You’ll find the information you need here at The Source – IDA Ireland’s Resource Directory.
A Guide to your IDA Customer Journey

Why Ireland?

Ireland. One of the best places in the world to do business
Ireland. Right Time, Right Place
IDA Ireland. Your Source of Support

How IDA Partners with you on your journey

Ireland's inward investment promotion agency, the IDA is a non-commercial, semi-state body promoting foreign direct investment into Ireland. IDA Ireland offers comprehensive pro bono support for your company and partner with you as you begin to consider how Ireland is the country best suited to your investment.

Our 4 key values are -
Passion for Achievement, Public Service, Professionalism and People.

During the investigation phase, here's how we help in setting up:
+ Hosted Site Visits – great locations where you can set up and succeed
+ Tailored Networking Sessions – listen, learn, question - and find the solutions
+ Information Gathering – we are your source of market information

Disclaimer
The contents of this document are intended for general information purposes only. Any person considering establishing a business in Ireland is strongly advised to seek appropriate independent professional advice. IDA Ireland accepts no liability for any loss or damage caused by a person's reliance on any information, comment or statement provided in this document. IDA Ireland does not give any warranty, either express or implied, as to the accuracy, completeness or fitness for a particular purpose of any information, comment or statement provided in this document.
IDA Ireland, your partner on your investment journey

- Hosted Site Visits
- Introductions & Vital Connections
- Fast Landing Service
- Tailored Networks

- Information
- Ideas & Advice
- Employment Permits & Visas
- Property Solutions

- Funding Programmes & Incentives
- Public Relations & Media Support
Making Big Decisions
IDA Ireland provides hard facts and details about the wide range of Government incentives to enable and support your FDI investment here
+ Ideas & Advice on your plans, sharing how other companies have been successful here
+ R&D Tax Credits – how to avail of attractive tax incentives based on your commitment to Research & Development programmes
+ Grants & Incentives – we partner with you in a very real way, providing financial supports in research & development, training, operational effectiveness and employment creation
+ Vital Connections – IDA Ireland brings you into direct contact with key stakeholders like Financial Institutions, Legal Advisers and other experts.

Enjoying Ongoing Support
IDA Ireland is with you all the way through your investment journey. As the years unfold, we are here to advise on how to enrich your Irish experience
+ Top Level Introductions – we can introduce you to high-level key Executives in Industry and Government
+ Work Permits & Visas – expert advice in acquiring any necessary permissions
+ Advocacy with Key Stakeholders – we are constantly in contact with the Irish Government, ensuring their awareness of key issues impacting on your business.
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IDA Ireland is tasked with promoting, winning and further developing foreign direct investment for the country. It’s a role we perform proudly, successfully developing Foreign Direct Investment projects, with energy and expertise. We work with and support companies on their first investment in Ireland and on all of their subsequent investments as they grow and diversify their Irish footprint. IDA has been performing this role for almost 70 years and has worked with many of the world’s blue chip and fast growing companies over that period. We aim to continue to win investments from the newest and most exciting companies and support repeat investments from our long-established existing clients.

IDA recognises the intense international competition for FDI and we endeavour to continuously enhance our service offering to clients. We want our existing and prospective clients to know how we can help them and take feedback on how we can do more at every stage of your investment.

The purpose of The Source is to provide an ‘at-a-glance’ introduction as to how IDA Ireland can help you and your company embark on and succeed with your global expansion plans from an Irish base.

This directory illustrates the wide range of entrepreneurial, financial, technical, infrastructural, environmental and human resources that Ireland puts at your disposal.
We are where you are – we are here to help
The people of Ireland are innately strong at building successful relationships and IDA Ireland recognises the importance of trust and delivery as a basis for long-term relationships.

IDA Ireland prides itself on the service it provides to you, our client. To ensure a seamless investment journey, we remain consistent partners to you and your company for the long-term. The Source will show you how that happens.

IDA Ireland will allocate your company two Client Relationship Managers - one based in Ireland and one in your overseas location. These managers will be chosen from a global team of IDA staff who are informed, networked, solutions orientated and ready to go the extra mile for your company.

