MODULE OVERVIEW

Career reviews in France: What the 2025 EPP reform changes

Adaptive module | ~20 min

The law of October 24, 2025, known as the loi Seniors, fully overhauls the entretien professionnel (career interview), now the Entretien de Parcours Professionnel (EPP): revised frequency and content, two new reviews later in a career, and a financial penalty for noncompliance. Any organization subject to French labor law is affected. This module explains the reform as it stands, but above all makes the EPP a management practice to retain talent and anticipate transitions.

LEARNING OBJECTIVES

01 Understand how the entretien professionnel (career interview) becomes the EPP: a forward-looking aim, five mandatory topics.

02 Explain the new EPP schedule (every four years, eight-year summary review) and the corrective top-up for noncompliance.

03 Distinguish the two enhanced mid-career and end-of-career reviews and the issues specific to older employees.

04 Prepare and conduct an EPP jointly, then follow it up regularly to turn intention into action.

WHO IT'S FOR

Employees and managers under French labor law, affected by the reform of the entretien professionnel (career interview).

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

A SAMPLE PRACTICE SCENARIO

Clara's EPP ends in five minutes. It has gone very well: Clara talked about project management, and her manager mentioned the autumn training and the rollout of tools starting in January. How can Clara's manager use these last few minutes?

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- A stance of listening and paraphrasing – inspired by active listening (Carl Rogers)
- Preparing the EPP together, manager and team member – Afthonios method
- Types of career plans after the EPP – Afthonios method

SOURCES & REFERENCES

- Law No. 2025-989 of 24 October 2025 ("loi Seniors"), implementing the national cross-industry agreement (ANI) of 14 November 2024, art. L6315-1: first EPP within a year of hiring, then every 4 years, with an 8-year summary review
- €3,000 corrective top-up to the personal training account (CPF) (companies with 50 or more employees)
- Mid-career review within 2 months of the mid-career medical checkup (around age 45, 2021 occupational health law)
- End-of-career review within the 2 years before age 60 (loi Seniors, 2025)

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