



ABORDAGEM SECTORIAL ESTRATÉGICA DA COOPERAÇÃO EM MATÉRIA DE COMPETÊNCIAS NA INDÚSTRIA DA CONSTRUÇÃO

WP5. ESTUDO SOBRE PERFIS PROFISSIONAIS

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PARTNERSHIP		
VET providers	Sectorial Representatives	Country
FLC(Coordinator)	CNC	Spain
IFAPME	Confédération Construction	Belgium
SATAEDU	-	Finland
CCCA-BTP	FFB	France
BZB	ZDB	Germany
BFW-NRW		
AKMI	PEDMEDE	Greece
LIT	-	Ireland
FORMEDIL	ANCE	Italy
VSRC	LSA	Lithuania
CENFIC	-	Portugal
ŠOLSKI	CCIS CCBMIS	Slovenia
	BUDOWLANI(Trade union)	Poland
EU Sectorial representatives		
FIEC		
EFBWW		
EBC		

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INTRODUCTION

The National Qualifications System.

The National Qualifications System (SNQ), created in 2007, came to implement a strategic response to the low qualification levels of the active population, adopting the principles enshrined in the agreement on the Reform of Vocational Training, concluded by the Government with most social partners.

With Decree-Law No. 14/2017 of 26 January that amends the legal regime of the National Qualifications System and defines the structures that ensure its operation, the Government intends to establish as a political priority of national scope the revitalization of adult education and training, as a central pillar of the qualifications system. In this priority the Government bets on training paths that lead to an effective qualification, as opposed to loose training, with little added value from the point of view of qualification and improvement of adults' employability.

<https://dre.pt/dre/detalhe/decreto-lei/14-2017-105808927>

O Sistema Nacional de Qualificações.

O Sistema Nacional de Qualificações (SNQ), criado em 2007, veio concretizar uma resposta estratégica aos baixos níveis de qualificação da população ativa, adotando os princípios consagrados no acordo sobre a Reforma da Formação Profissional, celebrado pelo Governo com a generalidade dos parceiros sociais.

Com o Decreto-Lei n.º 14/2017, de 26 de janeiro que altera o regime jurídico do Sistema Nacional de Qualificações e define as estruturas que asseguram o seu funcionamento, o Governo pretende estabelecer como prioridade política de âmbito nacional a revitalização da educação e formação de adultos, enquanto pilar central do sistema de qualificações. Nesta prioridade que o Governo aposta em percursos de formação que conduzam a uma qualificação efetiva, por oposição a uma formação avulsa, com fraco valor acrescentado do ponto de vista da qualificação e da melhoria da empregabilidade dos adultos.

<https://dre.pt/dre/detalhe/decreto-lei/14-2017-105808927>

METHODOLOGY

The National Qualifications System.

In Portugal, the National Qualifications Framework (NQF) was created in 2007, with the aim of improving the qualifications of the active population. Since October 1, 2010, the NQF, approved by Order No. 782/2009 of July 23, has adopted the principles of the European Qualifications Framework, with regard to the eight qualification levels and the description of national qualifications and indicators that specify the learning outcomes, taking into account Knowledge, Skills and Attitudes.

Since then, have been implemented several structuring and strategic management tools, such as the National Catalogue of Qualifications (CNQ), which centralizes all the information on training offers and allows the population to get closer to this system, by simplifying the search for the various qualifications and the training organizations that develop them.

The National Qualifications Catalogue (CNQ) promotes the regulation of the supply of dual certification training, whether it is developed in the context of initial training (dual certification training offers), or within the framework of lifelong learning (processes of recognition, validation and certification of skills). In all cases non-higher level qualifications - levels 2, 4 and 5 of the NQF, which are developed in Portugal within the National Qualifications System.

The National Agency for Qualification and Vocational Education, I.P. (ANQEP), the highest national authority in matters of vocational education and qualification, promotes the monitoring and validation of the CNQ. This monitoring has the collaboration of Sector Councils for Qualification (CSQ) that are composed by Training Bodies and other Services and Competent Structures of the Ministries of Labor and Social Solidarity, of Education and of Science, Technology and Higher Education and other Services, which develop reviews and constant improvements in the Programmatic Contents of all active Training Offers in Portugal.



Figure 1 Sectors Councils for Qualification

There are 18 CSQs, as shown in the figure above, and the professions directly linked to the Civil Construction and Public Works industry or to transversal professions are distributed among the CSQs marked, and indicated in the following table.

Table 1 Dual Certification / NQF/QEQ level 2,4&5 VET

CSQ	Education and Training Area	Qualification Code	Qualification	QNQ level	QEQ level
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582141	Bricklayer	2	2
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582142	Brickmaker / Tiler	2	2
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582147	CAD Operator - Civil Construction	2	2
WOOD, FURNITURE AND CORK	543 - Materials (Wood, Cork, Paper, Plastic, Glass and Other Industries)	543124	Carpenter	2	2
WOOD, FURNITURE AND CORK	543 - Materials (Wood, Cork, Paper, Plastic, Glass and Other Industries)	543123	Carpenter / Clean Carpenter	2	2
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582143	Civil Construction Painter	2	2
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582151	Earthmoving Equipment Driver / Maneuverer	2	2
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522061	Home Appliance Electro mechanic	2	2
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522060	Installation Electrician	2	2
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582324	Lifting Equipment Driver/Maneuverer	2	2
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522308	Network Electrician	2	2
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582148	Plumber	2	2
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522062	Refrigeration and Air Conditioning Electromechanical - Domestic and Commercial Systems	2	2
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582296	Civil Construction and Public Works Testing Technician	4	4
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582146	Civil Construction Design Technician	4	4
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522238	Electrical Installation Technician	4	4
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522309	Electrical Network Technician	4	4
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522237	Electrical Technician	4	4
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522348	Installer Technician of Renewable Energy Thermal Systems	4	4

CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582145	Measurement and Budgeting Technician	4	4
BUSINESS SERVICES	862 - Safty and hygiene at the work	862208	Occupational Safety Technician	4	4
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522063	Refrigeration and Air Conditioning Systems Designer	4	4
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522064	Refrigeration and Air Conditioning Technician	4	4
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522382	Supervisor Technician for Networks and Gas Appliances	4	4
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522212	Technician Installer of Photovoltaic Solar Systems	4	4
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582144	Topography Technician	4	4
ENERGY ENVIRONMENT AND ENVIRONMENT	522 - Electricity and Energy	522213	Wind Systems Installer Technician	4	4
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582150	Work Manager / Site Manager	4	4
BUSINESS SERVICES	341 - Commerce	813189	Management Support Technician	4	4
TOURISM AND LEISURE	811 - Hospitality and Restaurants	811378	Maintenance Technician - Hotel Management	4	4
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582233	Technician Specialist in Construction Management	5	5
CIVIL CONSTRUCTION AND URBANISM	582 - Civil Construction and Civil Engineering	582304	Technician Specialist in Energy Rehabilitation and Infrastructure Conservation - Buildings	5	5

The Vocational Education and Training modalities developed by Vocational Training Centers in Portugal are: Learning Courses (CA), level 4, Education and Training Courses for Adults (EFA), level 2 and level 4, Technological Specialization Courses (CET), level 5, Modular Training (FM), level 2 and level 4, and other training actions carried out by companies (OFP). The SNQ also allows obtaining the Certification taking into account the lifelong learning through RVCC processes.

Apprenticeship Courses - aimed at young people between 15 and 24 years old, who have already concluded the level 2 qualifications. This course allows to obtain double certification of the level

Legislation in force:

- Portaria n.º 70/2022, de 02 de fevereiro - (Ministerial Order) - Regulates the apprenticeship courses.
- Declaração de Retificação n.º 10/2022, de 14 de março - Rectifies "Portaria n.º 70/2022, de 02 de fevereiro, which regulates apprenticeship courses.

Education and Training Courses for Adults (EFA) - level 2 and level 4 are initial training courses that confer level 2 or 4 of the National Qualifications Framework (QNQ), which are aimed at individuals aged 18 years old or older, unqualified or without adequate qualification, for the purposes of insertion, reinsertion and progression in the job market and who have not concluded basic or secondary education. They may be initial or continuous training, school or vocational certification or dual.

Legislation in force:

- Portaria n.º 86/2022, de 4 de fevereiro - (Ministerial Order) - Regulates the adult education and training courses, designated "EFA courses"

- Declaração de Retificação n.º 9/2022, de 14 de março - Rectifies Ordinance no. 86/2022, of 4 February, which regulates adult education and training courses, called "EFA courses".

Technological Specialization Courses (CET) - are initial training courses that confer level 5 of the National Qualifications Framework (QNQ), which aim to award a qualification based on specialized technical training (professional certification) (Decree-Law No. 88/2006 of 23 May 2006, amended and republished by Decree-Law No. 39/2022 of 31 May).

Legislation in force:

- Portaria n.º 206/2022, de 19 de agosto (Ministerial Order) - defines the conditions for the operation of technological specialization courses (TSC), as well as the model and conditions for issuing the respective certificates and diploma
- Decreto-Lei n.º 39/2022, de 31 de maio - Amends the regime of Technological Specialization Courses (CET)

Modular Formations (FM) - are short term training units included in the National Qualifications Catalogue (CNQ), which are part of continuous training.

Legislation in force:

- Portaria n.º 66/2022, de 01 de fevereiro (Ministerial Order) - Regulates the modular certified training courses specified in paragraph f) of no. 1 of article 9 of Decree-law no. 396/2007, of 31st December.
- Declaração de Retificação n.º 11/2022, de 14 de março - Rectifies the Dispatch no. 66/2022, of 01 February, which regulates the certified modular training courses foreseen in paragraph f) of no. 1 of article 9 of Decree-law no. 396/2007, of 31 December.

Other Training Courses (OFP) - Initial and continuous training actions carried out by companies that intend to give qualifications to employees, created according to the needs expressed by the Company.

The SNQ, in addition to the various training modalities, also includes the Recognition, Validation and Certification of Competences (RVCC), both school and vocational:

Recognition Validation and Certification of Competences (RVCC) - a process that allows obtaining a qualification based on skills acquired throughout life in formal, non-formal and informal contexts.

Legislation in force:

- Portaria n.º 132/2022 de 30 de março - Proceeding to the first amendment to portaria n.º 61/2022, of 31 January, which regulates the recognition, validation and certification of skills, under the Qualifica Programme.
- Portaria n.º 61/2022 de 31 de janeiro - Regulates the recognition, validation and certification of skills under the Qualifica Programme.

The various Training Offers are composed of Short Duration Training Units (UFCD) of 25 or 50 hours or Units of Competence (UC) that allow the Trainee who has remained with an unfinished pathway of a qualification, to be able to conclude it in another pathway later. It also allows a Candidate in the RVCC Process to do complementary training, to correct a verified gap and, in this way, to conclude the process.

It is also possible to develop training in a flexible way with the realization of the UFCD in an isolated way and allow the integration of Active Employed Trainees for a continuous improvement of their skills.

The management of the educational and training offer network and of the educational and training paths of young people and adults is done through the SIGO platform "Integrated System for Information and Management of Educational and Training Offer" which is coordinated by the Directorate General for Education and Science Statistics (DGEEC). This national platform aggregates all the information regarding all the registrations made for training offers and recognition processes and covers the network of training entities of the National Qualifications System (SNQ), including the Qualify Centers. In this process, it is necessary for the candidate to register and activate his Qualify Passport, which is an Individual Competence Space, in which all training acquired by that candidate is recorded, and accumulates all information since 2007 registration.

