



# DOING BUSINESS

## IN TRENTINO

INVESTMENT AID  
AND OPPORTUNITIES

Edition 2015

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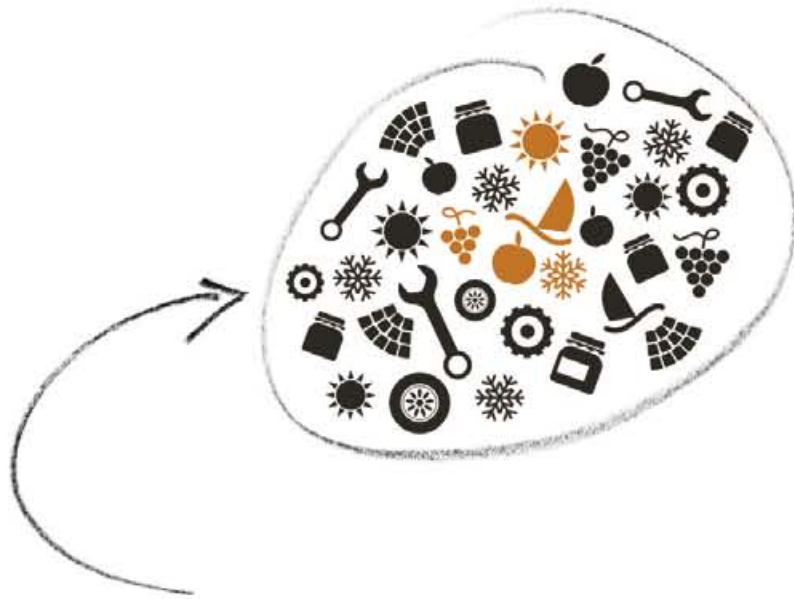
# 1. GEOGRAPHIC AND ENVIRONMENTAL OPPORTUNITIES

Trentino is a border region in the heart of the Alps, where Italian traditions and Austro-Hungarian heritage found a harmonious balance. It is a mountain region and, at the same time, an important crossroads for people and goods. With its 536,000 inhabitants and its solid economic fundamentals, Trentino is one of the areas with the **highest levels of prosperity and quality of life** in Italy and in Europe. The historical and cultural identity of the Autonomous Province of Trento is embodied in its Statute of Autonomy, recognized after the Second World War, which gives it legislative, administrative, and financial powers in strategic matters such as education, health, production policies, public transport, and University.

per capita  
**GDP +21%**  
above the European average








The economic fabric is characterized by a **farming** sector focused on the quality end of the market (fruit and wine growing), a well-established **tourism** sector (with 5 million visitors per year, 40% of them coming from abroad), and innovative **industries** which are well integrated in the surrounding environment. A widespread presence of **craft businesses** and cooperatives makes Trentino a **solidarity-oriented and cohesive land**.

Trentino has a diversified production system and its strength lies precisely in its deeply rooted network of small and medium enterprises, which are stimulated by several major industries and research centers that operate at an international level, elements that promote the enhancement of highly competitive activity clusters, such as the timber and quarrying industries, or the industries related to advanced technologies, such as ICT, sustainable construction, and mechatronics.

  
**92** **porphyry**  
**1.2 million t** **commercial**  
**stone**

In addition to tourism, economic activities that contribute to Trentino's economy are the **mechanical industry**, the **rubber and plastic industry**, the **food production industry**, and the **quarrying industry**. Nevertheless, in general, Trentino's industry is not particularly specialized. The only industrial cluster formally recognized as such is the **porphyry** cluster, a local resource that consists of 92 quarries that provide more than 1,200,000 cubic meters of quarry material.

Furthermore, there is a strong and widespread **innovative tertiary sector**. Public services are generally efficient and this fact, combined with incentive policies, contributed to attract major multinational concerns to Trentino. Examples are Dana, Aquafil, Saint Gobain, Fiat, Bonfiglioli, Ducati Energia, Microsoft, Cartiere del Garda, Marangoni, Alphacan and others.

The fibre optic infrastructure is currently entering its final development stage and, when completed, it will provide an ultra-broadband network to the entire Autonomous Province of Trento: with more than 1,000 km of fibre optic network and roaming access to the wireless network, it will be possible to ensure a whole series of innovative services for citizens and businesses.

**+1000** **km**  
**of fibre optic**



## 2. BUSINESS INCENTIVES

In order to support business development, the Autonomous Province of Trento intervenes by granting incentives for fixed investments, innovation and research, new entrepreneurial activities, business networks, internationalization, and access to credit as well as with a series of system actions, codified under Provincial Law no. 6/1999 (single act on economic matters).