Your Client Relationship Managers are supported by subject matter experts such as Life Sciences, Technology, Engineering and Financial Technologists and Property Executives. IDA has local knowledge and the expertise to help. We can support you in making effective connections, and help you with a range of services that will make your investment journey in Ireland a success. The Source will outline those services.
So, you’re thinking of setting up a business in Ireland? Perhaps you already have operations in Ireland but are considering another investment in an entirely new area? You’ll need to know the facts. You’ve come to the right place; you’ve arrived at The Source.

**Virtual Itinerary**
IDA Ireland works with you right from the very start of your site selection journey and stays with you every step of the way. You can see what Ireland has to offer directly from your own location through IDA Ireland’s Virtual Itinerary, which your Client Relationship Manager will guide you through.

**Meetings Itinerary**
We know that first impressions count and we know that the decision that you will make can be dependent on what you see and hear throughout the site visit to Ireland. We will prepare and manage your site visit as a priority. We will set up meetings with multinational clients, Irish owned and high potential start up companies, already thriving in Ireland. We will include meetings with professional service providers, education institutes and recruitment service providers and provide property solutions. Additionally, we will show you some of the highlights of living and working in Ireland.

But Ireland is much more than the Right Place, Ireland is right for People.
Hosted Site Visits

**Infrastructure Itinerary**
We will connect you to a variety of Legal Advisors who will provide in-depth knowledge on IP, employment law and company incorporation.

You want to meet National and Local Government to discuss policy and infrastructural requirements – consider it done.

You would like to talk to Recruitment Agencies, Financial, Legal and Marketing Advisors – we know who they are.

You need inputs from Property Consultants and Real Estate Agents – we have connections for you.

**Sourcing Talent**
You want to source talent and visit Universities and Institutes of Technology, National Research & Innovation Centres, Chambers of Commerce and Industry Associations – we can make this happen.

**Second Site Location**
As an existing company in Ireland, if you want to set up additional activity on a second site, IDA can help you source another solution that give you more access to Ireland's rich talent base outside our urban centres.
You want to learn about the social side of Irish life, where children go to school, where the public libraries are, where the best cultural, entertainment and sporting amenities are – we show you what ‘out of office’ Irish life is like.

All of Ireland’s stakeholders want you to succeed and will be there to support your business development and growth.

Most importantly, you will meet and learn from people just like you; overseas investors and business peers who have already travelled your journey and are happy to share their stories.

**Homeworking**

If you are interested in a business model that includes all or some of your staff working from home, then IDA can facilitate 'homeworking' fact finding itineraries for you. We will introduce you to IDA client companies who have already implemented successful homeworking programmes and we will identify and research locations throughout Ireland with required skills and broadband.

Every step of the way your Client Relationship Manager will accompany you, imparting their own knowledge and perspectives. Whether it’s a short ‘first-impression’ visit or a more detailed and longer stay visiting multiple locations, we will be your guide and your partner and make your visit a success.
IDA Ireland’s Client Relationship Managers are on first-name terms with the people who matter. We’ll make sure you are too.
IDA Ireland helps set up direct contacts with the people you need-to-know and with the people-in-the-know. Keep in mind that you will have your own dedicated Client Relationship Manager who will be your main point of contact right through the process.

Depending on the scope of your plans, we can organise face-to-face meetings with Government and Stakeholders who will acquaint you with Ireland’s positive attitudes to Foreign Direct Investments. On a pragmatic level, we can arrange information sessions with taxation and legal advisers and marketing, media and recruitment consultants. We can organise get-togethers with Industry Associations and Chambers of Commerce and introduce you to groups such as the Irish Medical Device Association, the German-Irish Chamber, the Canadian-Ireland Board and American Chamber of Commerce in Ireland – to name but a few.

IDA Ireland run networking and information events for companies and for academia and industry. This is a great way for you to become engaged in conversation that matters to your future investments in Ireland.
Introductions & Vital Connections

Sector-Specific Knowledge
We will leverage our sector-specific knowledge and client relationships to introduce you to peer companies who have made similar investments to the one you are planning, so that you undertake peer-to-peer sharing of insights, learnings and advice. We often introduce companies across different sectors, where unexpected value can be found from the different perspectives on success factors in FDI.

