

Promoting work-based learning and traineeships

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

Timeline

2015 Implementation	2016 Implementation	2017 Implementation
2018 Implementation	2019 Implementation	2020 Implementation
2021 Implementation	2022 Implementation	2023 Implementation
2024 Implementation	2025 Implementation	

ID number 28499

Background

Work-based learning (WBL, nationally referred to as practical training) is compulsory in school-based VET programmes. The share of work-based learning varies depending on the scope of the programme and level of studies.

Objectives

National policy priorities in the area set for 2016-20 promote:

- (a) entrepreneurial culture among young people;
- (b) learning experiences through traineeships;
- (c) recognition of skills in the workplace and businesses.

Description

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).

Until 2017, ANQEP was organising regional debates and reflection groups, involving employers, schools and vocational training centres, to promote workplace training. Topics discussed involved the evaluation of practical training in the workplace and assessment of final exams.

In 2016-17, ANQEP, and the student forum (*Forum estudante*) launched several actions, including the dissemination of interesting testimonials from young people on their professional experiences (*#somosensinoprofissional*).

In 2014 and 2017, IEFP launched, respectively, the initiatives Employment for active young people (*Emprego Jovem Ativo*) and Professional traineeships (*Estágios Profissionais*). These

promoted and funded traineeships, aiming to support the acquisition of practical experiences in the workplace and to improve employability. The *Estágios profissionais* had a great impact in promoting integration after completing an initial training course. This measure, which targeted a wide range of the public, had special benefits/support adapted to people with disabilities and, for example, victims of domestic violence, refugees, ex-prisoners and recovering drug addicts.

There are several projects in this context, including Return on investment of WBL and Apprenticeships.

2015 Implementation
2016 Implementation
2017 Implementation
2018 Implementation
2019 Implementation In 2019, Ordinance No. 70/2019 was approved updating the 2017 legislation that introduced the initiative <i>Estágios Profissionais</i> .
2020 Implementation In 2020, the initiative <i>Estágios Profissionais</i> was replaced by <i>Estágios ATIVAR.PT</i> (Ordinance No 206/2020). During the transition period (until 30 June 2021), candidates up to the age of 35 will be covered (previously until 30 years old); those over 35 will become eligible if they have been unemployed for more than six months (previously 12 months). The new programme introduces an increase in the number of scholarships and addresses employment policy objectives concerning the integration of young people into the labour market and the reskilling of the unemployed. <i>Estágios ATIVAR.PT</i> aims to: (a) complement and develop the skills of the unemployed, particularly young people, improving their employability through practical experience in a work context; (b) aid the transition from education and training to the labour market, by providing young people with the right qualifications; (c) raise awareness of new training and necessary competences among companies; (d) promote the creation of jobs in new economic sectors; (e) improve individuals' skills and competences; (f) reorganise the production structure.
2021 Implementation To increase support to the newly unemployed, and particularly to the young and young adults who were disproportionately affected by the pandemic effects on the labour market, changes were made to scholarships of the ATIVAR.PT measure, increasing grants. In 2021, 19 442 youths and young adults participated in traineeships.
2022 Implementation The measure is part of the NIP under the package Green and digital transition. In December 2022, a legislative amendment (Ordinance 293/2022) introduced changes, namely in the target group, to include refugees from the war in Ukraine, who became eligible to participate in the programme. This Ordinance now provides that in situations where the traineeships are completed

in advance, due to the hiring of the internees, the award of the employment premium determines the obligation to maintain the employment contract and the level of employment during the period of 12 months, increased by the period of internship not carried out. The ordinance also foresees the increases of the financial contribution provided, depending on the composition of families with children who are in a situation of vulnerability.

2023 Implementation

Law No 13/2023, of 3 April, amended the Labour Code and related legislation as part of the Decent work agenda. The key changes include:

- (a) an increase in the IEFP traineeship grants for graduates to EUR 878;
- (b) the elimination of the possibility of paying trainees less than what is provided for in the Labour Code (80% of the guaranteed minimum monthly wage - RMMG), provided for in a 2011 law;
- (c) paid traineeships without IEFP support give access to a social protection scheme equivalent to that of employed workers;
- (d) student workers and young people working during holidays or school breaks with an income from work of no more than 14 RMMG will retain the right to family allowance and social security.

2024 Implementation

Dispatch No 2972/2024, of 20 March, defined and updated the IEFP's financial contribution to traineeship grants.

In September 2024, the ATIVAR.PT traineeship measure was replaced. Financed by the European Funds of PORTUGAL 2030, a new generation of traineeships were launched:

- (a) *Estágios Iniciar* programme (Ordinance No 219/2024/1, of 23 September) addressed young people and other unemployed individuals with qualifications at level 4 or 5 of the EQF. It consists of 6 months of practical experience.
- (b) *Estágios + Talento* programme (Ordinance No 221/2024/1, of 23 September) supports the integration into the job market of unemployed young people (aged 35 or under) with higher education qualifications at levels 6, 7 and 8 of the EQF, including those who have emigrated permanently for at least 12 months. The aim *Estágios + Talento* programme is to attract and retain the talent of qualified young people, complementing and developing their skills in order to improve their employability profile through practical work experience.

In both traineeship programmes, the PES contribution to the grant is 65%, rising to 80% if the trainee is employed full-time for an indefinite period.

2025 Implementation

In July 2025, a second application period for the internships measures *Estágios + Talento* and *Estágios INICIAR* opened, running until the end of November.

Bodies responsible

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

Target group

Learners

Young people (15-29 years old)

Learners with migrant background, including refugees

Learners with disabilities
Unemployed and jobseekers
Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

Thematic categories

Modernising VET offer and delivery

Acquiring key competences

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning

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

VET agile in adapting to labour market challenges

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Subsystem

IVET CVET

Further reading

[Student forum](#)

[Ordinance \[Portaria\] No 131/2017, of 7 April 2017, modified by Declaration of Rectification \(Declaracao de Retificacao\) No 15/2017, of 27 April 2017, amended by Ordinance No 70/2019, of 27 February 2019](#)

[Dispatch \[Despacho\] No 3803/2018, of 16 April 2018, that amended Dispatch \[Despacho\] No 4462/2017, of 24 May 2017](#)

[Fourth revision of the programme Estagios Profissionais regulation \(26 February 2020\)](#)

[Return on investment of WBL and Apprenticeships Project](#)

[Ordinance \[Portaria\] No 206/2020, of 27 August 2020](#)

[Ordinance \[Portaria\] No 331-A/2021, of 31 December 2021](#)

[Ordinance \[Portaria\] No 331-A/2021, of 31 December 2021](#)

[Ordinance \[Portaria\] No 293/2022, of 12 December 2022](#)

[Law \(Lei\) No 13/2023, of 3 April 2023](#)

[Dispatch No 2972/2024, of 20 March 2024](#)

[Ordinance \(Portaria\) No. 219/2024/1, of 23 September 2024](#)

[Ordinance \(Portaria\) No 221/2024/1, of 23 September 2024](#)

Related policy developments

2025 Implementation

Training action programme

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.

 PORTUGAL

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 Implementation

Apprenticeship programmes

Apprenticeship courses allow for academic and vocational certification, emphasising inclusion in the job market, boosted by a strong training component undertaken in a work context and pursuing higher-level studies.

 PORTUGAL

Type of development

Regulation/Legislation

Subsystem

IVET

2025 Implementation

Supporting training and entrepreneurship in the arts and crafts sector

In 2015, the Promotion of arts and crafts sector programme (*Programa de Artes e Ofícios*) was created to provide sectoral training, support entrepreneurship and job creation in the sector.

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ... ” **Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28499>