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1. PRESENTATION OF THE ROSELLA HIGHTOWER INTERNATIONAL DANCE CENTER

The Pôle National Supérieur de Danse Rosella Hightower (PNSD) - Rosella Hightower International Dance Center is a national institution and a professional training center based in Cannes-Mougins for higher education in dance.

It is one of the higher education culture centers accredited by the Ministry of Culture. He trains dancers from 11 years old with the double classical and contemporary culture and offers diversified training for dance, as well as international dance workshops.

It has a campus dedicated to dance in Cannes-Mougins and operates throughout the SOUTH Region (Région SUD).

It delivers the National Higher Professional Diploma (DNSP) of dancer in traditional training, by apprenticeship or by the Validation of Acquired Experience (VAE).

It is also an authorized center for training in the State Diploma (DE) for dance teachers.

PNSD Rosella Hightower Areas of focus

- Professinnalisation, links with professional world
- Quality of the services provided
- Artisical and pedagogical excellence
- Structure and developpment of links with higher education programmes

The mission of PNSD is
- To encourage the development of choreographic studies and lessons related to this Art (amateur training, initial cycle, higher cycle),
- To develop and promote the teaching of choreographic art on its territory,
- To issue the national diplomas for which it is authorized,
- To issue school diplomas,
- Organize the preparation for these diplomas by way of initial or continuous training, apprenticeship or validation of acquired experience,
- To implement qualifying continuing education in the field of his skills,
- To develop diploma projects (Master - Doctorate) in partnership with Universities,
- To develop research projects in the field of his skills

Based on a campus located in Mougins, the PNSD Rosella Hightower is

- 200 pupils, students, apprentices, trainees, amateurs / school year
- 13 nationalities represented
- 100 minor and major internal students from September to June
- 420 international trainees each year
- 73 permanent employees
- An international teaching team
- 9,500 annual training hours excluding international internships
- 85% of professional integration after the immediate training, 100% in the first year after graduation

2. WHAT'S APPRENTICESHIP IN FRANCE?
In France, apprenticeship is a path which alternates between a real-life professional situation in a dance company and a training program in an Apprentice Training Center (CFA in French). It is a qualifying and certifying training program.

PNSD Rosella Hightower is the lonely training centre in France which offers to graduate the « Diplôme National Supérieur Professionnel de danseur (DNSP) », the Professional Dancer Advanced National Diploma » throughout apprenticeship.

This training is the subject of a learning contract combining technical, theoretical, cultural and professional lessons. This integration allows young people to acquire applied training and operational skills that allow them to integrate more quickly into working life.

Today, two dance companies are partners of the learning system with the PNSD: The Ballet National de Marseille, the Ballet Opéra Grand Avignon and the Ballet Preljocaj.

An apprenticeship contract = a work-study contract

- Apprenticeship is a vocational training. It allows an easier integration into the life and culture of a dance company.
- Alternation provides professional training and eases professional integration.
- It is a system based on practical phases in a company and training phases in a training center which alternate. It is a gateway towards a contract and professional integration. The training program leads to a diploma.
- The work-study program includes two types of contracts: the apprenticeship contract and the professionalization contract, which both meet the same objective of increasing employee skills by combining work in the company and theoretical training.

3. APPRENTICESHIP STATUS
Holder of an apprenticeship contract, the apprentice has an employee status. His contract, the duration of which is determined upon signature, is generally of one year. During the 45 first days of the contract, each Party may terminate easily the contract.

**As an apprentice, he benefits from:**

- Compensation calculated as a% of the minimum wage
- A right to paid leave calculated on the basis of 2.5 days per month of past training, according to the terms defined by the Labor Code
- Coverage "sickness, accident at work ..." by the Health Insurance Fund to which it belongs
- Exemption from income tax for the fraction of the salary not exceeding the prescribed ceiling (information from the tax center)
- Maintaining family allowances up to 20 years if their salary does not exceed 55% of the minimum wage
- Housing allowance if he / she occupies accommodation independent of that of his / her parents (information from the Family Allowance Fund).