Recruitment
IDA Ireland will introduce you to a variety of recruitment providers and specialists in your area that have a track-record of working with leading edge companies in Ireland. We can also make introductions to third level institutes of education and leading research centres to assist you in your hiring drive and talent management.

Banking
IDA Ireland will make introductions to local banks and financial institutions in Ireland to facilitate the establishment of business facilities. This will help your business to achieve a faster landing!

Regulators
Various Regulators such as Office of the Data Protection Commissioner and the Health Products Regulatory Authority are ready and willing to engage with all companies seeking to understand Ireland’s approach to regulation. Your Client Relationship Manager will signpost you in their direction.
Your Client Relationship Manager will provide you with a step by step approach to setting up in Ireland from Site Visit to Start-up and beyond. This will include special rates for services offered by accountancy, legal, recruitment, freight, transport, banking, education, accommodation, health care, insurance and re-location providers.

There are faster landing service providers in specific locations in Ireland to make the first stage of your investment journey seamless and enable you to get up and running as quickly as possible.

**Global Sourcing - Sourcing Products and Services in Ireland**

IDA Ireland and Enterprise Ireland work together to assist multinational companies to meet your sourcing needs locally in Ireland. Under the theme of Global Sourcing, you can consider us as part of your network for finding local suppliers and development/technology partners.

Enterprise Ireland has over 5,000 product and services client companies many of whom are already working with multinationals in Ireland and overseas. This service will support you in sourcing your supply chain more efficiently.

[www.globalsourcing@enterprise-ireland.com](http://www.globalsourcing@enterprise-ireland.com)
The Mentor Network is open to all clients and is most beneficial to companies new to Ireland or who are trying to further develop their mandate here.
We know that setting up a company, or broadening its mandate in an overseas location can be a challenging experience. But sometimes it can be a lonely one too. Who do you look to for the insights and information and peer discussions?

IDA Ireland organises peer-to-peer meetings with like-minded business people and Intrapreneurs who have been here, done that and are now successfully delivering business globally from their Irish base. These meetings enable you to listen, learn, question and find the answers to exactly what it’s like living, working and enjoying life in Ireland. Infrastructure, travel, health and welfare, finding the right location, recruiting and training the right people, finding the right schools and the right place to live – our peer Networking is tailored to your individual needs and the needs of the business.

**Mentor Network**

The Mentor Network, managed by our sister agency Enterprise Ireland, gives participating companies advice and support tailored to their needs. This Enterprise Ireland managed network is filled with CEO’s, VP’s, site heads, section leads and senior executives with high levels of business experience and they can mentor companies on strategic business planning, building a dynamic team, driving operational excellence, adopting new business practices, developing more targeted sales and marketing, expansion into new export markets, management succession and managing corporate relationships from a distance.
During the start-up phase, IDA Ireland can help build your information data bank to enable you settle on the right spot in Ireland to do business. Should you opt for an urban location or seek an out-of-city setting, Ireland is a small country with a top-class road, rail and air infrastructure, so everywhere is within easy reach.

We’re also your go-to source for statistics like demographics, skills availability, sectoral trends in Irish Industry, information on local suppliers, economic forecasts, and market and supply chain information throughout the EU.

We will provide you with information on the going rate on property solutions and can help you source the best option for you. If we don't have the information or solution for you, we will introduce you to someone who does.
IDA Ireland knows that Ideas and Innovation are the lifeblood of business. We pride ourselves on the comprehensive nature of our information base and global market awareness - and we use our creativity in applying this knowledge to your specific needs.

We have almost 70 years of experience engaging with international companies and supporting and observing their growth. We know the intrapreneurial spirit and efforts of strong leadership required to develop global activities from Ireland and we can engage you with these leaders.

Our significant knowledge of global markets, sectoral trends and successful business models can support you in validating the suitability of your plans and processes. Our Market and Economic Data Resources provide detailed assessments of current business conditions, technology advances, market information and financial considerations which enable the accurate forecasting of future global trends, opportunities and challenges.
While companies operating in Ireland have access to a labour pool of 500M people from across the EU, they may require people from outside the EU, who have some specific talent and will require employment permits and visas. IDA Ireland works in close consultation with the relevant Irish authorities in this area. We can advise you in relation to the process of immigration and liaise with the relevant Government Departments to assist you in securing visas and employment permits for senior management, technical and research staff if and when such permissions are needed. We can also supply further support where appropriate and advise you on the most effective ways to navigate the immigration process. The Employment Permits Online System (EPOS) is an on-line system, making the process streamlined and easy to use with a faster turnaround time.