Presentation of your national occupational profiles

Occupational Profile No: 1

Occupational Profile (Name)
Bricklayer (QNQ/QEQ level 2)
National Code
582141 https://catalogo.anqep.gov.pt/qualificacoesDetalhe/701
Description
Execute masonry and finishes, assemble structures and roofs and carry out different types of laying, taking into account the established construction standards and the safety, hygiene and health measures at work.
Core skills
Preparing and organizing work, performing direct foundations of structural elements, masonry and floors, performing concrete construction elements, performing structural and covering masonry, performing roofing, performing floor, wall and ceiling coverings, performing dismantling and demolition, performing sanitation and other infrastructure works, performing the laying of complementary elements, checking the quality of the work according to the pre-defined technical specifications and cleaning and maintaining the machines and work tools.
Optional skills
Quality control; Hazard management; Deadline accomplishments; Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone); Taking the initiative to find appropriate solutions in solving specific situations, facilitating interpersonal relationships with internal and external interlocutors with a view to developing a good level of collaboration, integrating the principles of safety, hygiene and health at work, in the exercise activity, adapt to the evolution of materials and new construction technologies, adapt to the mobility of the workplace.
Upgrading of skills
Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability Need to reduce the workload of this Curricula.

Occupational Profile No: 2

Occupational Profile (Name)
Tiler / Tile (QNQ/QEQ level 2)
National Code
582142 https://catalogo.anqep.gov.pt/qualificacoesDetalhe/699
Description
Carry out wall, floor and ceiling tiling, using natural or artificial tiles and slabs.
Core skills
Prepare and organize the work, prepare the materials to be applied, prepare the mortar, adhesive and bituminous mixes, treat the materials to be applied, prepare the surfaces to be coated, execute points and masters, execute the plaster and screeds, mark the levels, plumb and other reference lines, testing and laying the tiles to be applied, laying the pieces on the

surface to be covered, placing guides to aid the execution of the work, applying adhesive suitable for the method and place of fixing the tiles, laying the pieces in rows, marking cut and drill the pieces, fix metallic fittings to lay cladding panels, lay cladding panels, assemble and fix cladding panels with metallic fittings, follow up natural stone panels, grout with suitable adhesive and clean and protect cladding surfaces, dismantle cladding panels, mark cladding panels according to the reference criteria, dismantle cladding panels, clean and pack dismantled cladding panels, clean and maintain machines and work tools.

Optional skills

Quality control;
hazard management;
Deadline accomplishments;
Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone);
Taking the initiative to find appropriate solutions in solving specific situations, facilitating interpersonal relationships with internal and external interlocutors with a view to developing a good level of collaboration, integrating the principles of safety, hygiene and health at work, in the exercise activity, adapt to the evolution of materials and new construction technologies, adapt to the mobility of the workplace.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
Need to reduce the workload of this Curricula.

Occupational Profile No: 3

Occupational Profile (Name)

Civil Construction Painter (QNQ/QEQ level 2)

National Code

582143

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/7299>

Description

Execute finishing, in the exterior and interior of buildings, as well as on wood and metallic surfaces, preparing and coating surfaces with paints and varnishes, taking into account safety and health measures at work.

Core skills

Prepare and organize the work, prepare the materials to be applied, prepare and repair the surfaces to be coated, coat surfaces with paints and varnishes, disassemble and assemble components of construction elements, retouch the paint and varnishing carried out, making the necessary corrections and proceed to the cleaning and conservation of the instruments and work tools, using the appropriate products.

Optional skills

Quality control;
hazard management;
Deadline accomplishments;
Demonstrate capacity for initiative in order to find adequate solutions in the resolution of specific situations, facilitate interpersonal relationships with internal and external interlocutors with a view to developing a good level of collaboration, act in accordance with the principles of safety, hygiene and health at work, in the exercise of the activity, adapt to the evolution of materials, equipment and new technologies, adapt to the mobility of the workplace.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
Need to reduce the workload of this Curricula.

Occupational Profile No: 4

Occupational Profile (Name)

Plumber (QNQ/QEQ level 2)

National Code

582148

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/7386>

Description

Assemble, maintain and repair water and sewage networks, devices and equipment, central heating and compressed air, in accordance with existing regulations and health and safety measures at work.

Core skills

Preparing and organizing work in accordance with the guidelines received, the project, the technical specifications and the characteristics of the tasks to be carried out, carrying out cold and hot water installations, carrying out compressed air installations, carrying out rain and waste water drainage installations, carrying out central heating installations, assembling equipment and accessories according to the provisions specified in the execution plan, repairing defects or making alterations to networks, repairing or replacing sanitary equipment, taps and fittings, replacing water heating system equipment, cleaning and maintaining work instruments and tools, using appropriate products and cleaning the work area, using appropriate products.

Optional skills

Quality control;

hazard management;

Deadline accomplishments;

Demonstrate capacity for initiative in order to find adequate solutions in the resolution of specific situations, facilitate interpersonal relationships with internal and external interlocutors with a view to developing a good level of collaboration, act in accordance with the principles of safety, hygiene and health at work, in the exercise of the activity, adapt to the evolution of materials, equipment and new technologies, adapt to the mobility of the workplace.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
Need to reduce the workload of this Curricula.

Occupational Profile No: 5

Occupational Profile (Name)

Earthmoving Equipment Driver/Operator (QNQ/QEQ level 2)

National Code

582151

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/698>

Description

To drive and operate different types of industrial equipment designed to move earth and other materials, namely loading, transportation, demolition, dismantling, spreading, pushing, levelling, dumping, compacting, excavation and drilling operations.

