

Qualification Needs Anticipation System

Sistema de Antecipação de Necessidades de Qualificações (SANQ)

POLICY INSTRUMENT

 Portugal

Description

Country



Portugal

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The Qualification Needs Anticipation System (SANQ) is a national tool that supports the development of the VET network planning process and provides information to underpin other planning processes and leverage management strategies for skills development. SANQ improves the quality and amount of information young people, job seekers, employers, VET providers and policymakers have available when deciding on which skills to invest. It uses skills anticipation exercises' data to inform government policymaking on skills and in planning VET provision, both in public and private co-financed sectors. Skills anticipation is used by local and regional authorities to inform their skills policy decisions.

Link

https://anqep.gov.pt/np4/Instrumentos_do_Sistema_Nacional_de_Qualificacoes.html

Implementation level

NATIONAL

Legal base

Law (DL 14/2007 of January 26th; DL 396/2007 of December 31st - Revision)

Starting period

2007

Perspective

The SANQ is a system for diagnosing qualification needs and indicating priority areas and professional outlets, which allows for the establishment of guidelines for defining the network of training supply, and for updating the National Qualifications Catalogue (CNQ), which in turn is the skills forecast and foresight tool to plan the Portuguese VET network.

Policy area

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED BY THE EU
European Social Fund (ESF)

Skill mismatch

Skill mismatch target

SKILL UNDERUTILISATION (INDIVIDUALS' SKILLS ARE NOT WELL USED IN THEIR JOBS)

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET
With the work of the National Qualifications Catalogue (CNQ)

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES
With the work of the National Qualifications Catalogue (CNQ)

Methods

Methods

EXPERT PANELS
The National Qualifications Catalogue is one of the main tools used by SANQ and is a nationally participated Expert panel for skills assessment and anticipation.

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)
The National Qualifications Catalogue framework

Stakeholders

Main responsible body

NATIONAL AGENCY

Agency for Qualification and Vocational Education (ANQEP)

Other involved organisations

NATIONAL MINISTRY

Ministry of Labour, Solidarity and Social Security along with the Ministry of Economy and Digital Transition have the main responsibility for ANQEP's work.

NATIONAL AGENCY

Agência Nacional para a Qualificação e Ensino Profissional, I.P. (ANQEP, I.P.) is the SANQ coordinator National Agency.

Beneficiaries

OTHER

Young people under the age of 20, who have completed the 9th grade or equivalent education. The programme is intended to provide beneficiaries with more practical teaching (on-the-job training), oriented to labour market integration after completion or to continue their studies to post-secondary or higher education.

Sustainability

Success factors

According to the latest progress report, SANQ's National Qualification Catalogue (CNQ) has been a useful tool for citizens, education and vocational training operators, companies and organizations, social partners, and also for entities with responsibility in the management and regulation of the National Qualifications System. One of its main success factors has been stakeholder engagement which has been ensuring the quality of the skills assessment and anticipation work.

Barriers

Although there has been a growing involvement of Portugal's Metropolitan Areas and Intermunicipal Communities (CIM/AM) in the regional deepening of the SANQ and in the concerted offers, which means the participation of other local players favouring the relevance of the offers in meeting the needs of the territory, SANQ is highly dependent on stakeholders participation. Stakeholder engagement is key for skills assessment and anticipation and it is especially materialised through the joint initiative Sector Councils for Qualification (CSQ) - which are intended to collaborate with ANQEP in the work leading to the update of the National Catalogue of Qualifications (CNQ).

Monitoring and

Monitoring and Evaluation is carried out by ANQEP through yearly

evaluation	progress reports although publicly available information is not detailed and almost all about qualitative-based evaluation report. The materialisation of this initiative is the National Qualifications Catalogue (CNQ) along with the publicly released directives to VET network.
Updates	NO
Effectiveness	The frequent updating of the National Qualifications Catalogue (CNQ) and the directives for the VET network are systematically revised and widespread across the board. Based on the results of the SANQ, ANQEP, I.P. annually defines criteria for organizing the VET network of dual certification courses, which serve as support for the planning process of this network.
Sustainability	ANQEP will continue to update and consolidate the SANQ and intends to focus on the valorisation of dual certification modalities, among and families, but also with a strong involvement of the educational community, in particular, the professionals of information and vocational guidance, whose role is fundamental. In 2020, it is necessary to review the Anticipation of Qualification Needs (SANQ), updating and introducing new statistical data, of which we highlight the launching by INE, in conjunction with ANQEP, a survey to companies for needs and qualifications, which will feed, for the first time, the SANQ update. Simultaneously, strategic activities will be developed, such as the definition of a training plan aimed at teachers and other professionals in the education and training offers for young people, to be accredited by the Scientific Council of Continuing Education and the promotion of initiatives, within the scope of school and career guidance for young people.

Other instruments in Portugal

- [National Initiative in Digital Skills e.2030](#)
INCoDe.2030
- [Sectoral Councils for Qualifications](#)
Conselhos Sectoriais para a Qualificação (CSQ)
- [Vocational Courses](#)
Cursos Profissionais