the consideration of disability-related issues within the network.

On 11 December 2025, the renewal of the PES Network’s governance structure directly reflected this framework of bilateral cooperation, as the Bundesagentur für Arbeit assumed the Presidency of the European network of Public Employment Services, with Mr GUILLUY representing France as Vice-President. This partnership opens up promising prospects for strengthening the integration of disability, diversity and inclusion issues within the framework of cooperation amongst European public employment services.

Cap Handicook: Germany’s increasingly active involvement

The visit by the German team from Hofgut Himmelreich for the regional round in Lyon, accompanied by Mr Alexander MERK, Regional Director of the Bundesagentur für Arbeit offices in the Freiburg region (Baden-Württemberg), on 2 June 2025, marked a turning point. The delegation’s presence at the final, held in Paris on 26 January 2026, confirmed the shared interest in extending the competition to a Franco-German level, and indeed to a European level in the future.



2025 PROJECTS

ERASMUS+ DITL PROJECT: A EUROPEAN PROJECT IN THE TRANSPORT SECTOR

Launched in November 2024, the project brings together eight European partners with complementary expertise in the fields of transport, logistics, training and disability, including Cheops.

It addresses the need to strengthen equal rights, equal opportunities and non-discrimination for people with disabilities in accessing training and employment in these two sectors.

Following two meetings in January 2025 in Paris and then in November 2025 in Lisbon, the project has seen:

The completion of the first phase of the work.

The partners worked to gain a better understanding of inclusive regulations and provisions in the field of transport and logistics in Europe and drew up recommendations to encourage inclusivity in national and transnational regulations, as well as within training organisations.

The launch of the second phase of the project, led by Cheops in partnership with the AFT.

This initiative aims to inform and equip training organisations, partners supporting people with disabilities, employers and the individuals themselves about innovations and existing best practices in each partner country.

In practical terms, this will result in:

- A toolkit bringing together existing technological solutions and support measures that promote inclusion in training and employment.
- An online training course for professionals in the transport and logistics sectors, to strengthen their capacity to support people with disabilities.



A meeting of the project partners in Lisbon in 2025





2025 PROJECTS

CAP HANDICOOK COMPETITION

Organised by Cheops, the Cap Emploi network, the Cap'Handicook culinary competition has, since 2023, been showcasing the professional skills of people with disabilities in the catering sector.

The 2025 edition was structured around six regional rounds and a grand national final, bringing together candidates from ESATs, adapted enterprises and IMpro, supported by Cap Emploi-France Travail.

The teams competed in demanding challenges combining culinary technique, plating and service, using set ingredients and mystery baskets. The national final, held in January 2026 in Paris, celebrated the theme of 'flavours of the French regions' and introduced new challenges, such as flambéing and serving champagne.

CHANGES FOR THE 2025 EDITION

This edition marked a move towards internationalisation, with a German team taking part for the first time in the Lyon stage, illustrating the desire to place the competition within a European context and to encourage the exchange of best practice across borders.

'Job dating' events dedicated to careers in the catering sector were organised at the regional stages in Toulouse and Rennes. These enabled candidates to meet committed employers face-to-face, thereby facilitating concrete recruitment opportunities.

A new accessibility area was also introduced in Toulouse, highlighting solutions for adapting roles within the catering sector.

These initiatives reinforce the competition's purpose: to serve both as a talent scout and as a practical means of facilitating access to employment.



2025 PROJECTS

A FINAL MARKED BY EXCELLENCE

The grand final brought together renowned professionals from the world of gastronomy, including Davy Tissot, Pierre Hermé and the Cuisiniers de la République, alongside expert juries who came to commend the quality of the candidates' creations and their commitment. The competition also benefits from the support of prestigious chefs, who act as patrons of the event, such as Thierry Marx and Michel Bras, who contribute to its reputation and high professional standards.

A DRIVING FORCE FOR SUSTAINABLE INCLUSION

Beyond the competition itself, Cap'Handicook has established itself as a key initiative promoting inclusion. It helps to change perceptions of disability, promote skills and create concrete pathways to employment in a sector facing significant recruitment challenges.