Core skills

Preparing the work to be done, in accordance with instructions received, reporting on the work done and informing the superior of any anomalies detected, driving and operating earthmoving equipment, taking into account the work to be done, the characteristics of the soil, the soil and climate conditions and the risks involved, namely inclined planes, confined spaces and work at height, parking the equipment in accordance with the existing regulations for this purpose, carrying out basic maintenance of the equipment and its accessories, carrying out simple repairs and keeping the respective records.

Optional skills

Quality control;

hazard management;

Deadline accomplishments;

Adapt to the evolution of technologies, organize activities in order to respond to service requests, promote a good relational climate with co-workers and facilitate interaction in teamwork situations, integrate safety rules at work in the exercise activity, take the initiative to solve technical and emergency problems, communicate with different interlocutors.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability

Need to reduce the workload of this Curricula.

Occupational Profile No: 6

Occupational Profile (Name)

Lifting Equipment Driver/Operator (QNQ/QEQ level 2)

National Code

582324

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/7298>

Description

To drive and manoeuvre different types of industrial equipment designed for lifting, transporting and placing various materials or equipment.

Core skills

To prepare the work to be done in accordance with instructions received, to move, movement and operate lifting, transportation and stacking equipment specific to the sector to which the professional belongs, taking into account the risks, namely, instability of the equipment, fall of materials transported, collisions or impacts against pedestrians, obstacles, structures and vehicles, to park the equipment, respecting the existing rules for this effect, to perform basic maintenance of the equipment and its accessories and to keep the respective records, to report on the work done and to communicate any anomalies detected to the superior.

Optional skills

Quality control;

hazard management;

Deadline accomplishments;

Interacting with other stakeholders in the process of diagnosing damage and repairing earth moving equipment. Organize your desktop to respond to service requests. Integrate safety, hygiene, health and environmental protection rules and procedures in the exercise of their

professional activity. Assume responsible attitudes in the performance of their activities. Maintain assertive behavior in relationships with others. Collaborate in achieving the defined goals. Take the initiative to find solutions in solving technical problems. Adapt to new technologies.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
Need to reduce the workload of this Curricula.

Occupational Profile No: 7

Occupational Profile (Name)

Facility Electrician (QNQ/QEQ level 2)

National Code

522060

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/7251>

Description

Carrying out electrical installations in buildings, as well as checking, commissioning and maintaining electrical, electronic and domotic apparatus, in accordance with health and safety and environmental standards and the regulations in force.

Core skills

Prepare the work related to the installation and/or maintenance of electrical installations of upright and entrance columns, lighting and power and motive power, Perform electrical installations of upright and entrance columns in buildings using the appropriate procedures and equipment, Perform electrical installations of lighting and power in buildings using the appropriate procedures and equipment, Perform electrical installations of motive power using the appropriate procedures and equipment, Perform the installation of TV signal, Execute a home automation installation using the X10 technology, Execute preventive and corrective maintenance of circuits and equipment of electrical installations of upright and entrance columns in buildings, Execute preventive and corrective maintenance of circuits and equipment of electrical installations of illumination and power in buildings, Execute preventive and corrective maintenance of circuits and equipment of electrical installations of motive force, Record technical information related to their activity.

Knowledge of Mathematics, Technical drawing, Welding, English language (use of specific technical vocabulary).

Knowledge of Telecommunications, Mechanics, Electricity, Electronics, Domotics, Safety, hygiene, health and environmental protection applied to professional activity, Legislation applied to professional activity, Typology and characterization of materials related to the implementation and maintenance of electrical installations of uprights and input columns, Typology and characterization of materials related to the implementation and maintenance of electrical installations of lighting and power, Typology and characterization of materials related to the implementation and maintenance of electrical installations of motive power, Typology and characterization of the materials referring to the execution and installation of the infrastructures associated to the TV antennas, Typology and characterization of the tools applied to the execution and maintenance of electrical installations, Typology and operation of the equipment of column upright and entrance electrical installations, Typology and operation of the equipment of lighting electrical installations, Typology and operation of the equipment of motive force electrical installations.

Optional skills

Quality control; Environment; hazard management; Deadline accomplishments.

Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone)

Interact with other team members, in order to respond to service requests, Integrate safety, hygiene, health and environmental protection standards in the exercise of their professional

activity, Integrate electrical installation regulations in the exercise of their professional activity, Adapt to new situations and technologies.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
Need to reduce the workload of this Curricula.

Occupational Profile No: 8

Occupational Profile (Name)

Measurement and Budget Technician (QNQ/QEQ level 4)

National Code

582145

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/1794>

Description

Determining the quantities and costs of materials, labour, equipment and services required for the execution of a project.

Core skills

Carrying out measurements with a view to the execution of a project, drawing up budgets establishing the quantities of materials, labor, equipment and services and the costs necessary for the execution of the project, monitoring the preparation and execution of the project, participating in the preparation of proposals for tenders, collecting, from the different services of the company, the documentation requested in the tender programs, organizing them and representing the company in the public act of opening the proposals.

Optional skills

Quality control

Environment

Hazard Management

Deadline compliance

Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone)

Take initiative in order to find suitable solutions to specific situations, Facilitate interpersonal relationships with internal and external partners in order to develop a good level of cooperation, Integrate the principles of Safety and Hygiene at work in the exercise of their activity, Adapt to the evolution of materials and new construction and information technologies.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
Need to reduce the workload of this Curricula.

Occupational Profile No: 9

Occupational Profile (Name)

Civil Construction Design Technician (QNQ/QEQ level 4)

National Code

582146

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/1795>

Description

Execute drawings related to Civil Construction projects.

Core skills

Read and interpret projects, drawings, croquis and other technical information related to Civil Construction, Make drawings to carry out Civil Construction work projects, manually or with specific computer support, Monitor the preparation and execution of works, Prepare and/or update the technical file of existing constructions.