IDA Ireland can also support client companies applying for trusted partner status under the Trusted Partner Initiative. This streamlines the application process and is aimed primarily at regular users of the employment permits process including companies in start-up and expansion mode. The benefits of Trusted Partner status include reduced paperwork and faster processing times for employment permits applied for under the initiative.

In addition, we organise Client Seminars on Visa and Employment Permit Regulations with experts from appropriate Government Departments to support you.
IDA Ireland has a dedicated Property Sales and Marketing Team ready and able to work with our client companies. We provide fully-independent support as we work together to identify and secure the optimum property solutions to meet your business needs. Our Property Market Support Services Portfolio will help you with:

- Office Space, Hot Desks and Landing Space
- Utility Intensive Strategic Sites
- Manufacturing Facilities
- Greenfield Sites & Land Acquisition
- Data Centres
- Utilities & Telecom Supplies
- Building Fit-Out
- Technical Advice on Planning your Facility

IDA owns and manages a number of Business & Technology Parks located across the country. IDA also invests in property development and is currently constructing a number of advanced technology and office buildings around Ireland.

We are happy to identify and liaise with agents, land owners and serviced-office providers on your behalf and facilitate introductions throughout the country at any stage of your investment journey.
IDA Ireland can financially support our c1,300 client companies in areas such as R&D, training, employment & capital investment. We operate in strict compliance with EU state aid rules with our €100M grant programme. Our independent Board of Directors meet monthly to make investment decisions to support company investments. We seek to maximise flexibility, responsiveness and speed of decision-making.

Grants and Support are available to IDA client companies and are dependent on company size, category, the activity you want to undertake and its potential impact. We value our relationship with you and where possible we will support company investments financially as part of the overall partnership between our organisations. Particularly, IDA Ireland is keen to support Business to Academia and Business to Business Research Development & Innovation collaborations and can potentially fund such activity at a higher level.

IDA Ireland can also support our client companies in accessing additional sources of grant funding from other Irish and EU funding agencies such as training (Skillnets, Springboard etc) and R&D (Science Foundation Ireland, Enterprise Ireland, H2020 etc).

In all cases, your IDA Client Relationship Manager will guide you appropriately on the most effective support for your particular company need.
Research, Development & Innovation Programmes

IDA RD&I Feasibility Study Grant
This grant is designed to support the exploratory work required to develop and justify longer term and more sustainable RD&I programmes within client companies in the expectation that RD&I will become in time a core business function of the Irish subsidiary.
IDA RD&I Grant Aid

IDA Research Development and Innovation Grants are open to all client companies planning or engaging in RD&I activity. Companies submit proposals on potential investments in research and development in areas such as

+ Manufacturing process development – application of combinations of science and technology tools (such as novel process analytical tools and new engineering solutions) to drive improvements in productivity/consistency where the company faces technical risk and uncertainty
+ New product development – application of combinations of science and technology (such as novel materials, novel code) to design, prototype and test new products where the company faces technical risk and uncertainty
+ Services innovation – application of science and technology (such as data analytics) to create new service offerings or radically re-engineer existing services where the company faces significant risk through technical risk and uncertainty

Because of the risks associated with investment in R&D, there is potential for companies to underinvest in R&D over time. IDA Ireland is willing to partner with companies to “share some of the risk” being taken on by companies in making these investments. Grant aid is payable on the eligible expenditure of the project. The level of funding is dependent on an independent technical assessment of the technical risk and ambition of the project and on the IDA Ireland Executive and Board assessment of the strategic and commercial importance of the project.
IDA Ireland is keen to support extremely large and technically ambitious projects (e.g. investment in a large scale pilot R&D lab for testing of breakthrough technology).

**RD&I is the largest proportion of IDA's grant funding programme.**
IDA Ireland does not seek any rights to intellectual property generated by R&D projects which we support, we simply seek to invest in projects that are likely to generate significant economic impact in Ireland if they overcome the technical risks and uncertainties faced.