**Grant and incentives are mainly granted on an over-the-counter basis**

with the exception of those related to specific goals. Therefore, applications can be submitted at any time throughout the year to a public agency specialized in the managing of public funds for business growth, such as the Agency for the Incentivization of Economic Activities.

**[www.apiae.provincia.tn.it](http://www.apiae.provincia.tn.it)**

Furthermore, important business support measures are funded by the European structural funds, which aim at promoting competitiveness and reducing economic and social imbalances. This task is entrusted to the European Service of the Autonomous Province of Trento, which plans interventions in close coordination with APIAE.

**[www.europa.provincia.tn.it](http://www.europa.provincia.tn.it)**

### NEW OPPORTUNITIES

FEMALE AND YOUNG ENTREPRENEURS

INTERNATIONALIZATION

INNOVATIVE BUSINESSES

BUSINESS NETWORKS



INVESTMENTS

APPLIED  
RESEARCH

LOCAL PUBLIC INTERVENTION  
IN THE ECONOMY

SUPPORT  
FOR BUSINESSES

PUBLIC SECTOR  
SUPPORT

PRODUCTION PLANTS,  
PREMISES AND SERVICES  
FOR BUSINESSES

SYSTEM  
SUPPORT

PUBLIC SERVICES  
AND INFRASTRUCTURE

PUBLIC SECTOR DEMAND

OVERHEAD  
EXPENSES

OPERATING  
COSTS

INSTRUMENTS  
AND EQUIPMENT

CONTRACT  
RESEARCH

PERSONNEL COSTS



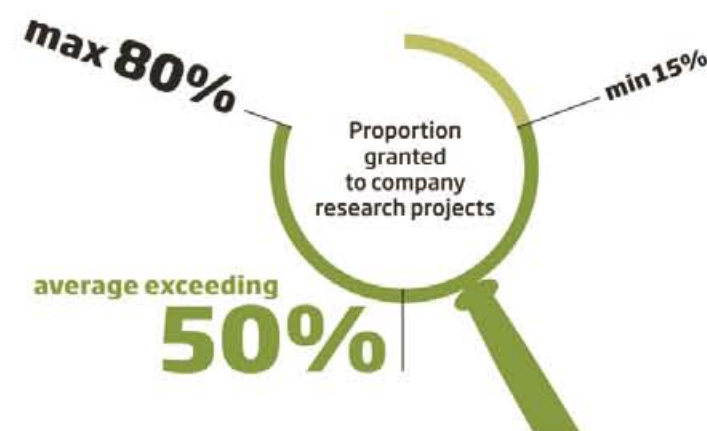


## 2.1 Applied research

In Trentino, the local economic policy is characterized by a strong support to the **business research projects** submitted by companies, business consortia, and the research centers of medium and large companies. This support is provided to approximately 50 projects every year, with an average cost of 1 million euros, in the form of an attractive **non-repayable grant** covering on average over **50% of the total investment**.

The **grant intensity** goes from a minimum of 15% to a **maximum of 80%** and it is calculated by weighing the quality of the research, the size of the company and the priority of the research subject according to the Provincial government research program, with additional support provided in case of partnerships with other companies or scientific institutes. An important distinction is made between industrial research and experimental development: the former is concerned with the acquisition of new know-how, while the latter focuses on the use of existing know-how to manufacture new products or develop new processes.

In **industrial research**, the basic funding rate is 45% for large businesses (which increases to 50% for projects related to priority areas of the multi-annual research program), 55% (raisable to 60%) for medium sized businesses, and 60% (raisable to 70%) for small enterprises. These figures might increase even further in case of collaborations with other companies or research centers, or the dissemination of research findings. Grant applications are examined by using automatic, evaluation or contractual procedures based on the main elements of the proposals.



The maximum support per project is 3 million euros, but this can be raised by the Provincial government in the case of projects of particular interest for the territory. Support is provided through non-repayable subsidies, which are paid in different ways depending on the amount of expenditure reported in the application:

- **amounts up to 1 million euros** are paid in a single payment, after checking that the initiative has been regularly performed and that all contractual obligations have been met. After the approval of the initiative, in the framework of the evaluation procedure, it is possible to pay 50% of the contribution in advance, upon receipt of a bank suretyship;
- **amounts exceeding 1 million euros** are paid in two equal tranches, after checking that specific contractual conditions and obligations have been met. After the approval of the initiative, it is possible to pay 60% of the contribution in advance, upon receipt of a bank suretyship;
- **for amounts exceeding 1.5 million euros**, for NewCos and research centers, the contribution is paid in tranches on the basis of an agreement between the company, the Provincial government, and the social partners, over a period of up to 5 years.