Optional skills

Quality control

Environment

Hazard Management

Deadline compliance

Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone)

Take initiative in order to find suitable solutions to specific situations, Facilitate interpersonal relationships with internal and external partners in order to develop a good level of cooperation, Integrate the principles of Safety and Hygiene at work in the exercise of their activity, Adapt to the evolution of materials and new construction and information technologies.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability

Need to reduce the workload of this Curricula.

Occupational Profile No: 10

Occupational Profile (Name)

Work Manager / Site Manager (QNQ/QEQ level 4)

National Code

582150

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/1796>

Description

The Work Manager / Site Manager is the professional who, in the field of techniques and procedures, as well as safety and hygiene standards, carries out the analysis of the project, of the specifications and of the plan of works for a construction site, and collaborates in determining the sequence of the various phases of construction, as well as their budgeting. Supervises the execution of the work with the inherent cost control.

Core skills

Collaborate with those responsible for the work in its planning and preparation, Collaborate in the implantation of the construction site and the work, Coordinate and supervise the construction of the work, according to the established work plan, Coordinate and supervise the work of the production team(s) assigned to their area(s) of intervention, in order to ensure compliance with the production plan.

Optional skills

Quality control

Environment

Hazard Management

Deadline compliance

Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone)

Adapt to different work groups, Decide quickly and effectively in the resolution of concrete and emergency situations, Facilitate interpersonal relationships with internal and external interlocutors with a view to developing a good level of collaboration, Act and make others act in conformity with the principles of safety, hygiene and health at work, during the exercise of their activity, Lead work teams, ensuring their motivation, the compliance of standards and level of responsibility.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
Need to reduce the workload of this Curricula.

Occupational Profile No: 11

Occupational Profile (Name)

Occupational Safety Technician (QNQ/QEQ level 4)

National Code

862208

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/7360>

Description

Develop the activities of prevention and protection against occupational risks, autonomously or as part of a team, applying the instruments, methodologies and specific techniques, with a view to internalizing in the company a true culture of safety and safeguarding the safety and health of workers, in accordance with the legislation and standards in force.

Core skills

Collaborate in the planning and implementation of the company's prevention management system, Collaborate and carry out risk assessment, preparing the respective reports, Prepare the occupational risk prevention plan, as well as detailed prevention and protection plans required by specific legislation, Collaborate in the design of the workplace, workplaces, methods and organization of work, Participate in the elaboration of the internal emergency plan, including specific plans for firefighting, evacuation of premises and first aid, Collaborate in the selection of the most adequate personal protective equipment, Collaborate in the integration of prevention in the internal and external communication system of the company, Collaborate in the training processes of the workers and other intervenient in the workplaces, for the promotion of safety at work, Support the information and consultation activities of the workers' representatives for safety at work or, in their absence, of the workers themselves, Identify the causes of accidents at work or the occurrence of occupational diseases, Collect and organize statistical data concerning safety and health at work, Collaborate in the process of using external resources in prevention and protection activities.

Optional skills

Quality control

Environment

Hazard Management

Deadline compliance

Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone)

To understand and adapt to different organizational contexts and different groups, To take the initiative in order to find adequate solutions in the resolution of concrete risk situations, To facilitate the interpersonal relationship with internal and external interlocutors with a view to developing a good level of cooperation, To motivate workers in the adoption of safe behaviors in the exercise of professional activity, To communicate, individually and in public, with differentiated interlocutors, To transmit information in a clear, concise and transparent way.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
Need to reduce the workload of this Curricula.

Occupational Profile No: 12

Occupational Profile (Name)
Technician Installer of Solar Photovoltaic System (QNQ/QEQ level 4)
National Code
522212 https://catalogo.anqep.gov.pt/qualificacoesDetalhe/7360
Description
Schedule, organise and carry out the installation, maintenance and repair of solar photovoltaic systems, according to the applicable standards, safety regulations and rules of good practice.
Core skills
Schedule and organize the work to be done, Perform the installation of solar photovoltaic systems, ensuring compliance with standards, safety regulations and rules of good practice applicable, Perform the repair of solar photovoltaic systems, ensuring compliance with standards, safety regulations and rules of good practice applicable, Ensure the maintenance of solar photovoltaic systems, Provide technical assistance to clients, advising on the different options and clarifying doubts about the operation of solar photovoltaic systems, Prepare reports and complete technical documentation relating to the activity developed.
Optional skills
Quality control Environment Hazard Management Deadline compliance Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone) To understand and adapt to different organizational contexts and different groups, To take the initiative in order to find adequate solutions in the resolution of concrete risk situations, To facilitate the interpersonal relationship with internal and external interlocutors with a view to developing a good level of cooperation, To motivate workers in the adoption of safe behaviors in the exercise of professional activity, To communicate, individually and in public, with differentiated interlocutors, To transmit information in a clear, concise and transparent way.
Upgrading of skills
Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability Need to reduce the workload of this Curricula.

Occupational Profile No: 13

Occupational Profile (Name)
Environmental Management Technician (QNQ/QEQ level 4)
National Code
850357 https://catalogo.anqep.gov.pt/qualificacoesDetalhe/8440
Description
To carry out operations related to the management of the environment and sustainable development, respecting the rules and regulations of quality, health and safety at work and environmental protection.
Core skills

Inventory and characterize the environmental biophysical and socioeconomic variables.
 Survey, organize and process information in environmental studies.
 Propose preventive measures and sustainable solutions for the resolution of environmental problems.
 Propose and support the development of measures to enhance the environment and the territory.
 Participate in programs to monitor and control the general quality of the environment: water, soil, waste, energy, air and noise.
 Promote the use of renewable energies and sustainable mobility and present measures for the efficient use of energy with emphasis on renewable production technologies.
 Supporting the design, organization and operation of information, awareness and environmental education campaigns.
 Participating in nature conservation projects, promoting biodiversity, forests, fauna, flora and habitats.
 Supporting the implementation of environmental management systems.
 Design and plan tourism activities to be developed in protected areas.
 Design proposals for the construction and enhancement of a plot of land, integrating the concepts of spatial planning instruments.