**Innovation Vouchers**
Companies employing less than 250 people on their Irish site and want to develop a new product or process or new business model, can do so in collaboration with Universities/Institutes of Technology. Vouchers are to the value of €5,000 paid directly to the research institute on completion of the agreed work.

**RD&I Programmes offered in conjunction with other Agencies and Partners**

**Innovation Partnerships**
Innovation Partnership is a program administered by Enterprise Ireland (EI) and available to companies who want to engage in collaborative research projects with Irish Universities and Institutes of Technology. The proposal process and administration of the project is managed by the participating third level research institution and Enterprise Ireland. The EI committee meets monthly to assess projects, resulting in a quick turnaround. Grants are available for eligible costs for both large and small to medium sized companies.
IDA can support companies in connecting with potential academic partners and liaising with Enterprise Ireland. Your IDA Client Relationship Manager will act as advocate for the project at the EI committee. Typically, grant aid is payable up to 80% of the cost of research work, normally not exceeding €200,000.

**Science Foundation Ireland (SFI) Centres and Spoke Awards**

IDA Ireland’s sister agency SFI awards programmatic funding for large integrated research centres. SFI Research Centres link scientists and engineers in partnerships across academia and industry to address crucial research questions. Twelve SFI Research Centres have been established through an investment of €355 million from Government through Science Foundation Ireland and a further €190 million from industry collaborators. Over 200 companies are involved in collaborations with the centres. After an extensive review for scientific excellence and impact the first seven centres were established in 2013. Five additional centres were approved in 2014 and commenced operations in early 2015.

IDA can broker introductions to academic researchers considering the establishment of a new centre or to key researchers in existing centres. IDA can also broker introductions to SFI who can then guide companies on the mechanisms for engagement with new or existing research centres. SFI offers collaborative funding grants for “Spoke projects” between companies and Research centres.
Funding Programmes & Incentives

**Industry Fellowships Programme**
The SFI Industry Fellowships programme facilitates the mobility/transfer of people at all levels between academia in Ireland and industry in Ireland and abroad. Fellowships can be awarded to academic researchers wishing to spend time in industry worldwide and to individuals from industry anywhere in the world (including Ireland) wishing to spend time in an eligible Irish Research Body. The Fellowships enable access for researchers to new technology pathways and standards and facilitate training in specialist research infrastructure. A Fellowship can be full or part time and can last between three and twenty-four months. Significant awards towards direct costs can be made.

**SFI Strategic Partnership Programme**
IDA can broker introductions to Science Foundation Ireland to explore the potential to establish a partnership programme between SFI and the company. The programme is aimed at co-funding compelling research opportunities of scale, on a flexible basis, between the Client Company and SFI.

**Ireland’s National IP Protocol and Research and Technology Centres**
Navigating any national system can be a challenge. Here are some links to help you do that whilst informing you about Ireland’s approach to the management of Intellectual Property (IP) and showcasing our key national research and technology centres.
National IP Protocol
The protocol sets out the Irish Government’s policies to encourage industry to benefit from publicly-funded research (described earlier) illustrates how this can happen. The National IP protocol does two things –

1. Includes a policy document that describes the framework underpinning research collaboration and access to intellectual property from state-funded research
2. Includes the national IP management guidelines and links to a wealth of resources that can be used by you as a starting point for drafting and negotiating the relevant industry-academia contract

Check out Knowledge Transfer Ireland’s (KTI) website for further details and support
www.knowledgetransferireland.com

Directory of Innovation Supports, Research and Technology Centres 2016
This key directory will be an invaluable asset to you as you consider your RD&I activity in Ireland. It includes all the supports provided to companies by the State and an overview of the research centres of scale that are supported by the State. You will see the excellent work being carried out in research, innovation and technology transfer right across higher education institutes nationally and how this works with industry.

This invaluable resource can be found at –
**Tax Credits in Ireland**

**R&D Tax Credit**
An R&D tax credit at 25% is available for all qualifying R&D activity and can be combined with other grant funding from Government (e.g. IDA, EI or SFI R&D grants) and is calculated on the company spend net of grant aid. Our team of technologists and tax advisors can provide guidance on the above.

