

**Spotlight**  
on VET   
**PORTUGAL**

Vocational education  
and training systems  
in Europe

2023

## VET in Portugal

The National Qualifications System (SNQ), created in 2007, introduced a new legal and strategic framework for vocational education and training (VET) and lifelong learning (LLL) in Portugal. The main objectives are to raise the citizens qualifications level, to ensure that VET qualifications better match the needs of the labour market and to promote the competitiveness of economy. The 2021 [VET agreement](#), signed between the government and the social partners, created conditions to increase training participation and qualification levels, reinforcing the principle of double certification (educational and professional) and the integration of general, technical and work-based training components.

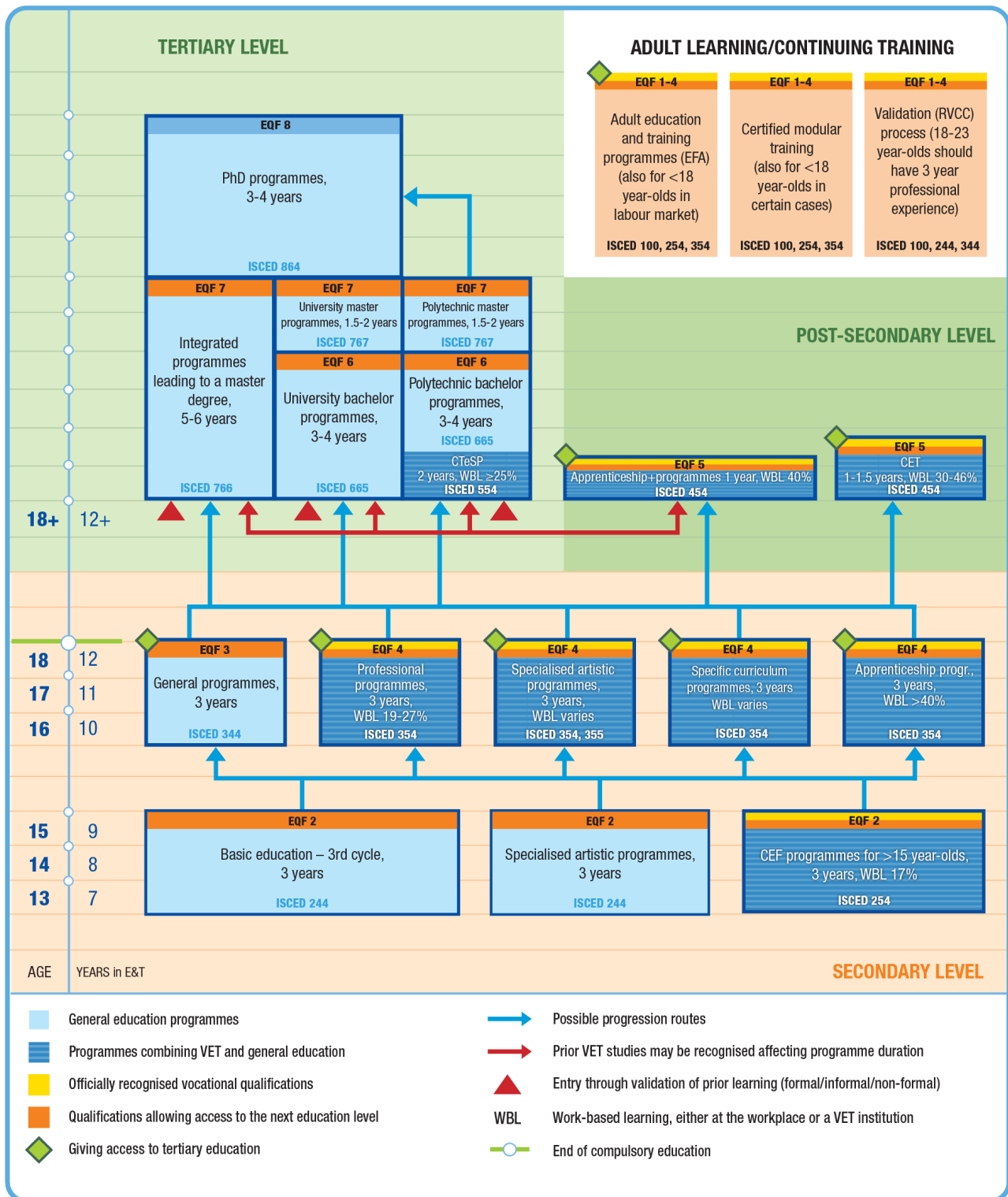
VET and adult training are the joint responsibility of the Ministry of Education and the Ministry of Labour, Solidarity and Social Security. Their duties are undertaken by departments that are part of direct state administration, indirect state administration bodies, advisory bodies, and other organisations and entities. The political coordination of the VET system, within the context of the SNQ, is the responsibility of an inter-ministerial commission comprising members from several government departments. Governance of VET also involves the participation of the social partners, i.e., employers and workers' organisations, reinforced by the 2021 VET agreement. They participate in VET advisory or coordinating bodies and as promoters of sectoral VET operators. Main VET programmes include:

