

Sectoral Councils for Qualifications

Conselhos Sectoriais para a Qualificação (CSQ)

POLICY INSTRUMENT

 Portugal

Description

Country

 **Portugal**

Description of the initiative

The CSQs are part of the National Qualifications System (SANQ) and their purpose is to collaborate with the National Agency for Qualifications and Vocational Education (ANQEP, I.P.) in the work leading to the updating of the National Qualifications Catalogue (CNQ). The CSQ work and the updated CNQ is used to plan the TVET Portuguese network according to the labour market needs of skills for today and in the future. Even though CSQs are part of SANQ, it has a legally framed regulation and their members are external to SANQ management.

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The CSQs are consultative bodies whose main task is to identify the strategic and essential qualifications for the different sectors of the economy as a response to today's and future labour market challenges. It is a main national tool for managing skills assessment and anticipation in 18 different sectors of activity.

Link

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

Implementation level

NATIONAL

Legal base

Constitution and regulation of the Sector Councils for Qualification (Order nº6345/2020 of June 16th);

Starting period

The CSQ were created in 2007 (Decree-Law nº 396/2007 of December 31st); updated in 2017 (Decree-Law nº 14/2017 of January 26th); revised and regulated independently in 2020 (Order nº 6345/2020 of June 16th).

Perspective

The initiative is based on expert contributions, available or conducted research, and national and supra-national labour market analysis.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

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

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

The initiative is specifically designed to address occupational skills assessment and anticipation in 18 different sectors, as well as to update each of the occupations' skills on those sectors.

Methods

Methods

SKILLS FORECASTING

The council meets annually to assess the need for new skills in each sector and occupation.

SKILLS FORESIGHT

The council meets annually to assess the need for new skills in each sector and occupation.

EXPERT PANELS

The council is an expert based and labour regulator platform and meets annually to assess on each sector and occupation.

SKILL AUDITS

The council meets annually to audit each occupations' skills and of each sector.

OTHER

The council updates the National Qualifications Catalogue, a tool that is used in its turn to plan the Portuguese TVET network and other platforms for skills mismatch or labour market needs.

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

The National Qualifications Catalogue is updated and used as a planning tool.

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

The National Qualifications Catalogue is updated and used as a planning tool for designing training programmes to activate unemployed.

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

The National Qualifications Catalogue is updated and used as a planning tool for planning the Portuguese TVET system, hence the decision on course funding and provision.

Stakeholders

Main responsible body

NATIONAL AGENCY

National Agency for Qualifications and Vocational Education (ANQEP, I.P.)

Other involved organisations

NATIONAL MINISTRY

Experts appointed by the governmental area that oversees the activity sector covered by the CSQ

NATIONAL AGENCY

The National Agency for Qualifications and Vocational Education (ANQEP, I.P.)

- Member)

SOCIAL PARTNER: EMPLOYER ORGANISATION

Representatives of the employers (Members)

SOCIAL PARTNER: TRADE UNION

Representatives of the trade union confederations and associations (members)

NATIONAL PES

Institute of Employment Services and Vocational education training (IEFP, I.P. - Member)

CHAMBERS OF COMMERCE

Business and industry associations, representing the activity sectors covered by the CSQ (Members)

TRAINING PROVIDERS

Public, private and cooperative education establishments, including professional schools, training entities and Qualifica Centres, particularly those with sector or regional specialization. Directly managed Vocational Training Centres and IEFP, I. P.'s participated Vocational Training Centres (Members)

RESEARCH CENTRES, UNIVERSITIES

Technology centres, innovation centres and research and development centres with sectorial specialisation (Members)

Beneficiaries

OTHER

This initiative is a useful tool for citizens in general as indirect beneficiaries, but it is intended for vocational education and training operators, enterprises and organisations, social partners, and also for the entities with responsibility in the management and regulation of the National Qualifications System.

Sustainability

Success factors

It is dependent particularly on member participation and their expertise, and their capacity to stay relevant. Also on the managing capacity of ANQEP, I.P. and the quality and projection of CSQs work outcomes.

Barriers

No known factors inhibited the implementation of the CSQs, but it is highly dependent on member's active participation.

Monitoring and evaluation

There is no known formal monitoring evaluation progress measurement beyond the regular meetings and the constant updating of the NQC.

Updates

YES

It was revised and regulated independently in 2020 (Order nº 6345/2020 of June 16th)

Effectiveness

The National Qualifications Catalogue is updated yearly.

Sustainability

This initiative was recently regulated (2020) and there are no identified risks at the present that can put its sustainability in stake. The instrument is to be kept functioning and widely used for the Portuguese TVET framework strategic and operational planning.

Other instruments in Portugal

- [National Initiative in Digital Skills e.2030](#)
INCoDe.2030
- [Qualification Needs Anticipation System](#)
Sistema de Antecipação de Necessidades de Qualificações (SANQ)
- [Vocational Courses](#)
Cursos Profissionais