These subsidies are granted to the companies headquartered in Trentino in any economic sector.

Favorable conditions apply also to the research centers of medium or large-sized companies that decide to move their offices in the Autonomous Province of Trento. The subject of the research is chosen by the company, and intellectual property rights remain with the company. The expenditure eligible for support includes personnel costs, consultancy costs, instruments and equipment used exclusively for research activities, operating costs, and overhead expenses.

For companies already based in the territory (excluding new initiatives) the criterion of **"additionality"** applies: company research projects are eligible for support only if the research expenditure is higher than the average expenditure recorded over the previous five years, by applying a halved support rate to the non-additional portion of the project. This is in order to encourage investment in research and innovation.



<b>Applied research projects</b> How contributions are determined		<b>SMALL BUSINESS</b>	<b>MEDIUM BUSINESS</b>	<b>LARGE BUSINESS</b>
Applications are assessed during the evaluation and contracting procedure	<b>Industrial research</b>	70-60%	60-55%	50-45%
	Increase	+10%	+10/15%	+10/15%
	<b>Total max</b>	<b>80%</b>	<b>75%</b>	<b>65%</b>
Applications examined via automatic procedure	<b>Experimental development</b>	45-40%	35-30%	25-20%
	Increase	+10/15%	+10/15%	+10/15%
	<b>Total max</b>	<b>60%</b>	<b>50%</b>	<b>40%</b>
		20/15%	20/15%	

#### Applied Research Projects Further Conditions

REQUIREMENTS	ELIGIBLE EXPENSES
<p>The company must operate on the territory of the Autonomous Province of Trento and do so for 5 years from the date of completion of the initiative if contributions amount to a total up to 1.5 million euros or for 10 years if contributions exceed 1.5 million euros.</p> <p>The company must have its registered office in the territory of the Autonomous Province of Trento if it has been operating for less than 3 years and has an ordinary accounting regime.</p>	<ul style="list-style-type: none"> <li>- <b>employees</b></li> <li>- <b>expenses of business owner and partners</b> (in companies with less than 10 workers)</li> <li>- <b>consultancy services and patent issues</b> (&lt;130% personnel costs)</li> <li>- <b>overhead expenses</b> (up to 40% of personnel costs)</li> <li>- <b>instruments and equipment</b> (for depreciation quotas)</li> </ul>

Specific forms of financial cover can also be provided (up to 50% of costs) **to make researchers available** to small and medium sized businesses; for large businesses this form of support is available according to the "de minimis" rule. Finally, small, medium and large enterprises can apply for contributions that can cover up to 60% of the costs related to the hiring of researchers, including those employed on a permanent basis; this form of support is available in accordance with the "de minimis" rule.

**company researchers  
cover up to 50%**

## 2.2 Fixed company investments

As far as **company investments** are concerned, in compliance with European Union regulations, public support covers investment in real estate, plants, machinery, equipment, patents, and the acquisition of know-how, as well as the expenditure related to environmental protection activities. In order to ensure the beneficial social effects of the initiatives supported, there are certain constraints on the employment levels outlined in the company's business plan.

The incentives for fixed investments represent the most common form of business support and they are calculated on the basis of the following criteria:

- **Priority initiatives.** These incentives are granted to entrepreneurial projects aimed at replacing or taking over another company, promoting new initiatives and industrial renovation, the establishment of business networks, or the development of business quality, innovation and growth;
- **Intervention measures.** These support measures are defined in relation to a basic support of 15%, which can be increased according to the specific features of the business (new businesses established by female or young entrepreneurs, new businesses, cooperatives and social enterprises) or of the initiative (productivity, economic and social value, additionality of the initiative's costs in relation to the business structure, quality, and innovation of the entrepreneurial project);