**The Knowledge Development Box (KDB)**
In addition to supporting your upfront investments in R&D (through tax credits and grants on the R&D spend) the Government is also committed to encouraging companies to invest in R&D by giving them the opportunity to increase their after-tax profits on any Intellectual Property (IP) generated from R&D.

The objective of the ‘Knowledge Development Box’ is to reward companies that develop patents and other qualifying IP from Ireland by offering a 50% reduction in the standard corporate tax rate. The KDB Initiative is open to all companies engaged in RD&I activities and relates to:

- Accounting periods commencing on or after 1 January 2016
- 6.25% rate for qualifying profits
- The KDB income must flow to the same entity that undertook the R&D
- Modified Nexus Approach: Benefit proportionate to the Irish company’s R&D expenditure, relative to overall group R&D
- Requires the Irish company to undertake the substantive activities
**Tax Deduction on IP**

Tax deduction on IP development and commercialisation of new products and services requires not only the development of new IP through R&D, but also the acquisition of IP from elsewhere. Tax deductions on Intellectual Property acquired by Irish subsidiaries are open to all IDA companies engaged in RD&I where the Intellectual Property is held by the company in Ireland. Deductible tax applies to assets recognised under generally accepted accounting practice and which are listed in legislation. These include: patents, registered designs, design rights or inventions, trademarks, trade names, brands, brand name, domain name, service mark or publishing title, copyright, know-how, etc.
Training & Development Supports

**IDA Training Grants**
Training grants are available to companies who want to expand capability and upskill their existing employees. Grants are particularly focused on companies who are looking to achieve a step-change in productivity and/or diversification of the products or services delivered from their site but exclude routine operational training. Depending on the company’s proposed training expenditure, grant aid is available to all IDA client companies to help you deliver your in-house bespoke training programmes.

**Sample Training Programmes offered in conjunction with other Agencies and Partners**

**Leadership4Growth**
Leadership4Growth is a world-class leadership programme designed to enhance the strategic capabilities, confidence and ambition of IDA Client Leaders as they expand and innovate their Irish operations. The programme is specially designed for CEOs and Managing Directors of medium to large companies giving them access to world-class experts and methodologies from IESE Business School (2016 FT Ranked World number one Business School for customised executive education) and The Continuous Learning Group / The Learning Partnership).

Participation by members of the leadership teams of multinational companies in this Enterprise Ireland programme can be in part funded by an IDA training grant and the % funding is dependent on the size of your entity in Ireland.
**Go Global 4 Growth**
This Enterprise Ireland programme is targeted at ambitious leadership teams from all sectors that want to adapt and evolve their business functions in Ireland. The programme supports participating companies in aligning their vision, strategy, structure, finance, people and operations via the development and execution of a Strategic Road Map for Growth. Significant grant aid packages are available to small, medium and large companies.

**IBEC Global Graduate Programme**
This IBEC programme provides companies with access to funding and a highly skilled talent pool of next-generation business executives for 12 months. Graduates further develop their competencies and receive hands-on experience while completing a Postgraduate Certificate in Global Business Leadership. The cost of placement is shared between the IDA and the Company and Graduates receive a monthly bursary payment. No headcount or payroll issues arise for the Sponsor Company.

**Innovation4Growth**
This Enterprise Ireland I4G Programme provides participating companies with a set of repeatable tools, frameworks and supports to drive innovation within their businesses. Specifically designed for CEOs and Management Teams who view innovation as core to their company’s growth, the programme fast-tracks IDA client companies through an end-to-end innovation learning and practice journey, supporting delivery on one or more innovation initiatives. Significant grant aid packages are available to small, medium and large companies.
State Apprenticeship Programmes
There are 52 Apprenticeship Programmes available in Ireland. They are focused on a wide range of skills and sectors and are beneficial to both the employer and employee. These programmes are supported by the Irish State.

Springboard & Momentum
Springboard provides free upskilling and cross-skilling courses in higher education to help unemployed people with a previous graduate qualification get back into the workforce by upskilling in an area relevant to sectors with strong job creation potential. Courses are developed based on consultation with industry and focus on areas with strong employment potential such as IT, Communications, Biotechnology, Medical Device Design, Advanced Manufacturing, International Languages and International Financial Services. All IDA client companies have free access to trained individuals from Springboard & Momentum Programmes.

