

Training voucher

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 PORTUGAL

Timeline

2022 Implementation 2023 Implementation 2024 Implementation

2025 Implementation

ID number 43335

Background

One of the Portuguese Government's goals is to define and implement measures to modernise active employment policies to improve the adjustment between supply and demand in the labour market, providing financial support and facilitating access to training for individual workers. The VET Agreement established the training voucher (*cheque formação*) as a relevant measure for improving the country's productivity and economy.

Objectives

The Training voucher aims to reinforce the quality of active employment measures, particularly as regards professional qualifications, seeking to:

- (a) contribute to improving the productivity and competitiveness of companies by reinforcing the professional qualification of their workers, especially those with lower qualifications;
- (b) boost the demand for training among the unemployed and active employees;
- (c) encourage lifelong learning pathways as well as the personal development of the active employed and the unemployed;
- (d) make employers, the employed and unemployed people jointly responsible in the search for training responses that promote the improvement of professional performances;
- (e) help adjust training supply and demand, bringing a new dynamic to training operators.

Description

Training voucher is a direct financial support for vocational training to be granted to employees and the unemployed as a way of providing individual access to training.

It is addressed to employees aged 16 or over, regardless of their qualification level, and unemployed individuals, aged 16 or over, registered in PES for at least 90 consecutive days, with qualification levels 3 to 6. For the unemployed, to receive financial support, the training must correspond to that defined in the personal qualification plan (PPQ), obtained following a recognition, validation and certification (RVCC) process.

Each beneficiary, unemployed or employed, can benefit from the support for a period of 2 years. Unemployed people who attend training courses with a maximum duration of 150 hours of training are entitled to financial support corresponding to the total value of the training course, proven to have been paid, up to a maximum amount of EUR 500; this is in addition to the training grant, meal allowance and transport costs.

Employees are entitled to support up to 50 hours of training. The maximum amount that can be granted is EUR 175, and the support to be awarded cannot exceed 90% of the total value of the training, proven to have been paid.

The training should preferably be based on short-term training units and must be provided by a training entity certified by the Directorate-General for Employment and Industrial Relations.

The training voucher has an open application regime and the applications can be submitted by the employees or employers in *lefponline* portal. The IEFP is responsible for analysing the applications and paying the financial support.

2022 Implementation

This measure is part of the NIP under the package Flexibility and diversification. During 2022, 18 300 employed people were involved.

2023 Implementation

During 2023, 24 411 employed people benefited from the training voucher, with a budget allocation of EUR 1 422 712.

More than half of the beneficiaries have less than upper secondary education (53.8 %), and 31.9% have upper secondary. With a bachelor's degree are 10.9%. Regarding age, most of them are in the age group 40-50 (28.7%) and 30-40 (25.5%).

2024 Implementation

Until August, 24 074 employed persons benefited from this support, with a budget allocation of EUR 1 387 337. The profile of the beneficiaries was similar to that of 2023.

2025 Implementation

Until October, 31 745 employed people benefited from this support, with a budget allocation of EUR 2 329 927. The profile of the beneficiaries was similar to that of 2023.

Bodies responsible

- Institute for Employment and Vocational Training (IEFP)

Target group

Learners

Young people (15-29 years old)

Older workers and employees (55 - 64 years old)

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Low-skilled/qualified persons

Thematic categories

Transparency and portability of VET skills and qualifications

Developing and applying qualifications smaller/shorter than full

Supporting lifelong learning culture and increasing participation

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

Providing for individuals' re- and upskilling needs

Ensuring equal opportunities and inclusiveness in education and training

European priorities in VET

VET Recommendation

Flexibility and progression opportunities at the core of VET

VET promoting equality of opportunities

Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Subsystem

CVET

Further reading

[Ordinance \(Portaria\) No 229/2015 of 3 August 2015](#)

Related policy developments

2025 Implementation

VET agreement

The VET agreement is to be a common ground of a tripartite understanding, between the government and the social partners, in the following areas of intervention:

 PORTUGAL

Type of development

Strategy/Action plan

Subsystem

CVET

2019 Approved/Agreed

Changes in employee CVET

Legislation passed in 2019 introduced changes in the labour code on continuing training.

Employees have the right to a minimum of 40 hours (previously 35 hours) of continuing training per year.

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Type of development

Regulation/Legislation

Subsystem

CVET

“ ... ” **Cite as**

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