SINCE 2023

3 editions 17 regional stages

over 60 teams

over 400 participants

over 300 professionals and partners involved



PARTNERS





EMPLOYER AGREEMENTS

20 AGREEMENTS SIGNED IN 2025

WITH PROFESSIONAL ORGANISATIONS



Chamber of Trades and Crafts

On Wednesday 4 June, a partnership agreement was signed between France Travail, the National Union of Local Missions (UNML), Cheops, and the French Chamber of Trades and Crafts (CMA France).

CMA France is the public administrative body that coordinates and facilitates the network of the twenty-one French Chambers of Trades and Crafts (CMA).

1.9 million businesses



Fibois

Fibois, France Travail and Cheops signed an agreement on 10 October as part of the forestry and timber industry's open days, "VeryWoodMétiers", an event dedicated to exploring careers in the sector.

440,000 direct jobs in France



General Confederation of Food Retailers

On Wednesday 24 September, the CGAD (General Confederation of Food Retailers), France Travail and Cheops signed a three-year partnership agreement.

18 trade organisations

over 407,000 businesses

over 82,700 apprentices

Over 1.3 million workers



Pharmaceutical Companies

On Wednesday 1 October, France Travail and Cheops signed a framework agreement with the professional organisation LEEM (Les Entreprises du Médicament).

108,578 jobs (direct and indirect)
of which 98,043 are permanent contracts

16,350 new hires



Federation of Bakery Entrepreneurs – National Union of Egg Industries and Professionals

On Wednesday 26 March, an agreement was signed between France Travail, the National Union of Local Missions (UNML), Cheops, the Federation of Bakery Entrepreneurs (FEB) and the National Union of Egg Industries and Professionals (SNIPO) in the presence of Astrid PANOSYAN-BOUVET, Minister for Labour and Employment.



56 000 salariés sur les 2 secteurs



WITH TRADE ORGANISATIONS



Mobilians and the National Association for Automotive Training

On Wednesday 17 June, a framework agreement was signed between MOBILIANs, the trade union for road transport professionals, ANFA, the National Association for Automotive Training, France Travail and Cheops.



480,000 employees

140,693 companies

73,220 young people in training



European Road Transport Organisation

On Thursday 16 January, France Travail, Cheops and OTRE signed a partnership agreement designed to meet the growing labour needs in the road freight and passenger transport sector.



846,300 employees



National Federation of Road Transport

On Thursday 20 February, France Travail, Cheops and the National Road Transport Federation (FNTR) signed a partnership agreement aimed at better meeting the recruitment needs of the road transport sector whilst enhancing the sector's appeal.



235,300 member companies,
which employ 243,000 staff



Temporary Work Agencies

On Wednesday 12 November, France Travail and Cheops signed a joint national action plan with seven temporary employment agencies: The Adecco Group, Manpower, Randstad, Synergie, Crit, Adequat and the Domitis network.



7 major players in the temporary work sector

WITH EMPLOYERS



On Wednesday 19 November, at the Mayors' Fair, France Travail and Cheops signed a national agreement with Dalkia, a subsidiary of the EDF Group and a leader in energy services.



22,000 employees



Cheops, France Travail and Crédit Mutuel Alliance Fédérale signed an agreement on 30 January. Cheops, France Travail and Crédit Mutuel Alliance Fédérale are committed to working together to provide their local branches with quick, simple and effective solutions to address the recruitment challenges faced by businesses in the sector and to support them, drawing on the expertise of Cap Emploi, in recruiting and retaining people with disabilities.

88,000 employees



A partnership agreement was signed on 26 February 2025 between Lidl, France Travail and Cheops.

46,000 employees

1,600 supermarkets



On Thursday 20 February, EDF, France Travail and Cheops formalised a partnership aimed at strengthening their collaboration to promote the integration of jobseekers into the labour market. The aim of this agreement is to increase recruitment opportunities and facilitate the integration of new talent within the group, with a particular focus on workers with disabilities.