Skillnets
Skillnets are collectives of private sector companies in the same sector or region who come together to carry out training related activities, predominantly for their existing employees. Skillnets programmes have also been used for “pre-hire” training of unemployed candidates. Cost effective, relevant and local training can be delivered to meet specific client needs. The Government funds 50% of training costs for member companies for existing employees or 100% if candidates are unemployed.
**Competitiveness Benchmark**

This tool measures company performance relative to competition; identifies strengths and weaknesses and forms a basis for improved competitiveness. The Benchmark process includes collection of financial data, plus a three hour facilitated session that looks at six major business areas. Feedback is highly detailed, offering comparisons against international norms. Competitiveness Benchmarking is suited to IDA client companies with between 23 and 500 employees on site. A small fee is paid directly to the facilitator.
Funding Programmes & Incentives

Operational & Business Enhancement Supports & Programmes

**Employment & Capital Grants**
These valuable grants are designed to incentivise employment creation in Ireland – or for the expansion of new activity. Under EU state aid law, these grants are available to large companies investing in specific regions of Ireland outside of Dublin and Cork. Small and medium (SME) sized companies can avail of these incentives once they meet the criteria for establishing their presence in Ireland.

The IDA Board approves the grant packages on sign-off of the client company proposal. Typically, this plan would be for a hiring period up to five years. The level of grant allocated is decided on a case-by-case basis and takes close account of the numbers, value and quality of the positions to be created.

Employment & Capital Grants are designed to stimulate employment growth outside the main conurbations of Dublin and Cork and are available to existing and new name companies.
For capital intensive investments, the grant can be applied as a percentage of the eligible capital investment. Capital grants can sometimes allow IDA to provide slightly higher support for projects in locations where we are particularly keen to promote investment. Employment or capital grants cannot be used to support expansions of existing sites unless the company is diversifying significantly into an entirely new product line or service activity as evidenced by a change in NACE code or are an EU defined SME. Capital and Employment Grants cannot be offered in Cork and Dublin to large companies.

**International Marketing Programme**

This programme supports you to expand your marketing efforts so that you can generate new markets and opportunities. This grant programme provides you with access to external marketing capability. It aims to support your efforts in marketing your existing products into new markets or new products into existing markets.

**Global Business Services Transformation**

The strategy has at its core, a development roadmap for the 200+ centres in Ireland guiding them on the key steps to take as they continually evolve and diversify into higher value activities. IDA has also developed a suite of supports to help these transformation processes and enabling centres to upskill and reassign employees to more complex and strategic activities – [www.idaireland.com/newsroom/publications/ida_lean_for_gbs](http://www.idaireland.com/newsroom/publications/ida_lean_for_gbs)

Along with partners such as IBEC and Skillnets, IDA has also co-developed new funded training courses on Robotic Process Automation and Next Generation GBS to further support the transformation of the sector in Ireland.

**Business Asset Grant**
This grant aims to support your company’s sustainability and growth and provides you with support when you need to invest in upgrading machinery or equipment to support new projects e.g. new product offerings, new manufacturing capability or capacity or towards the acquisition of software licences, used to deliver new products to your customers. The grant is about supporting you to develop your services or manufacturing activities and potentially secure additional business.

**Lean & Green Business Offer**
These environmentally-focussed and efficiency driven incentives are designed to encourage companies engaging in both manufacturing and services activities to create a companywide culture of continuous improvement across their business.
This will give clients the tools to remain competitive within their group and generally in winning global contracts and new business. The Lean & Green Business Offers gives access to business consultants to help client companies improve productivity, become more efficient and generate cost savings.

