

More digital employment 2025

POLICY DEVELOPMENT**PRACTICAL MEASURE/INITIATIVE** **PORTUGAL**

Timeline

2022 Approved/Agreed**2023 Implementation****2024 Implementation****ID number 43286**

Background

National digital skills initiative e.2030 - INCoDe.2030 created in 2018 and renewed in 2021, aims to promote the digital skills of the population, through five areas of intervention: education and vocational training of young people; upskilling and reskilling, with a view to vocational training of adults; inclusion (adults); advanced training (higher education); research (institutions in the field of R&D). This initiative includes several vocational training programmes in line with the national plan for the digital transition.

Objectives

- (a) Training and (re)qualification, in the digital area, aiming to face the challenges and opportunities of several business sectors strongly impacted by digital transition processes.
- (b) Fostering digital transformation.
- (c) Improving the productivity and competitiveness of entities and the country's economy, as well as individual skills and qualifications.

Description

More digital employment 2025 is a scheme providing free digital training for workers, managers and directors of companies, entities of the social economy and trainers. The training includes an initial and final diagnosis of digital skills, in line with the dynamic reference framework for digital competence (DCRF) proficiency levels, through the Portugal Digital Academy platform. If the training is completed, a certificate is issued. The training is developed in, and managed by, IEFP in close partnership with other public and private bodies: the Portugal Digital Mission Structure, the social partners and higher education institutions (universities and polytechnics). The training offer within the scope of this measure is disseminated through the Portugal Digital Academia platform.

An investment of EUR 94 million is foreseen for the implementation of the programme. it includes four measures.

Training employment more digital (*Emprego Formação + Digital*)

The measure targets employees from enterprises in strategic sectors or from industries

particularly impacted by digital transformation processes. It aims at training and reskilling on digital issues of workers from companies and social economy entities, contributing to supporting the digital transformation of these employers and improving the skills and individual qualifications of everyone involved in the vocational training projects. This measure is based on the implementation of a set of training projects defined according to the needs of the workers to which they are addressed and of their respective activity sector.

The pathways should, whenever possible, consist of competence units (CU) and/or short duration training units (UFCD) of the technological component of the digital area available in the national qualifications catalogue (CNQ), according to the specific needs of each activity sector. The UC and/or UFCD of the training pathway integrated in CNQ can be used for obtaining one, or more than one, qualification from level 1 to 5 of the national qualifications framework (QNQ).

The duration of the training is between 25 to 200 hours. However, up to 50% of the training contents may be developed through tailor-made training activities, to which the minimum number of hours established does not apply.

Leader more digital (*Lider + Digital*)

This aims to skill and reskill managers and directors of companies, business associations and social economy entities. It also targets senior technical staff with the potential to develop leadership and management responsibilities who wish to increase their skills and qualifications and support the organisations in digital transformation processes. The priority target groups are people of the gender under-represented in the role of manager and leadership, and managers and directors of micro, small and medium-sized enterprises.

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The training paths, preferably between 80 and 200 hours, should guarantee the implementation of short- and medium-term plans for digital transformation of companies and social economy entities.

Training voucher more digital (*Cheque Formação + Digital*)

Financial support for training courses, granted to workers, self-employed workers with business or professional income, sole proprietorships and partners of one-person limited companies who wish to increase their skills and qualifications in the digital field.

Trainer more digital (*Formador + Digital*)

This aims to support the training of trainers by providing trainers with specialised skills in digital technologies applied to the training context: distance learning, creation of didactic materials for distance training, and other specialised areas of training.

2022 Approved/Agreed

This measure is part of the NIP under the package Green and digital transition.

The programme More digital employment 2025 was approved by Order No 246/2022 of 27 September 2022 and the application process was opened in October.

2023 Implementation

During 2023, 110 634 employed individuals benefited from the 'Training employment more digital' (*Emprego Formação + Digital*), with a budget allocation of EUR 14 549

2024 Implementation

Ordinance No 8/2024, of 15 January, introduced the first amendment to Ordinance No 246/2022, of 27 September. This amendment adjusted some aspects of the programme in line with the needs identified during its implementation and clarified some understandings to better reflect the recently approved reprogramming of the RRP, namely:

- (a) full distance learning is now allowed for all actions included in the programme;
- (b) all workers in the public or private sector can benefit from the Digital Training Voucher;
- (c) concerning the 'Líder more digital' measure, the range of entities able to provide training has been extended to include the social partners with a seat on the Permanent Social Concertation Commission and their associated sectoral and regional organisations when certified by the Directorate-General for Employment and Labour Relations.
- (d) applications are now to be submitted by a consortium between at least one higher education institution and employers, business associations or social sector associations;
- (e) 'Trainer more digital' is extended to cover all professionals in the digital technology sector who want to develop teaching skills that enable them to provide certified training in the digital area, provided they do not already hold a teaching certificate.

By Dispatch No 949/2024, of 25 January, the financing guidelines were established. A new feature, virtual assistant, was also introduced to help citizens formalise their applications.

Until September:

- a. 99 185 employees benefited from the 'Training employment more digital' (Emprego Formação + Digital), with a budget allocation of EUR 20 259 040.
- b. 1 251 employees benefited from the 'Training voucher more digitally' (Cheque Formação + Digital) with a budget allocation of EUR 753 533.
- c. 541 employees benefited from the 'Trainer more digital' (Formador + Digital), with a budget allocation of EUR 39 532.
- d. 106 managers and directors of companies benefited from 'Leader more digital' (Lider + Digital)

Bodies responsible

- Institute for Employment and Vocational Training (IEFP)
- Agency for Administrative Modernisation (AMA)

Target group

Learners

Young people (15-29 years old)

Older workers and employees (55 - 64 years old)

Persons in employment, including those at risk of unemployment

Education professionals

Trainers

Entities providing VET

Thematic categories

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses
Diversifying modes of learning: face-to-face, digital and/or blended learning;
adaptable/flexible training formats

Transparency and portability of VET skills and qualifications

Developing and applying qualifications smaller/shorter than full

Teachers, trainers and school leaders competences

Supporting teachers and trainers for and through digital

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 as an attractive choice based on modern and digitalised provision of training and skills

Osnabrück Declaration

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

Subsystem

CVET

Further reading

[Ordinance \(Portaria\) No 246/2022 of 27 September 2022](#)

[Ordinance \(Portaria\) No 8/2024, of 15 January 2024](#)

[Dispatch \(Despacho\) No 949/2024, of 25 January 2024](#)

Related policy developments

Portugal digital academy

This measure is part of INCODE.2030.

 PORTUGAL

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2024 Implementation

Action plan for the digital transition

The action plan for the digital transition has three main pillars. Each one comprises three sub-pillars:

 PORTUGAL

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2024 Implementation

National digital competences initiative (Portugal INCoDe.2030)

INCoDe.2030 is an integrated inter-ministerial strategy bringing together and encouraging collaboration between people with different experiences and knowledge as well as multiple public and private organisations.

This initiative has five major priorities:

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Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2024 Implementation

Dynamic reference framework for digital competences

In 2019, the Council of Ministers of Science, Technology and Higher Education, Education

and Labour, Solidarity and Social Security decided that QDRCD should be developed.

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Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2024 Implementation

Initial and continuing training for trainers and tutors

The national qualifications system (*Sistema Nacional de Qualificações, SNQ*) aims (among others) to improve VET quality by promoting trainers' initial and continuing professional development (CPD) and enhancing their technical and pedagogical capacity.

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Type of development

Practical
measure/Initiative

Subsystem

IVET CVET



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