## > Procedures

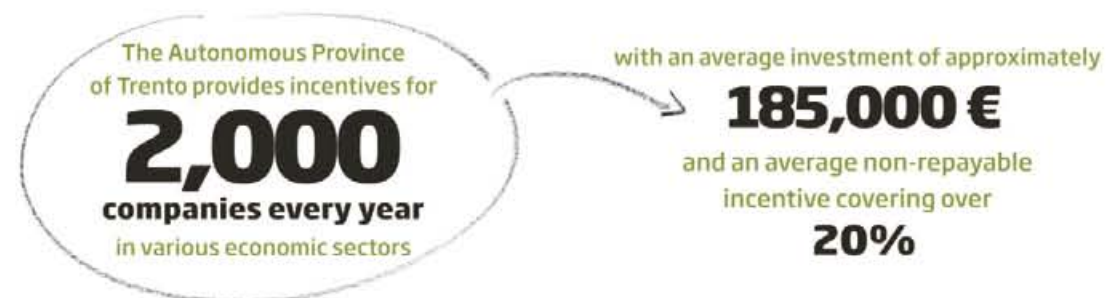
The **automatic procedure** applies for applications worth up to 300,000 euros related to expenses incurred after the presentation of the application and, only for minor grants ("de minimis"), related also to expenses sustained before presenting the application and dating back to a maximum of 18 months before the application date. Real estate works and environmental initiatives are excluded from the automatic procedure. The capital account contributions cannot exceed the payments made by the company as direct income taxes (IRPEF, i.e. personal income tax or IRES, i.e. corporate income tax and IRAP, i.e. regional production tax) and municipal tax (IMU, TASI), over a period of 3 years.

The **evaluation procedure** applies for applications for investments worth up to 2.5 million euros which have not been made yet. A **simplified** procedure applies for initiatives under 300,000 euros, with no need for an economic-financial evaluation, while for bigger amounts the company shall provide evidence of bank support or leasing arrangement that can cover the envisaged investment plan (in order to prove the so called "bankability" of the initiative).

The **contractual procedure** applies for applications involving larger investments and exceeding 2.5 million euros.

## > Real estate

The purchase of real estate properties is supported for projects related to the recovery of facilities and buildings abandoned after the shutdown or replacement of a company, provided that renovation works are carried out. The building and renovation of real estate properties is always eligible for contributions.



## 2.3 Female and young entrepreneurs

New small businesses, which were established up to 24 months before the presentation of the application and which are owned or managed by young people (up to 35 years of age) or women of all ages, can benefit from a grant covering **up to 50 % of business set-up costs, starting up costs, and consultancy costs** related to the purchase of assistance services and business advice services.

NEW BUSINESSES MANAGED BY YOUNG OR FEMALE ENTREPRENEURS

MINIMUM AND MAXIMUM AMOUNTS		ELIGIBLE EXPENSES
MINIMUM EXPENSE for applying: 5,000 euros		
STARTING UP COSTS (legal and administrative expenses directly connected to the establishment or takeover of the company)		Expenses needed for starting or taking over a new business
ADDITIONAL STARTING UP COSTS (during the first 5 years after starting or taking over a new business))	max 100,000 euros	Interest charges on bank loans Rental of plants and equipment Utility costs (water, electricity, heating) Social security contributions for children/family; parental leave
PURCHASING OF SERVICES	max 50,000 euros	Access to services and consulting (initial assistance, training, tutoring, economic-financial analysis)

GENERAL RULES	<ul style="list-style-type: none"> <li>&gt; "once in a life" application</li> <li>&gt; post and ex ante expenses (previous 12 months) in relation to the date of application</li> <li>&gt; no exceeding expenses - no transfers</li> </ul>
OBLIGATIONS	<ul style="list-style-type: none"> <li>&gt; for 5 years: keeping up the business activity and property relations</li> <li>&gt; it is forbidden to rent the company</li> </ul>



2.4 Business services

2.4.1 SUPPORT FOR CONSULTING SERVICES

Subsidies are granted for the purchase from third companies of consulting services for activities of the following type: innovation, quality, certifications, environmental pilot projects, market surveys, marketing plans and e-commerce, information and communication technology, network contracts, energy diagnosis and efficiency, and strategic services. Contributions are granted with a single payment.

MINIMUM AND MAXIMUM ELIGIBLE EXPENSES

Min\max	50,000 (OTHER SERVICES)	100,000 (INNOVATION, QUALITY, CERTIFICATIONS)
2,500	Female and young entrepreneurs	Female and young entrepreneurs
5,000	Other businesses	Other businesses

HOW MUCH CAN A COMPANY CLAIM?