Optional skills

Quality control
 Environment
 Hazard Management
 Deadline compliance
 Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone)
 Trabalhar com orientação para objetivos e prazos
 Demonstrar capacidade de iniciativa no sentido de encontrar soluções adequadas na resolução de situações imprevistas
 Demonstrar capacidade de iniciativa no âmbito das suas atividades, nomeadamente, sugerindo ações corretivas e melhorias no contexto de desempenho profissional
 Demonstrar disponibilidade para a inovação e para a aprendizagem ao longo da vida
 Trabalhar em equipa e cooperar para objetivos comuns
 Demonstrar capacidade de planeamento e organização, respeitando o cumprimento de regras, normas e níveis de responsabilidade
 Comunicar de forma clara e assertiva
 Agir em conformidade com a ética profissional e com normas de qualidade
 Agir em conformidade com as regras de ambiente, segurança e saúde no trabalho

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
 Need to reduce the workload of this Curricula.

Occupational Profile No: 14

Occupational Profile (Name)

Management Support Technician (QNQ/QEQ level 4)

National Code

345033

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/7388>

Description

To ensure the application of technical and administrative procedures necessary for the preparation, application and updating of general management instruments in the company or public service.

Core skills

Collecting, selecting and preparing accounting and financial information, for subsequent analysis and compliance with management obligations.1.1. Selecting forecast information from and for the functional departments in order to enable the preparation of activity plans, operational and financial budgets, Collaborating in the identification of supply needs and in the selection of equipment and materials necessary for the development of the activity of the company or public service, Collaborating in the development of the marketing policy, Collaborating in the organization and control of the procedures defined for the application and maintenance of the Quality Management System, Executing and/or ensuring the execution of administrative tasks to support the management of human resources.

Optional skills

Quality control
 Environment
 Hazard Management
 Deadline compliance
 Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone)
 To keep the workstation organised in order to be able to respond to service requests.
 To facilitate the relationship with different interlocutors.
 To take the initiative in the resolution of specific situations.
 To manage time according to management priorities.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
 Need to reduce the workload of this Curricula.

Occupational Profile No: 15

Occupational Profile (Name)

Renewable Energy Thermal Systems Installer Technician (QNQ/QEQ level 4)

National Code

522348

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/7255>

Description

Plan, organise and execute thermal systems based on renewable energies, within the scope of installation, maintenance and repair for energy purposes, taking into account the application of technical rules and standards, as well as occupational health and safety and environmental protection.

Core skills

Plan and organize activities to be carried out within the scope of the installation, maintenance and repair of thermal systems based on renewable energies, in accordance with the specific technical standards and regulations in force, environmental protection and occupational health and safety.
 Carry out installations of thermal systems based on renewable energies, complying with the technical standards and regulations, as well as the rules of good practice.
 Carry out preventive and corrective maintenance plans for thermal systems based on renewable energies.
 Carry out repairs on thermal systems based on renewable energies.
 Provide technical assistance to customers, advising on the different options and clarifying the operation of thermal systems based on renewable energies.

Optional skills

Quality control
 Environment
 Hazard Management
 Deadline compliance

Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone)
 Interact with other professionals in the installation, maintenance and repair processes in order to respond to service requests.
 Communicate concepts and ideas clearly.
 Comply with health and safety standards and procedures in their professional activity.
 To adapt to new materials, processes and design and production technologies.
 Act with initiative and demonstrate capacity for analysis and decision-making in order to find solutions when solving technical problems.
 Demonstrate creativity, autonomy and an innovative spirit.
 Work as part of a team.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
 Need to reduce the workload of this Curricula.

Occupational Profile No: 17

Occupational Profile (Name)

Electrical Installations Technician (QNQ/QEQ level 4)

National Code

522238

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/7407>

Description

Organising, supervising and carrying out the installation, maintenance and repair of low and medium voltage electrical installations, telecommunications installations in buildings, command, signalling and protection, industrial and electricity distribution installations, in accordance with the standards of hygiene, safety and environmental protection and the specific regulations in force.

Core skills

Prepare and organize work in order to carry out the installation, maintenance and/or repair of low and medium voltage electrical installations for use, command, signalling and protection, industrial, electrical power distribution and telecommunications installations in buildings, Orient and/or carry out the installation of electrical/electronic equipment and low and medium voltage electrical installations for use, command, signalling and protection, industrial and electrical power distribution, in accordance with the technical instructions and installation plan, Guide and/or perform preventive and corrective maintenance on electrical/electronic equipment and electrical installations for low and medium voltage use, command, signalling and protection, industrial and power distribution, using appropriate technologies, techniques and instruments, in order to optimize their operation, ensuring the quality of the service provided, respecting the safety standards of people and equipment, Carry out the installation of telecommunication equipment and systems in buildings, using appropriate technologies, techniques and instruments, in accordance with technical instructions, specific regulations and manufacturers' manuals, respecting the safety standards of people and equipment Perform budgets related to the implementation, maintenance and/or repair of electrical installations, making, namely, the calculations of materials, equipment, manpower and working times, Provide technical assistance to customers by clarifying possible doubts about the operation of electrical/electronic equipment and electrical installations involved, Prepare reports and complete technical documentation relating to the activity developed.

Optional skills

Quality control
 Environment
 Hazard Management

Deadline compliance
 Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone)
 Work in multidisciplinary and cross-functional teams.
 Communicate concepts and ideas clearly.
 Adapting to new materials, processes and design and production technologies.
 Integrate safety, hygiene and health standards and procedures into their professional activity.
 Act with initiative and demonstrate analytical skills in order to find solutions when solving technical problems.
 Interact with other intervening parties in the installation and/or maintenance and repair process, in order to respond to service requests.
 Demonstrate creativity, autonomy and an innovative spirit.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
 Need to reduce the workload of this Curricula.