**His special status as an apprentice also allows him to benefit from:**

- The student learning card (given by the CFA). It can allow the apprentice to benefit from certain advantages linked to this status (ex: transport, culture, sports and leisure ...)
- Financial aid for transport, housing, health, catering to the services of the Region
  
  • See chapter 6) Helps

**4. APPRENTICESHIP PARTNERS**

The partners have undertaken to:

1) Inform young people and the artistic and cultural training sectors by all the means at their disposal.
2) Contact the reception structures for young artists in order to make them aware of the needs of the professions.
3) Be attentive to the observations and remarks of employers to provide them with the elements they need to conduct quality learning
4) Be available to intervene as necessary in the resolution of conflictual situations that may arise between the employer and the apprentice.
5) Provide the means of information necessary for the exercise of the function of apprenticeship master.
6) Ensure the promotion of companies that will respect the commitments of this charter
7) Take corrective actions with companies that ignore their learning obligations

Optimizing a good alternation planning supposes frequent relationships between the company (BNM Ballet Preljocaj, and Avignon Opera Ballet) and the Training Center (PNSD Rosella Hightower). They are a support for young apprentices and contribute to the consistency of training.

**5. THE COMMITMENTS OF THE LEARNING PARTNERS**
1) **The commitments of the company**

By concluding an apprenticeship contract, **the employer and the apprentice master** jointly undertake to:

1. Greet the apprentice by introducing him/her to the company, the employees, his/her apprentice master and the workplace
2. Implement the means to provide him/her with progressive and complete training under the responsibility of his designated master of training to provide it
3. Follow the evolution of training provided in a training center
4. Periodically monitor the development of the apprentice's professional skills and report on them in individual interviews twice a year
5. Take into account the special status of the apprentice, both salaried worker and young person in training, ensuring in particular the attendance of the apprentice in progress.
6. Comply with all legislation relating to labor law, particularly with regard to the hours and wages which must be communicated to the apprentice.
7. Get involved in the control during training when it is practiced, being aware of the responsibility for the evaluation.
8. Participate in meetings organized for apprenticeship masters by professional organizations, consular companies and apprenticeship training centers.
9. Seek the assistance of mediation (labor inspection, CFA, etc.) in the event of a conflict with the apprentice in order to avoid breach of the contract.
10. Support the apprentice in his professional integration procedures at the end of the contract.

2) **The commitments of the Training Center**

The **Training Center is required to:**

1. Provide apprentices with general, technical, theoretical and practical education in line with the training provided in companies
2. Ensure coordination between the training he provides and that in the company
3. By mutual agreement with companies and within the framework of programs defined at the national level, the progress of practical training.
4. Designate a trainer for each apprentice responsible for liaising with the apprenticeship supervisor in the company and regularly organize interviews at least twice a year with each apprentice
5. Organize and carry out at least two company visits per year for each apprentice
6. Organize work meetings with company trainers
7. Distribute to companies any educational document that can help them to ensure good practical training.
8. Ensure that the apprentice is registered in time for the examination, which is the subject of the contract
9. Support the apprentice in his administrative and social procedures.

3) **The commitments of the apprentice**
By signing my apprenticeship contract, I agree to:

1. Behave in accordance with the requirements of the profession (dress, language of availability, investment, attendance...)
2. Use the first 45 days of the contract to confirm my choice of orientation and my conviction to continue the training
3. Adopt a positive attitude in carrying out the work entrusted by my apprentice master during the term of the contract
4. Attending the Training Center courses assiduously
5. Respect the instructions and internal regulations of the company and the Training Center
6. Immediately notify the company and the Training Center of my absence and provide supporting documents
7. Persevere in my professional project when I encounter difficulties
8. Seek the assistance of mediation (labor inspection, CFA, etc.) in the event of a conflict with the apprentice in order to avoid breach of the contract.
9. Take all the exams.

6. THE PRACTICAL ORGANIZATION OF THE TRAINING

1) Reminder of the organization of diploma training

Prepare the National Superior Professional Dancer Diploma in 1 year instead of 3

The training program with an average duration of 350 hours spread over the duration of the apprenticeship contract (11 months on average) aims to provide the elements of skills and knowledge corresponding to the last year of training for the National Higher Professional Diploma dancer, according to a model authorized by the Ministry of Culture.

Some reminders:

- The apprenticeship contract can only be signed thanks to a diploma course followed in a training center
- An apprenticeship contract thanks to a diploma course
- The DNSP dancer is a diploma built to meet the needs of professional dancers, a diploma made to suit the dancer professional needs and expectations
- A diploma recognized as a Bachelor in Europe
- Presence and commitment to the whole program (catch up programs)
- All topics and classes are evaluated
- Evaluation on stage with the company is scheduled
- Two moments of observation during classes (ballet and contemporary)
  - 1st Semester and 2nd Semester
- One final dance exam in front of professional jury members end of June

Refer to the training program document.

2) Rules
• **With your company**
The apprentice has rights and duties of an employee. The “rules of procedure of the company” shall be transmitted for information and signature at the beginning of the contract. Particular rules linked to dance activity must be known and respected by the apprentice.