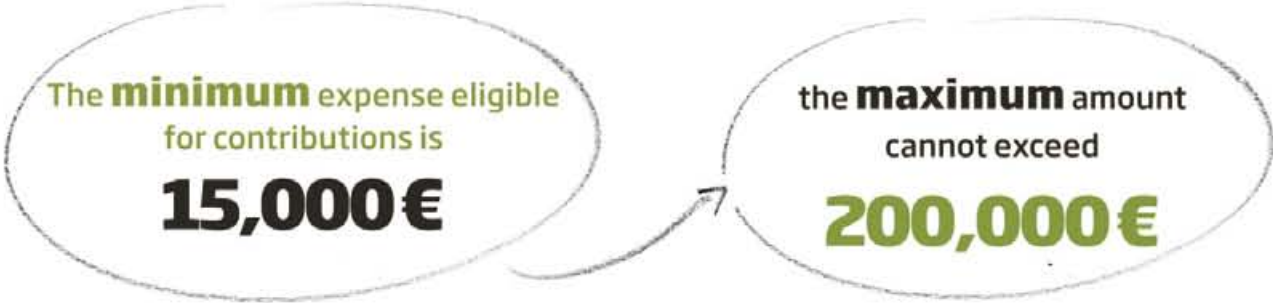
TYPE	SMALL BUSINESS	MEDIUM BUSINESS	LARGE BUSINESS (de minimis regime)
INNOVATION	50%	30%	
QUALITY, PILOT ENVIRONMENTAL PROJECTS, MARKET SURVEYS, INFORMATION AND COMMUNICATION TECHNOLOGY, NETWORK CONTRACTS, STRATEGIC SERVICES	40%	30%	30% only for type 4, for pilot environmental projects
CERTIFICATIONS	30%	20%	
ENERGY DIAGNOSIS AND EFFICIENCY	30%	30%	

Increases: +20% for services provided by local research centers  
+ 10% for services supporting female and young entrepreneurs

2.4.2 SUPPORT TO CONSORTIA

There is a specific line of support for the establishment and management of **consortia and consortium companies composed of small and medium enterprises** (with a consortium fund or a capital stock over 15,000 euros) to perform one or several of the following activities:

CONSORTIUM ACTIVITIES	SMALL AND MEDIUM BUSINESS
<ul style="list-style-type: none"><li>➤ Scientific and technologic research programmes or technical experimentation plans;</li><li>➤ Assistance and consultancy services for quality improvement, control, and guarantee;</li><li>➤ Creation of quality trademarks and production coordination among members;</li><li>➤ Management of accounting data processing centres or other shared services;</li><li>➤ Promotion of sales activities;</li><li>➤ Advertising, market survey and research;</li><li>➤ Order management and market introduction of the products of its members;</li><li>➤ Other related activities.</li></ul>	<p>50% “de minimis” grant on the consortium fund or capital stock paid during the setting up stage of the consortium or during subsequent capital increases stages.</p>





2.4.3 SUPPORT TO BUSINESS NETWORKS

This kind of support is provided to business networks, including transregional or transnational ones, on the condition that they have at least one operating office in the territory of the Autonomous Province of Trento.

INTERVENTION IN FAVOR OF A COMMON FUND	INTERVENTION IN FAVOR OF A NETWORK CONTRACT
<p><b>50% contribution</b></p> <p>as a “de minimis” contribution to set up a common fund to finance one or several of the following activities:</p> <ul style="list-style-type: none"><li>a) training of personnel involved in the network project,</li><li>b) purchasing of the necessary hardware and software to accomplish the network project,</li><li>c) purchasing of patents and technology usage rights,</li><li>d) promotion and marketing activities,</li><li>e) purchasing of external consulting services to promote and develop the network project, including those concerning internationalization projects.</li></ul>	<p><b>30% contribution</b></p> <p>as a “de minimis” contribution to legal, administrative and consulting costs incurred by the network for its founding agreement.</p>

€

The **minimum** amount eligible is

**2,500 €**

€

The **maximum** amount spent cannot exceed

**200,000 €**

2.5 Support to innovative start-ups

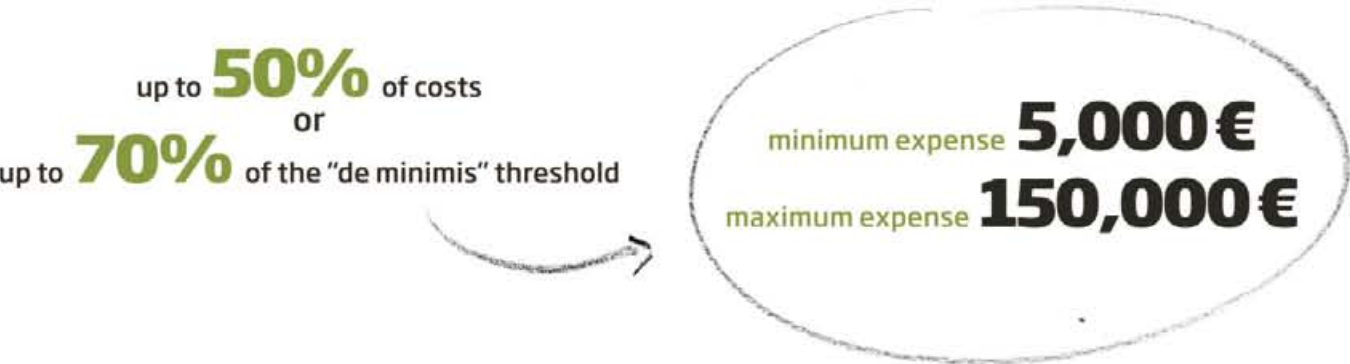
In Trentino, innovation is promoted by a series of activities aimed at **supporting local development and entrepreneurship promotion**. These activities are the focus of the agency **Trentino Sviluppo S.p.a.** (see chapter 4) and they represent a distinctive feature of Trentino's economic policy, which is supported by a huge investment in public real estate properties, which currently comprise seven business **incubators** spread all over the territory, for a total indoor surface of 90,000 square meters.

