

Qualifica Indústria programme

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 PORTUGAL

Timeline

2023 Approved/Agreed

2024 Implementation

2025 Implementation

ID number 46151

Background

The lack of qualified labour is a widespread problem, making it difficult for businesses to specialise, innovate and remain competitive. Meanwhile, unemployment leaves workers at risk of skills obsolescence. Addressing these issues requires strategies to upskill and reskill workers and attract new talent needed for industry to modernise and remain competitive. To this aim, this decade, the Portuguese government prioritised lifelong learning. Vocational training and qualifications are included in the strategic planning instruments for implementing diverse public policies, in line with the Recommendation of the Council of the European Union on VET and the Osnabrück Declaration.

To address the general lack of qualified workforce, the programme *Qualifica Indústria* was launched in 2023. This programme is part of a consistent strategy that promotes the dynamics of organisational and technological modernisation and the intensive introduction of digital economy tools, which are essential to the competitiveness of the country.

Objectives

The goals of this programme are:

- (a) to improve workers' qualifications in the industrial sectors, which will help them in their professional development, reskilling, and employability;
- (b) to prevent the risk of unemployment, promote job retention, and improve the productivity and competitiveness of companies and the economy;
- (c) to modernise the industrial sector when companies experience decreased productive activity due to unforeseen market conditions.

Description

It consists of financial support for upskilling and reskilling training plans of workers of SME businesses in industries experiencing reduced orders or less turnover. A budget allocation of EUR 10 million covers salary costs and sector-specific training.

Employers can submit applications for training projects directly or through the appropriate associations representing employers and businesses at sectoral, regional, and national levels. To be eligible for financial support, the training plan must meet the following

requirements:

- (a) contribute to the effective improvement of workers' professional skills, particularly by increasing their level of qualification;
- (b) be based on certified training integrated in the national qualifications catalogue, and may include extra-catalogue training up to 75% of the total hours;
- (c) involve 200 hours of training per worker to be carried out during working hours and allow for integration into full days of training;
- (d) cover at least two continuous weeks of training.

The IEFP is responsible for promoting the opening of tenders by sector through the publication of notices in light of extraordinary and transitional needs in the industry. The programme adopts an open application regime and applications are approved up to the limit of the budget allocation provided for in the notice. Training, always adapted to the company's needs, can be provided in person, as blended-learning or e-learning.

2023 Approved/Agreed

By Ordinance No 282/2023, of 14 September, the programme was approved and started implementation.

In 2023, 264 employees of the Textile and clothing industry were enrolled.

2024 Implementation

Applications for the programme closed on 31 December 2024.

Around 4 000 workers from textile, clothing and footwear companies were covered.

2025 Implementation

Courses approved by the end of 2024 were implemented, and refunds and the final balance were paid to the companies involved.

Approximately 4 000 workers from textile, clothing, and footwear companies were covered by the entire programme.

Bodies responsible

- Institute for Employment and Vocational Training (IEFP)

Target group

Learners

Persons in employment, including those at risk of unemployment

Entities providing VET

Small and medium-sized enterprises (SMEs)

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies

Supporting lifelong learning culture and increasing participation

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

Providing for individuals' re- and upskilling needs

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

Subsystem

CVET

Further reading

[Ordinance \[Portaria\] No 282/2023, of 14 September 2023](#)

[Ordinance Portaria\) No 399/2023, of 30 November 2023](#)

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:

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Type of development

Strategy/Action
plan

Subsystem

CVET

2025 Implementation

Competence-based qualifications in specific sectors

In 2014, the Portuguese confederation of tourism (CTP) commissioned the project Competence-based qualifications for the tourism sector. It aimed to develop qualification standards based on a diagnosis of skills needs in the tourism sector.

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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/46151>