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IDA Ireland works closely with the relevant Irish authorities.

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### Employment Permit Options

1. **Critical Skills Employment Permit**
2. **General Employment Permit**
3. **Intra-Company Transfer Employment Permit**

### Criteria for Eligibility

<table>
<thead>
<tr>
<th>Permit Type</th>
<th>Initial Duration</th>
<th>Renewal Duration</th>
<th>Employer</th>
<th>Minimum Salary</th>
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<td>Critical Skills Permit*</td>
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<td>Can transition to long term residency after the initial 2 years</td>
<td>Irish entity</td>
<td>€64,000**</td>
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- Issued by Department of Enterprise, Trade & Employment (DETE)
- Applicants cannot be in the State while permit is being processed
- Partners of Critical Skills Permit holders can work in the State without an employment permit
- Restricted availability at salaries from €32,000 - €64,000
- Requires Labour Market Needs Test

### The Process

The Employment Permits Online System (EPOS) is an online system, making it streamlined and easy to use with a faster turnaround time. A userguide is available online.

1. **EPOS**
   - Fast turnaround
   - Reduced application forms
   - Reduced processing times
   - Reduced paperwork
   - No fee
   - Status valid for 2 years

### The Benefits

- An employment permit will not be issued unless at the time of application at least 50% of the employees in a firm are EEA or U.K. nationals (50:50 rule).
- Where appropriate, support letters may be issued to IDA client companies for inclusion with employment permit applications.
- DETE recommend that employment permit applications be submitted at least 12 weeks before the proposed employment start date.

### The Trusted Partner Initiative

- Streamlines the employment permit application process and is aimed primarily at regular users of the employment permits regime, including companies in start-up and expansion modes.
- This can be applied for through EPOS

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