A powerful tool for the promotion of entrepreneurial spirit is **Seed money**, a financial contribution provided to innovative business initiatives (citizens who want to start a business or inactive businesses established over the last two years) of an amount that can reach up to 150,000 euros for the start of high-potential start-ups. The seed money calls took place every two years over the last six years: in the three calls from 2009 to 2013, 97 start-ups were supported and 87 of them are still active today.

2.8 Internationalization

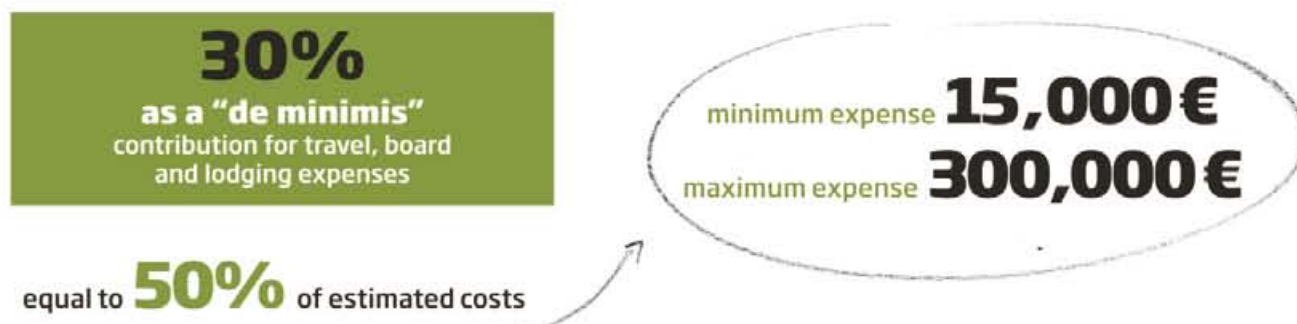
There is a vast range of support available for international economic development (targeted to small and medium businesses and their consortia), in particular for:

- a. participation in international trade fairs**, also within the European Union, open both to single businesses or business groups coordinated by cooperatives or consortia (joint participation). Contributions: up to 50% of the costs or up to 70% of the “de minimis” threshold; minimum expense 5,000 €, maximum expense 150,000 €;

