

Training action programme

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 PORTUGAL

Timeline

2022 Implementation 2023 Implementation 2024 Implementation
2025 Implementation

ID number 43348

Background

In recent years, Portugal has come a long way in qualification and modernisation in key areas to sustain economic progress. Promoting social, economic and territorial resilience is fundamental to resuming its growth trajectory, and the national Recovery and resilience plan (RRP) is highly focused on strengthening productivity and employment, through initiatives in education and training, aiding professional transitions to a green and digital economy, and supporting an increase in the competitiveness and resilience of the Portuguese economy.

Objectives

- (a) Increasing management skills and improving business practices of the participants (entrepreneurs, managers and employees) from SMEs.
- (b) Improving organisation, optimising methodologies and promoting company modernisation and innovation processes.

Description

Training action programme (*Formação - Ação*) is a training modality of the national qualification system for the reinforcement of SME management capacity and competitiveness; it combines training and consultancy. It is addressed to micro, small and medium-sized enterprises active in the North, Centre and Alentejo regions.

This business training combines classroom training, in-company training and individualised consultancy. The programme begins with a business diagnosis, allowing for the identification of priority areas to intervene and of an action plan to be implemented throughout the project with the support of a consultant. Each project lasts 24 months and includes two actions with equal or distinct themes. In-company training takes place over a period of 12 to 14 months, involving 209 hours of training: 119 hours of inter-company training and 90 hours of consultancy per SME, targeting entrepreneurs, managers and employees from SMEs.

The SME training action programme is managed and implemented by promoter entities

responsible for the programme's implementation in the enterprises. These entities reply to the call for tender to support joint projects of training action, inserted in the incentives system to enterprises, in the investment typology Qualification and internationalisation of SMEs.

The promoters are private non-profit entities, of associative nature, with competences addressed to SMEs: business associations, chambers of commerce and industry, associations for local or regional development, and non-business entities of the R&TD system, such as the technological centres modernising companies.

The support to be granted by the European Social Fund, in the line of competitiveness and internationalisation, is 90% of the eligible expenses; the remaining 10% will be funded by the private sector.

The Agency for Competitiveness and Innovation, through the SME Academy, plays a crucial role in the implementation of the programme.

The thematic areas addressed are: internationalisation, digital economy, implementation of management systems, industry 4.0, optimisation of financial resources and management control, management for SME competitiveness and innovation and efficiency of productive processes.

2022 Implementation

This measure is part of the NIP under the package Innovation and resilience.

In 2022, the Industrial Association of Metallurgical, Metalomechanics and Related Industries of Portugal (AIMMAP) promoted the course Implementation of management systems; the Association for the Development and Promotion of Entrepreneurship in Portugal (ADPEP) promoted the course Optimisation of financial resources and management control.

2023 Implementation

The Confederation of Portuguese Farmers provided training to workers, entrepreneurs and managers of SMEs in the field of agriculture, focusing on themes associated with innovation and change (Agricultural management, Efficient use of water, Energy efficiency, Certification of sustainable forest management and Organic agriculture). 17 Associations, 503 SMEs and 520 trainees were involved.

2024 Implementation

The measure was operational and ran as regular practice.

2025 Implementation

No progress or developments on this policy were reported by October 2025.

Bodies responsible

- Agency for Competitiveness and Innovation (IAPMEI)
- Compete2030

Target group

Entities providing VET

Companies
Small and medium-sized enterprises (SMEs)

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Acquiring key competences

Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

European priorities in VET

VET Recommendation

VET as a driver for innovation and growth preparing for digital and green transitions and occupations in high demand

VET promoting equality of opportunities

Subsystem

CVET

Further reading

[Decree-Law \[Decreto-Lei\] No 14/2017 of 26 January 2017](#)

[Promotional leaflet](#)

Related policy developments

2025 Implementation

Qualification for internationalisation programme

The training courses are part of the national catalogue of qualifications (CNQ) and the training content is included in the thematic area of internationalisation.

 PORTUGAL

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 Implementation

Promoting work-based learning and traineeships

Within the scope of this policy development, several initiatives have been set up by the National Agency for Qualification and Vocational Education and Training (ANQEP) and the Institute for Employment and Vocational Training (IEFP).

 PORTUGAL

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

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