

# System for the anticipation of qualifications needs

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 PORTUGAL

## Timeline



ID number 28700

## Background

In the legal framework of the National qualifications system (SNQ), the National Agency for Qualification and VET (ANQEP) is described as the body responsible for identifying the priority thematic areas of VET programmes and their spatial distribution, avoiding overlaps and better addressing labour market needs.

In 2014, the System for the anticipation of qualifications needs (SANQ) was developed. It utilises systematic mechanisms, different quantitative and qualitative variables and a combination of diagnosis, forecasting and planning.

Law No 82-A/2014, which approved the major planning actions for 2015, reinforced the importance of a qualification needs diagnosis system.

## Objectives

SANQ is a diagnostic tool aiming to identify qualification needs at national and regional level and to set priority levels for qualifications, which are taken into consideration when planning education and training provision and in the updating of the National catalogue of qualifications (CNQ).

## Description

In 2015, SANQ was set up under a coordination council that includes ANQEP, the Institute for Employment and Vocational Training (IEFP), the Cohesion and Development Agency (AD&C) and social partners. It assesses the dynamics of the economy and the labour market, which influence the demand for skills in the short and medium term. It also gathers key information for lifelong guidance. The use of SANQ has been strengthened through the diversity of data analysed and the involvement of a significant and representative number of stakeholders at the regional and local levels.

SANQ's centrality in shaping the network of VET programmes has strengthened the relevance of qualifications with regional needs. The Intercity communities and metropolitan (CIM) areas contribute to identifying the criteria for updating the network of VET offers. This systematisation has enabled young people to find the best option for them and has adjusted the qualifications' offer to the needs of the economy and the labour market, in line with the national framework strategy for economic and social development.

The methodology established by the SANQ makes it possible to identify the relevance of each qualification and its evolution trends, setting priorities and criteria for the network of education and training provision. It influences the number and design of education and training areas, education and training offers related to level 2, 4 and 5 qualifications to respond to regional labour market needs. It aims to reinforce responses to sectoral, professional and territorial needs and dynamics, ensuring the alignment of vocational education and training initiatives to these needs and dynamics and prioritising emerging areas of competence.

### **2015 Implementation**

### **2016 Implementation**

### **2017 Implementation**

### **2018 Implementation**

### **2019 Implementation**

In 2019, the regional planning involved 17 CIM areas.

### **2020 Implementation**

On March 2020, centrally defined guidelines and criteria were issued (Dispatch No 3262-A/2020) on how the network of VET offers will be shaped. They focus on how institutions providing education and training programmes for young people (CEF), professional and specific curriculum programmes will plan and organise their provision to avoid overlaps and address regional labour market needs.

From December 2019 and throughout 2020, 19 of 23 CIM areas defined their regional qualification needs for the SANQ. They developed a regional in-depth diagnosis (*Módulo de aprofundamento regional*), identifying their priority education and training areas. It covered CEF programmes at EQF level 2 and professional programmes at EQF level 4 according to regional and territorial specific characteristics.

In November/December 2020, the SANQ education and training priority areas at regional level were updated in compliance with its regular update (which takes place every 3 years).

### **2021 Implementation**

Dispatch (Despacho) No 12818/2021 of 30 December, created an interministerial commission for the coordination of the education and vocational training system within the national qualifications system (SNQ). Its missions include to monitor and promote the political and strategic coordination of the VET system, specifically regarding SANQ.

Between December 2021 and February 2022, 21 of the 23 CIM (intercity communities) areas defined their regional qualifications needs for the SANQ.

### **2022 Implementation**

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

In April 2022, based on the SANQ baseline diagnosis, CIM (intercity communities) developed a regional in-depth diagnosis, identifying the degree of relevance of qualifications at the NUT III to support the definition of learning opportunities.

### 2023 Implementation

In 2023, the Basic diagnosis of the SANQ model was updated with new data on the supply of and demand for qualifications in the labour market, and long-term prospective scenarios.

### 2024 Implementation

Circular No 1/ANQEP/2024 was published on 8 March. It defines the methodological guidelines and criteria for planning and coordinating professional programmes for the 2024/25 school year.

## Bodies responsible

- Institute for Employment and Vocational Training (IEFP)
- Cohesion and Development Agency (ADC)
- National Agency for Qualification and Vocational Education and Training (ANQEP)

## Target group

### Entities providing VET

Companies  
Small and medium-sized enterprises (SMEs)  
VET providers (all kinds)

## Thematic categories

### Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET  
Establishing and developing skills intelligence systems

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

### Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

## Subsystem

IVET CVET

## Further reading

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

[Decree-Law \[Decreto-Lei\] No 396/2007, of 31 December 2007, modified by Decree-Law](#)

[Decreto-Lei] No 14/2017, of 26 January 2017

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Dispatch [Despacho] No 3262-A/2020, of 12 March 2020

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Dispatch [Despacho] No 12818/2021, of 30 December 2021

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Circular No 1/ANQEP/2024

## Related policy developments

2024 **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:

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#### Type of development

Strategy/Action  
plan

#### Subsystem

CVET

#### “ ... ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28700>