Occupational Profile No: 18

Occupational Profile (Name)

Hotel Facilities Maintenance Technician (QNQ/QEQ level 4)

National Code

811378

<https://catalogo.anqep.gov.pt/qualificacoesDetalhe/7333>

Description

To schedule and carry out small and medium maintenance interventions, which do not require specialised resources, in order to minimise the consumption of resources necessary for the operation of hotel buildings, taking into account environmental protection standards and health and safety at work.

Core skills

Schedule and organize the work related to maintenance interventions.
 Carry out preventive and corrective maintenance of the construction elements and technical installations that constitute buildings, namely, water and sewage networks, wooden, metallic and masonry structures, low-voltage electrical installations and heating, cooling and ventilation installations.
 Detect malfunctions in water and sewage networks, low-voltage electrical installations and heating, cooling and ventilation installations.
 Prepare reports and fill out technical documentation related to the activity developed.
 Manage supplies and storage of materials and accessories needed for maintenance operations in hotel buildings.

Optional skills

Quality control
 Environment
 Hazard Management
 Deadline compliance
 Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone).

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability
 Need to reduce the workload of this Curricula.

Occupational Profile No: 19

Occupational Profile (Name)
Specialist Technician/a in Construction Management (QNQ/QEQ level 5)
National Code
582233
https://catalogo.anqep.gov.pt/qualificacoesDetalhe/697
Description
To plan and coordinate construction sites in order to ensure the quality of materials, production processes and organization
Core skills
Planning and programming the execution of works on construction sites, Drawing up specifications and work plans, Coordinating quality control of materials and production processes, Coordinating and supervising the execution of Civil Construction and Public Works in order to ensure compliance with the project, Coordinating and supervising the work of the production team(s) assigned to their area(s) of intervention, in order to ensure compliance with the production plan, Organizing and implementing plans for Health and Safety at Work.
Optional skills
Quality control Environment Hazard Management Deadline compliance Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone). Adapting to different work groups. Demonstrates responsibility, initiative and autonomy. To work goal-oriented and under deadline pressure. To decide quickly and effectively in the resolution of concrete and emergency situations. Facilitate interpersonal relationships with internal and external interlocutors with a view to developing a good level of collaboration. Act and make others act in conformity with the principles of Safety and Hygiene at Work, in the exercise of the activity. Lead and manage work teams, ensuring their motivation.
Upgrading of skills
Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability Need to reduce the workload of this Curricula.

Occupational Profile No: 20

Occupational Profile (Name)
Specialist Technician in in Energy Rehabilitation and Infrastructure Conservation - Buildings (QNQ/QEQ level 5)
National Code
582304
https://catalogo.anqep.gov.pt/qualificacoesDetalhe/922
Description
Designing and implementing energy rehabilitation solutions, programming and coordinating the execution of small and medium maintenance interventions in order to minimise the consumption of resources necessary for the functioning of the infrastructures.
Core skills

Design and install solutions for energy rehabilitation and conservation of infrastructures, Manage the maintenance of infrastructures, Schedule and organize work related to the implementation of interventions, Prepare specifications and work plans, Coordinate and supervise the work of the production team(s) assigned to their area(s) of intervention, Carry out preventive and corrective maintenance of the construction elements and technical installations that constitute the buildings, Prepare and implement plans for Safety, Hygiene and Health at Work, Prepare reports and complete technical documentation relating to the activity developed.

Optional skills

Quality control

Environment

Hazard Management

Deadline compliance

Use of new technologies (marking equipment, computer and measurement software, tablet and mobile phone).

Adapting to different working groups.

Communicate concepts and ideas clearly.

Adapting to new materials, processes and construction technologies.

Demonstrates responsibility, initiative, autonomy and critical thinking.

Work goal-oriented and under deadline pressure.

Decide quickly and effectively in resolving concrete and emergency situations.

Facilitate interpersonal relationships with internal and external interlocutors, with a view to developing a good level of collaboration.

Lead and manage work teams, ensuring their motivation.

Act and make act in accordance with the rules and regulations of Safety, Hygiene and Health at Work.

Upgrading of skills

Need to adapt to new materials, new equipment, and emerging themes such as digitization, circular economy, energy efficiency, safety at work, environmental sustainability

Need to reduce the workload of this Curricula.

Depicting your country: What is the national context concerning construction?

How is the Construction Sector in Portugal?

According to information in CEDEFOP, source Eurostat, in 2020 in Portugal the total employment in the Construction Sector was about 297,000 workers. The three main occupations are Construction workers, Electrical and Electronics workers, Engineering, and Science technicians. About 12% of these workers have a profession that uses high technology. The same study states that only 9.2% have a high level of education and that 14.5% intend to change jobs.

In recent years, still according to CEDEFOP, Portugal's economic growth has been moderate, only slightly above the EU average. Its unemployment rate has gradually decreasing and is, in fact, close to the EU average. It has expected that in the future (2020-2030) the Construction sector will have a higher growth of 14.5%, compared to the EU 27, with 5.2%.

This growth in the Civil Construction sector has increasingly led to a shortage of qualified professionals, not responding to market offers. The lack of qualified professionals in the Civil Construction Sector is a reality that has been worsening in recent years. The labor force has filled by foreign labor, with very few qualifications that occupy servant positions.

In a study conducted in 2022, on a platform of professional services, Fixando, which counted on a universe of 160 thousand requests, 51% of the requests for home remodeling go unanswered, because the professional remodelers and home repairers are unable to respond due to lack of workforce.