*Attendance, punctuality, availability, commitment*

• **With the CFA**
Attendance of the whole program, not « on-demand » program, punctuality, availability, commitment

*No mobile phone in workspaces (studios & classrooms)*

Only justified absences with medical certificate are accepted > Loss of pay in case of non-justified absences in the company and at the CFA

3) **Training locations**

The Training Center is located in the SOUTH Region in the cities of Cannes and Mougins. However, apprenticeship training takes place mainly in Aix-en-Provence and Marseille in order to limit the movement of apprentices. Some training periods or end-of-year exams may be organized on the PNSD site in Cannes-Mougins. During the training, the apprentices will have to move to different Marseille and Aix places of reception:

- Studies are completely free. On the other hand, accommodation, catering and transport costs are dependent on the apprentices. Many helps are available. **See the HELP section.**

4) **Fees to be expected by the apprentice**

- Accommodation and meals
The accommodation of the apprentice during his/her contract is entirely at his expense as well as all the meal costs, whether in company or in training.

- **Travel for CFA training**

The training takes place at the different sites in Aix or Marseille:

> Travel to different districts of Marseille
> Travel between Marseille and Aix-en-Provence
> Possible trips to Mougins / Cannes (punctually)
>

- **Tickets to watch dance performances**

As part of the training project around choreographic culture, the CFA plans to come to certain shows in theaters of Marseille or Aix. Consider between 3 to 5 paying dance performances to see in the season. The ticket price is between 5 and 10 € or a maximum of 50 € per year.

> see helps offered Leisure time and shows

- **Dance clothes and dance shoes**

All dance clothes and dance shoes are paid by the apprentices

- **Displacements for the final graduation exams**

It is possible that the examinations for obtaining the National Superior Dancer Diploma take place at the PNSD in Cannes or Mougins.

In this case, travel, catering and accommodation are responsibility of the apprentice.

**Note: The ROSELLA HIGHTOWER PNSD or the EMPLOYER COMPANIES will not take care these transport costs**

5) **The budget to be provided by the apprentice**

As part of the training, there is a budget between 140 and 230 € / year to cover travel, entertainment and accommodation costs for exams if necessary. **These expenses can be covered almost entirely by the aid system set up by the South Region**

6) **Aids offered to apprentices**

- **For transportation**

  A) **ZOU Pass! Travel studies for Cannes-Mougins**

  ZOU Pass! Studies: € 90 / year - For travel throughout the South Region (Except Aix-Marseille shuttle).

  It gives free access to the train and bus networks of the South region - Train and bus of the ZOU network! (Interurban lines, Regional Express Lines).

  It makes it possible not only to carry out daily school trips but also leisure trips, including during school holidays.
The ZOU PASS! Studies is only available online. Warning! The ZOU PASS! Etudes is not available at the counters of ZOU points of sale! nor at the counters of SNCF stations. Info : https://zou.maregionsud.fr/acheter-un-pass-zou-etudes/

B) Bus card for lessons in Marseille or Aix
Make "The card" of the Metropolis: free with proof of address, photo ID - certificate of education - To do at the bus station.
This card gives you the possibility to travel between Aix and Marseille for 2 € AR to be used within 24 hours (possibility of charging 6 journeys).

- **ON MARSEILLE**: You can, depending on your needs, take a full RTM pass to move around the Metropolis (metro-tram-boat-bike) - € 30.40 / month- reimbursed by the region on supporting documents.
- **ON AIX**: According to your needs, you can take the Aix pass by bus to move around Aix (€ 100 / year) reimbursed by the region on supporting documents.

- **For leisure time and shows**
The YOUTH E-PASS is a card and an application to facilitate young people's access to culture and sport. Take advantage of € 80 of good deals with the Youth e-Pass!
https://www.maregionsud.fr/aides-et-appels-a-projets/detail/e-pass-jeunes

- **For health**
The Youth Health Pass gives you free access to a range of services for health professionals
https://www.maregionsud.fr/aides-et-appels-a-projets/detail/pass-sante-jeunes

- **For housing**
More than 50 km from the place of training, professional internship or the place of examination for departments 06, 13, 83 and 84.
Accommodation is provided in AFPA centers approved by the Region. The remaining costs to be borne by the applicant are € 2.50 per night (i.e. € 75 per month), weekends and breakfasts included.
https://www.maregionsud.fr/aides-et-appels-a-projets/detail/aide-au-logement

- **Other aids**
Consult the PNSD website for further information on aid
https://www.pnsd.fr/cfa
7) CONTACTS

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