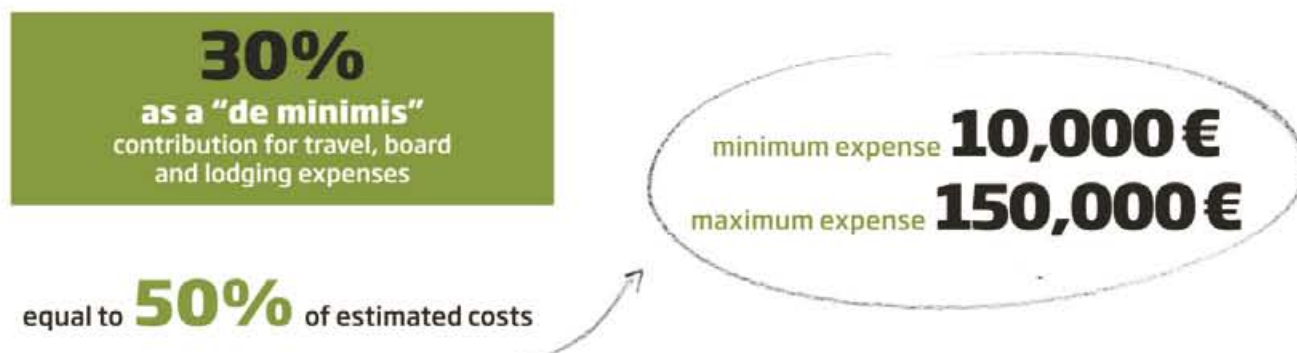




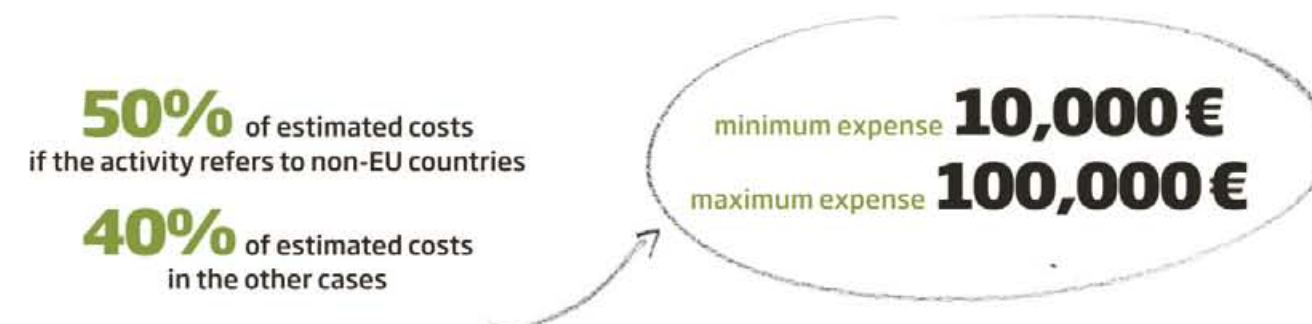
- b. systemic marketing actions** in non-EU countries, including – for businesses with a maximum of 15 employees – travel, board and lodging expenses incurred in the participation in international trade missions and fairs, provided that they are coordinated by institutional bodies, cooperatives or consortia. Contributions: up to 50% of the estimated costs - minimum expense 15,000 euros, maximum expense 300,000 euros - and 30% as a “de minimis” contribution for travel, board and lodging expenses;



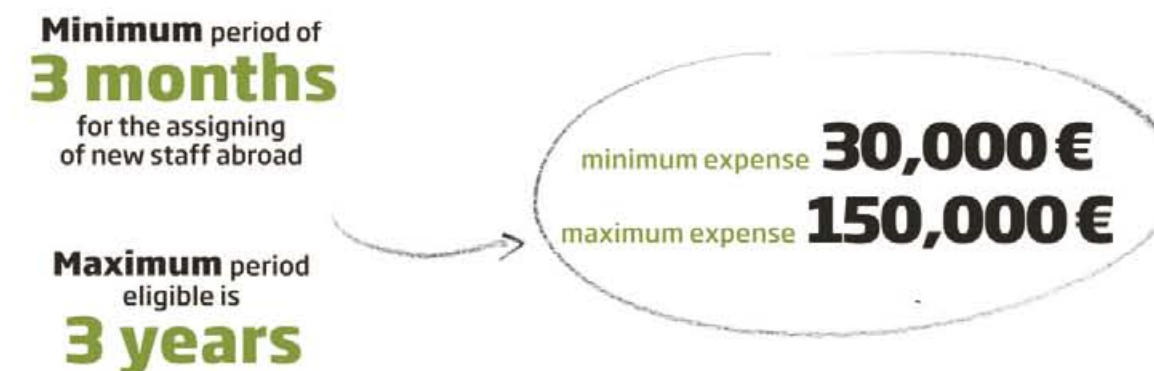
- c. internationalization entrepreneurial projects** in non-EU countries and international trade missions for small and medium businesses with more than 15 employees. Contributions: up to 50% of the estimated costs - minimum expense 10,000 euros, maximum expense 150,000 euros - and 30% as a “de minimis” contribution for travel, board and lodging expenses;



- d. specialist consulting services** to strengthen the market penetration of SMEs abroad via the marketing of goods or services which are manufactured within the territory of the Autonomous Province of Trento. Contributions: 50% of the estimated costs if the activity takes place in non-EU countries, 40% in the other cases, minimum expense 10,000 euros, maximum expense 100,000 euros;



- e. training of human capital abroad** for people under 35 years of age and holders of a University degree or secondary school diploma, with a working experience of at least 3 years. The minimum period eligible for new staff training abroad is 3 months, with 70% of the period eligible for contribution; the maximum eligible period is 3 years. Minimum expense 30,000 euros, maximum expense 150,000 euros.







**Trentino Sviluppo** has the task of assisting companies in their activities on foreign markets by providing them with **promotion and assistance services** and by facilitating the settlement and investments of foreign companies in the territory of the Autonomous Province of Trento. In addition to this, local companies can count on Trentino Sviluppo's offer of data, information, and economic analysis in order to promote their international development.