142,000 employees

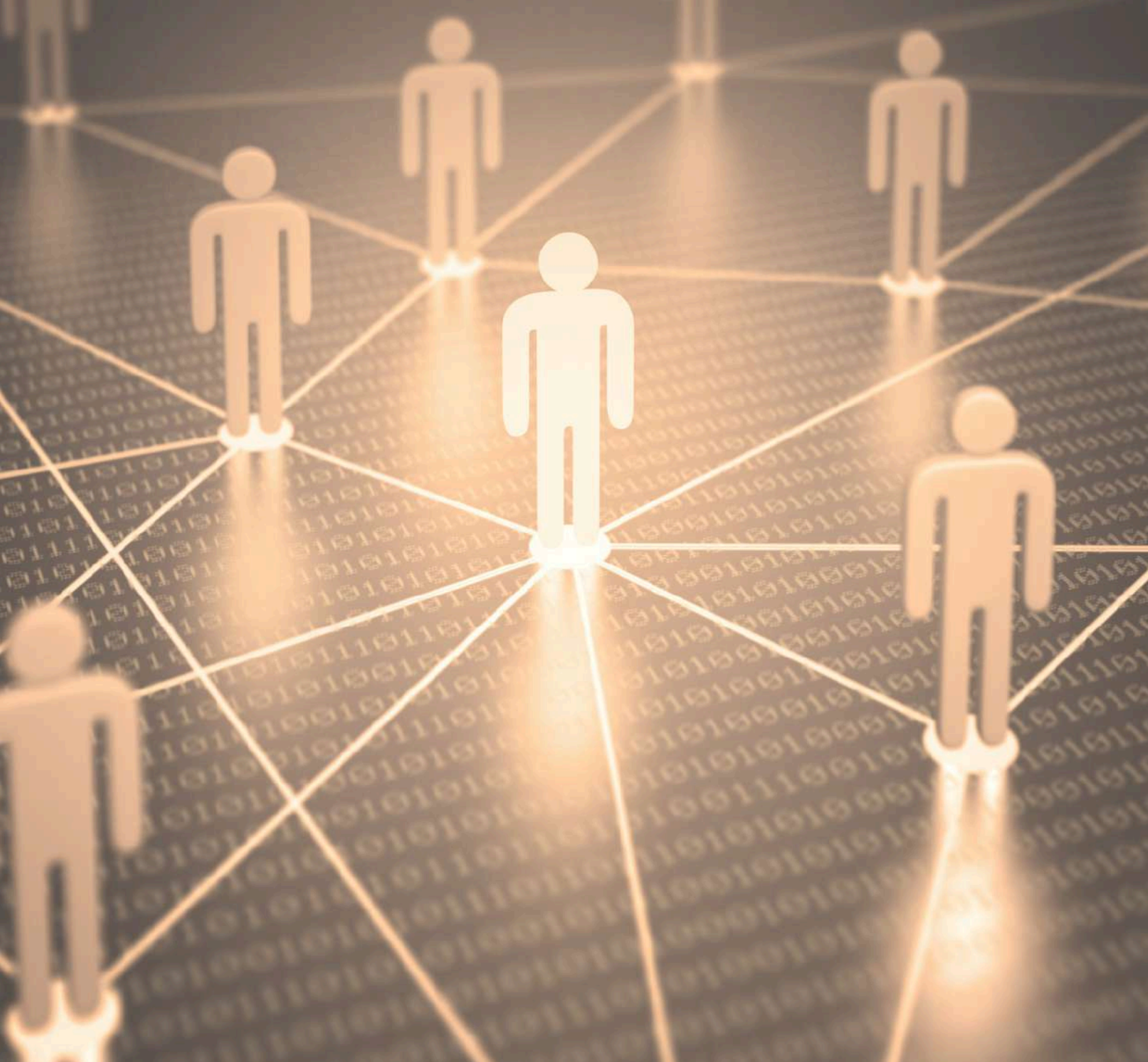
20,000 new staff members by 2024



In 2024, the work carried out by France Travail and Amazon will have led to the recruitment of more than 4,000 jobseekers on permanent contracts in the transport and logistics sectors. Against this backdrop, on 11 April, Amazon and France Travail renewed their partnership and were joined by Cheops to facilitate access to concrete career opportunities for all those who are distant from the labour market.

24,000 employees

35 sites



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