There are three categories of support available – Lean Start (80% funding); Lean Plus (50% funding); Lean Transform (50%). These supports will benefit the small to medium size company.

www.leanbusinessireland.ie

Operational & Business Enhancements offered in conjunction with other Agencies and Partners

IDA’s Environmental Aid Programme (EAP)
An EAP has the objective of assisting client companies implement major renewable energy or energy-efficient initiatives, or address other environmental issues such as waste management. The EAP can provide potential grant aid on expenditure for:
+ Combined Heat and Power (CHP) and Tri-Generation
+ Renewable energy technologies
+ Energy saving measures and equipment
+ Non-energy environmental initiatives, e.g. waste reduction, recycling etc.
Resource Efficiency Assessments (REA)
An REA is a cost-free assessment carried out by green business experts in order to help companies reduce their water, waste and energy bills. On-site inspections are followed by a confidential report identifying a mix of ‘no and low cost’ opportunities and some that may require further investment. Follow-up visits will be made and companies will receive assistance in preparing case studies of improvements and cost savings.

The State’s Living City Initiative
Special Regeneration Areas (SRA) have been defined in dedicated inner-city areas of Dublin, Limerick, Cork, Kilkenny, Galway and Waterford cities. The Living City Initiative aims to regenerate these areas by offering tax relief for qualifying expenditure incurred on the refurbishment or conversion of certain buildings where conditions are met. The commercial element of the initiative provides for capital allowances over a 7 year period in respect of qualifying expenditure incurred on the refurbishment or conversion of a property located in an SRA for the purpose of retailing goods or the provision of services. The amount of tax relief available is capped for any individual project.

The Accelerated Capital Allowance (ACA)
An ACA is an attractive tax incentive for companies to encourage them to make investments in energy efficient equipment. The ACA allows the write off of 100% of the purchase value of qualifying energy efficient equipment against their profit in the year of purchase. Accelerated Capital Allowances are open to companies paying corporation tax.
Energy Efficiency Fund

The National Energy Efficiency Fund is managed by the Sustainable Energy Authority of Ireland and acts as a catalyst to develop energy efficiency projects in the Irish market and enhance the level of finance available to support the clear cost saving opportunities that exist for public and commercial sector organisations. Sustainable Development Capital Limited (SDCL) acts as the fund manager.

The fund provides finance to two main types of energy efficiency projects in public and commercial sectors - Energy Performance Contracts (EPCs) where funding is loaned to an Energy Services Company ("ESCO") and direct lending to the client company.
If you want to let the world know you are coming to Ireland and attract the best of talent, IDA can help you to master that!
As part of our media advisory service, IDA Ireland will discuss your own engagement with Irish media and highlight to you the opportunities of connecting with your stakeholders in a targeted fashion. This will enable you to generate brand exposure and boost your hiring possibilities in Ireland. IDA Ireland has a strong contact base of local, national and international media. IDA Ireland will also support your announcement process in Ireland, arranging high level stakeholder presence and will secure tier one media attendance. Where necessary, IDA Ireland can also provide media training services to spokespeople who are unfamiliar with the Irish media environment.
IDA offers significant financial grants to support your business growth and development in Ireland. Grant aid will depend on the ambition of your project, the location selected, the economic impact of your business activity and the project’s fit with the strategy of IDA. Grants can run simultaneously or in phases, whichever best meets and supports your business plan. Your personal Client Relationship Manager is here to help you find the best supports possible for your investment journey.

**IDA Ireland Supports**

- Training Grants
- Employment Grants
- Capital Grants
- International Marketing Programme
- Global Business Services Transformation
- RD&I Grant
- Innovation Vouchers
- IDA’s Environmental Aid Programme (EAP) Grant

**Supports offered by IDA Ireland in conjunction with other Agencies and Partners**

- Leadership 4 Growth
- Go Global 4 Growth
- IBEC Global Graduate Programme
- Innovation 4 Growth
- Industrial Fellowships
- Lean and Green Business Offer
- Living City Initiative
- Export Services Scheme
- Mentor Network
All IDA Ireland, Irish Government and other Grant Aids are subject to conditions and are dependent on the potential inherent in the application. The amounts and percentages quoted are correct at time of printing – December 2017 – but are subject to change. Your IDA Client Relationship Manager will keep you informed as to the precise amounts available and any specific conditions that may apply.

Note
In general, IDA Services that appear in The Source Directory but are not quoted here are free to IDA Client Companies. Please ask your IDA Client Relationship Manager for full information and confirmation.
You'll find the information you need here at The Source - IDA Ireland's Resource Directory.