- a. at lower secondary level, CEF programmes (ISCED 254; EQF 2) combining school-based and practical training. They target those aged 15+ who completed the first cycle of basic education (four years) and are at risk of early leaving education and training. Progression to upper secondary education is possible;
- b. at upper secondary level, the programmes (ISCEDs 344-354, EQF 4) are:
  - three-year professional programmes; WBL is provided as a traineeship in enterprises or organisations;
  - three-year specialised artistic programmes, including visual arts and audiovisual, and dance;
  - specific curriculum programmes combining elements of general and VET programmes, as schools' autonomy allows them to diversify their education and training provision. WBL takes place as traineeship in companies or other entities for varying durations;
  - apprenticeship programmes are for young people up to age 29. A training contract between the apprentice, the training provider and the enterprise must be signed;
- c. at post-secondary level:
  - technological specialisation programmes (CET, ISCED 454; EQF 5) last from one to one-and-a-half years, leading to a technological specialisation diploma. CET graduates can be accredited up to 90 ECTS points; and [apprenticeship+ programmes](#), since 2022, allow people aged 18 to 29 holding a secondary education to obtain a NQF5 qualification after 1 year of in-company practice.
- d. at tertiary level, two-year short-cycle high professional technical programmes (CTeSP, ISCED 554) are offered by polytechnics. Graduates are credited 120 ECTS points and receive a higher professional technician diploma (not a tertiary education).

Adult learning programmes (EQF 1-4) include:

- a. education and training programmes for adults (EFA, ISCED 100, 254 and 354), aimed at those who want to complete lower or upper secondary education and/or obtain a professional qualification;
- b. certified modular training (ISCED 100, 254; and 354) is based on short- term training units (25-50h), offering them greater flexibility in obtaining a qualification;
- c. RVCC (ISCED 100, 244, 344) enables the certification of competences developed through life, including at least 50 training hours. The two RVCC paths (education and professional) can lead to a basic, upper secondary education, professional or double certification. Adults lacking competences required for a qualification are guided to relevant training programmes to acquire them.

# VET in Portugal's education and training system



NB: ISCED-P 2011

Source: Cedefop, & Directorate-General of Employment and Industrial Relations (DGERT). (2023). Vocational education and training in Europe – Portugal: system description. In Cedefop, & ReferNet. (2024). Vocational education and training in Europe: VET in Europe database – detailed VET system descriptions [Database]. [www.cedefop.europa.eu/en/tools/vet-in-europe/systems/portugal-u3](http://www.cedefop.europa.eu/en/tools/vet-in-europe/systems/portugal-u3)

## Distinctive features of VET

In Portugal, the VET system has permeability between different VET programmes and between them and general education; double certification for all VET programmes; increased non-tertiary post-secondary training and encouraging lifelong learning; [inclusive schooling](#) for all students; [special higher education entry admission process](#) for double certification holders; [flexible curriculum management](#); decreasing early leaving from education and training.

Key principles of VET provision are the wide range of programmes accessible to young people and adults, the link between VET provision and labour market needs, and flexibility in the type and duration of courses for adults. Accreditation and certification of VET providers, teachers and trainers, and their external evaluation, ensures VET quality.

The SNQ promotes upper secondary education as the minimum level of attainment. It adopted a governance model based on the involvement of different VET providers, sector councils, and social partners, establishing common objectives and instruments. SNQ support tools are:

- a. the eight-level [national qualifications framework](#) (QNQ), designed in line with EQF;
- b. the [national catalogue of qualifications](#) (CNQ), which helps manage and regulate non-tertiary VET qualifications. This aims to develop competence-based qualifications, regulate double certification, aid in designing learning programmes, provide standards for the [RVCC process](#), promote the transparency and efficiency of public funding, and modularise the training offer;
- c. the [Qualifica passport](#), an instrument for guidance and individual record of qualifications and competences;
- d. the [system for anticipating qualification needs](#) (SANQ), evaluates the relevance of qualifications to the labour market and monitors trends in qualified human resources supply;
- e. the National credit system for VET, which allocates credits to VET qualifications.

## Challenges and policy responses

High on the policy agenda are the following challenges:

- increasing participation in lifelong learning;
- modernising VET provision by introducing new teaching methods and diversified VET programmes;
- strengthening the alignment of VET with labour market needs;
- underlining the principles of inclusion, sustainability and transparency;
- facing the profound transformations caused by digitalisation and the greening of the economy and society;
- upskilling and reskilling vulnerable groups.