The platform's director of new business pointed out that the workforce shortage has led to a growing demand for qualified professionals, which has reflected in the prices, that between the first and second quarter of 2022, there was an increase of 8%. In addition to the workforce shortage, the prices in the renovation sector and the increase in the price of raw materials and delays in the delivery of materials also contribute to this situation, with a possible increase of up to 9% by the end of 2022. Two important factors are: on the one hand, the shortage of qualified specialists due to a lack of incentives for professional training, and on the other hand, the increase in demand due to increased activity after project postponements during the pandemic period.

Among the specialists surveyed, almost half (49%) say that their business is affected by the lack of manpower, which often makes it difficult to meet deadlines or even to cancel

services. 32% of the respondents also say that they refuse services, which ends up causing a drop in profits for 67% of the repair and remodeling professionals.

The rise in prices of raw materials, labor, and equipment has also been creating constraints for construction companies to compete in public tenders, according to Manuel Reis Campos, president of the CPCI, who also says that companies have to deal with a complex reality, to which has added the problem of lack of skilled labor.

The sector has made a positive contribution to economic activity and employment and an uncontrolled increase in companies' operating costs is a worrying scenario. The Civil Construction and Public Works activity is at the core of the European Strategy for Recovery and Resilience and, as mentioned by the president of the CPCI, plays a decisive role in the implementation of the national RRP.

In response to this problem in public tenders, was approved a legislation by the Council of Ministers to establish an exceptional and temporary price revision regime in public contracts, especially public works contracts, in response to the rising costs of raw materials, materials and labor and support equipment.

The President of CPCI and AICCOPN emphasizes the importance of the construction and real estate sectors, so important for economic growth, being responsible for 18% of GDP and 49.7% of national investment, and providing about 800,000 jobs, which corresponds to 15% of employability.

The most recent perspectives for the sector present a scenario of growth between 2.4% and 4.4% of the gross value of production for 2023, after a 3.4% increase in 2022. Despite the recent global negative impacts that have deeply affected the Portuguese economy and generated constraints affecting companies in the construction and real estate sectors, namely the lack of labor and the increase in prices of raw materials, energy and construction materials. However, companies have maintained a high resilience.

What needs to change in the Construction Sector in Portugal

In the survey of professionals in the sector, among the main reasons given for the shortage of labor in the sector are the lack of qualified professionals (55%), low wages (44%) and unattractive working conditions (24%). About 89% of Construction Companies are unable to fill vacancies for construction sites, low wages and qualification requirements drive workers away.

In the same way, the general manager of the human resources company Manpower also refers that "the imbalance on the supply side has been accentuated as a result of the departure of talent abroad, where the salary conditions are more advantageous". Information also highlighted by the president of the Portuguese Construction Union, Albano Ribeiro, who states that "during the crisis in the sector, about 300,000 workers left the country, including 16,000 civil engineers, who do not return to Portugal due to the poor wages practiced, comparable to Europe, stating that the structural problem in Portugal is the low salaries.

It has still mentioned that one way to increase the attractiveness of the Construction Sector is to "increase incentives" for young people and adults in training, both initial and continuing training. These incentives should include companies that refer their employees to training.

Regarding the sector's professions, attractive mechanisms should have implemented for young people and women, introducing subjects that address market concerns such as the Sustainability of the Planet, Safety at Work, Digitalization, Circular Economy and Energy Efficiency, with more depth in all curricula, at levels 2, 4 and 5.

The specialists surveyed also refers that one way to increase the attractiveness of the Construction Sector is to differentiate it from other activity sectors, with "better salaries" for professionals. Encourage their qualification in companies, with incentives and tax exemptions.

Emerging Occupational Profiles

Currently it is very difficult to attract young people and adults for professional training as bricklayers and tilers, among others. These professions require greater physical effort and are seen as poorly paid professions, associated with servant jobs.

Improvement of the Qualification System, of the Civil Construction Sector, in Portugal.

According to information from CEDEFOP, an in-depth work is underway in Portugal to modernize the vocational education and training system so that it responds more effectively to the market's demand for skills, both for initial and continuing training.

A consortium formed by the Professional Training Centers of the Civil Construction and Public Works Industry that operate in the north of the country (Ciccopn) and in the south (Cenfic) has won the international tender for the revision of the National Catalog of

Qualifications (CNQ) for the Civil Construction sector, a work with a profound revision that is currently underway.

Both Professional Training Organizations consider crucial the involvement of companies in the sector to ensure the relevance of the future Training Units that constitute the various Curricula of the revised CNQ.

In this sense, a nationwide study is underway, disseminated on its social networks and those of founding member associations, such as Aecops and Aiccopn, in order to raise awareness among companies in the sector to the importance of identifying the needs for qualifications, which they consider fundamental to their activity, but also the qualifications necessary for their growth. Included in this survey are Level 2 and Level 4 and 5 qualifications, in the CNQ.

"In a phase of growth in construction, the success of companies in the sector depends on the skills of its professionals. For this reason, we believe that the involvement of companies is of strategic importance for the redefinition of new skills to be developed in training" say the two Professional Training Centers of the Civil Construction and Public Works Industry in Portugal, in the disclosure of the survey conducted recently.

Synopsis

In the ongoing operation concerning the review of the Curricula for the Construction Industry professions, the reduction of program hours, the increase of Optional Training Units, the renaming of professions and the possibility of increasing school competences will probably be taken into consideration, so that these Curricula become more attractive, particularly for young people and women.

In order to create a greater impact on the population and increase the attractiveness of the professions in the Civil Construction sector, it is also necessary to introduce financial support that encourages young people, adults, particularly women, and even Companies, namely in the support that is given to trainees in training. The incentives for companies include fee exemption for companies that refer employees for full qualifications.

In the medium term all these measures will benefit all the intervening parties, due to the increase of qualified professionals in the labor market.

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