The Government continues to focus on the valorisation of double certification modalities addressed to youths, through a modernised, inclusive and quality offer, able to attract more young people to secondary education. At the same time, the government aims to encourage more graduates to pursue further studies, particularly at a higher level.

In adult qualification, the focus continues to be on flexible training paths, more suitable for adults, and leading to effective qualification, i.e., expanding the network of adult education and training providers in cooperation with the *Qualifica* centres to attract more adult learners to VET programmes.

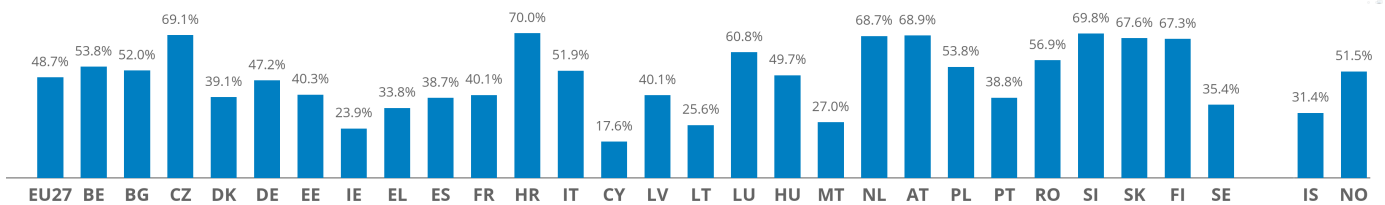
The Government, through the recovery and resilience plan (2021), has identified areas in which policy interventions will focus with a view to modernise VET, including quality assurance, digital and green transition, industrial renewal etc.



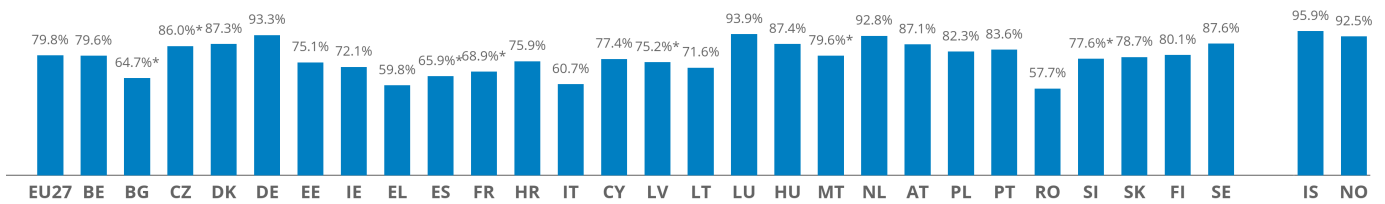
# Portugal

## Education and training in figures

### IVET students as % of all upper secondary students, 2021

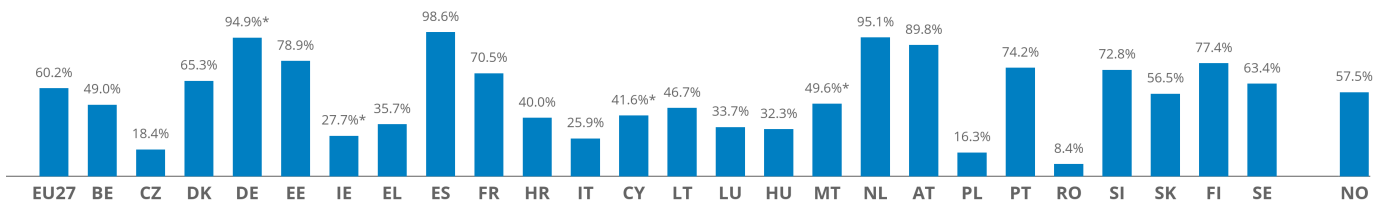


### Employment rate for recent IVET graduates (20-34 year-olds) (%), 2022



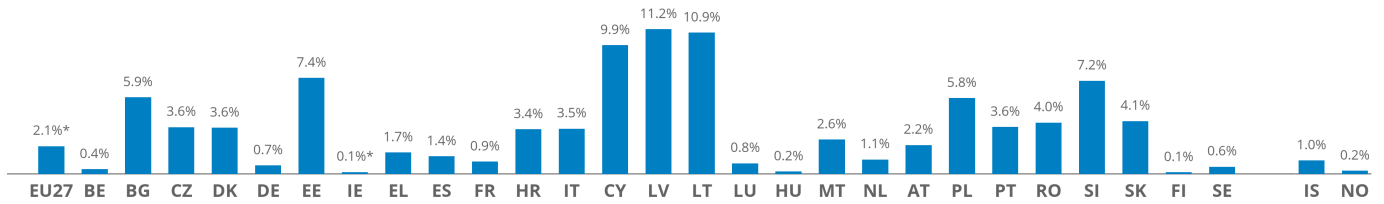
Notes: Bulgaria, Latvia, Malta and Slovenia: (u) low reliability, Czechia: (b) break in time series, Spain and France: (d) definition differs

### Recent IVET graduates (20-34 year-olds) with a work-based learning experience as part of their vocational education and training (%), 2022



Notes: Germany, Ireland and Cyprus: (u) low reliability

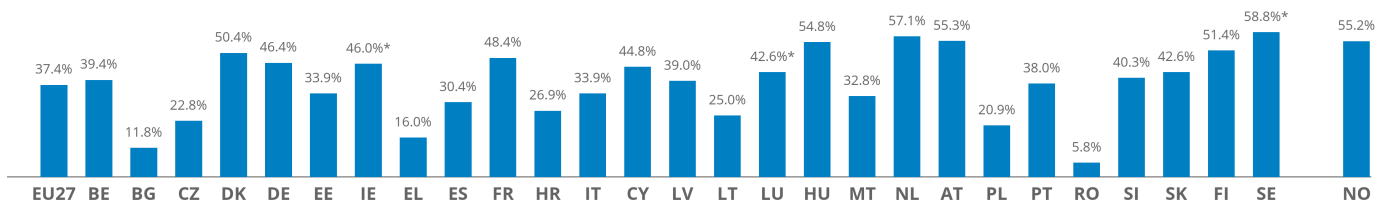
## IVET learners who benefitted from a learning mobility abroad (%), 2021



CEDEFOP

Notes: EU27: (d) definition differs (V) Cedefop estimate, Ireland: (d) definition differs, Croatia, Cyprus, Netherlands and Slovenia: (z) not applicable

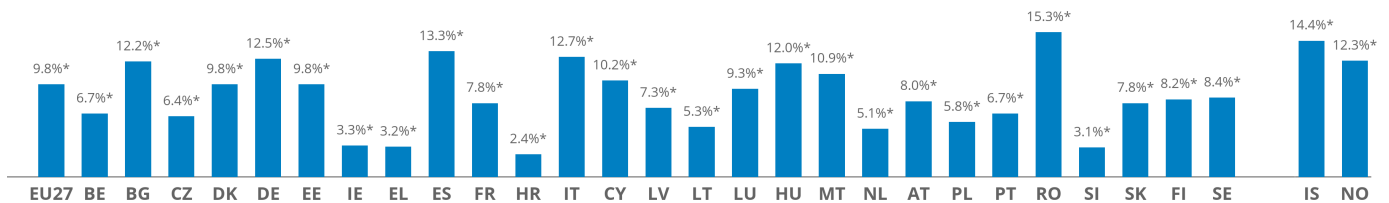
## Adults (25-64 year-olds) with a learning experience in the last 12 months (%), 2016



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Notes: All values: (b) break in time series

## Early leavers from education and training (%), 2021



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Notes: EU27, Belgium, Bulgaria, Czechia, Denmark, Germany, Estonia, Ireland, Greece, Spain, France, Italy, Cyprus, Latvia, Lithuania, Luxembourg, Hungary, Malta, Netherlands, Austria, Poland, Portugal, Romania, Slovakia, Finland, Sweden, Iceland and Norway: (b) break in time series, Croatia and Slovenia: (b) break in time series (u) low reliability

Source: [Cedefop's Key indicators on VET](#)



## Further information

- Cedefop and ReferNet (2023). *Timeline of VET policies: Portugal*
- European Commission (2023). *Education and training monitor: Portugal*
- Eurydice (2024). *National education systems: Portugal*
- República Portuguesa (2021). *Plano de Recuperação e Resiliência - Plano preliminar* [Recovery and resilience plan - initial version]

<a href="http://www.refernet.pt">www.refernet.pt</a>	ReferNet Portugal
<a href="http://www.dgert.gov.pt">www.dgert.gov.pt</a>	Directorate-General for Employment and Industrial Relations
<a href="http://www.dge.mec.pt">www.dge.mec.pt</a>	Directorate-General for Education
<a href="https://www.dges.gov.pt/en">https://www.dges.gov.pt/en</a>	Directorate-General for Higher Education
<a href="https://www.portugal.gov.pt/en/gc23">https://www.portugal.gov.pt/en/gc23</a>	Government
<a href="https://www.anqep.gov.pt/np4EN/home">https://www.anqep.gov.pt/np4EN/home</a>	National Agency for Qualification and Vocational Education and Training
<a href="http://www.iefp.pt">www.iefp.pt</a>	Institute for Employment and Vocational Training
<a href="https://catalogo.anqep.gov.pt/">https://catalogo.anqep.gov.pt/</a>	National catalogue of qualifications
<a href="http://www.qualifica.gov.pt/">www.qualifica.gov.pt/</a>	<i>Qualifica</i> programme
<a href="http://www.ine.pt">www.ine.pt</a>	National Institute for Statistics

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