## 2.7 Credit facilities

The rising difficulties in corporate finance have caused the linking of investment incentives to appropriate sources of cover through a **“single upper limit”** of intervention, in other words an integrated package comprising not only non-repayable grants but also the “equivalent subsidies” calculated on the basis of guarantee interventions (see section 4.5), in addition to the possible business funding provided by Trentino Sviluppo.

### 2.7.1 MIXED PUBLIC-PRIVATE REVOLVING FUND

It involves a total amount of 50 million euros provided by the Autonomous Province of Trento and a group of selected banks. This fund is used to grant loans to companies, which may be guaranteed by the Confidi consortia. These financing instruments, lasting up to 15 years and amounting to a minimum of 30,000 euros and maximum of 2.5 million euros, are granted for fixed investments, research and innovation activities, exports or services. Maximum 30% of the financed amount can be used to increase the operations of the company. The Autonomous Province of Trento provides facilities zeroing the interest payment on the funds provided by the Autonomous Province of Trento.

Financing ranging from  
**30,000 euro**  
to  
**2.5 million euro**



## 2.10 Tax reliefs

Thanks to the broad taxation powers granted by its Special Autonomy Statute, the Autonomous Province of Trento grants a series of tax reliefs to companies operating in its territory. Particularly important among these are those concerning the **IRAP tax (regional production tax)** and those related to taxes on motor vehicles.

With regard to the IRAP tax relief, the **new businesses** established in Trentino starting from January 1, 2013 (for activities other than farming, banking or insurance) will benefit from a

### tax exemption for the first 5 years of business

(starting from the year of establishment in Trentino and the following four years)

Furthermore, the following deductions from the IRAP taxable base are possible:

- deduction of amounts paid to private sector employees for **increased productivity**, pursuant to local or company agreements (maximum 5,000 euros per year per employee);
- deduction of the notional value of the **new total equity** (which is determined in accordance with the provisions of article 1 of Italian Decree Law 201/2011 on the subject of support for economic growth, while the notional value is determined by applying to the total equity a percentage rate which is established each year by the Provincial Government; for 2013 it was set at 18.33 %);
- deduction of the labour costs due to the hiring of workers with open-ended contracts following expansive solidarity contracts.

~~IRAP~~ = REGIONAL  
TAX ON  
PRODUCTION

Finally, the following tax allowances are available:

- an **allowance of 90%** on the **contributions paid to the Bilateral Boards** that provide income support payments, up to a threshold of 0.46% of the IRAP taxable base;
- an **allowance of 50%** on the **payments made to Tourist Boards** and "pro Loco" Consortia, up to a threshold of 0.46% of the IRAP taxable base.

For the taxpayers who do not belong to the category of new businesses, apart from the deductions and allowances mentioned above, the ordinary IRAP rate applicable in Trentino is **3.24%**, **3.90%** in the rest of Italy for 2013

and it has been **further reduced to**

**2.78%**

for those liable to pay contributions  
to the redundancy fund  
"Cassa integrazione guadagni".



Furthermore, an additional **0.46% reduction** is granted to **virtuous companies**, i.e. those fulfilling at least one of the following conditions:

- a. 5% increase of the net production value** liable to IRAP on the average of the previous three years, after adding depreciations which are relevant for IRAP and after deducting public contributions which are relevant for IRAP;
- b. 5% increase of the annual work units (ULA) of permanently employed workers** in the fiscal year, compared with the average of the three previous years, also due to renovated apprenticeship contracts and to the transformation of previous interim contracts into open-ended contracts;
- c.** participation in a network contract envisaging the establishment of a **common fund**, or participation in consortia.

Finally, companies which have been merged can benefit for three years from a tax rate reduction of

# 1.38%



Another sector which enjoys tax relief is **agriculture** (with a reduced tax rate of **0.90%**), while non-profit organizations and Personal Service Companies which replaced the IPABs (Public Assistance and Charity Institutes) have been exempted from the payment of the IRAP tax for many years.

Tax relief for motor vehicles is also available:

- > **Road tax:** exemption for **environmentally friendly vehicles** and for trailers of vehicles up to 6 tons; **20% reduction** for **class 5** or higher vehicles;
- > **Provincial registration tax (IPT):** a **fixed tax of 151 euros** for bureaucratic procedures subject to VAT (until 2016);
- > **Insurance tax:** 3.5% rate reduction (it is applied a **rate of 9%** instead of the national rate of 12.5%).

## 2.9 Prompt payment

The provincial accounting law stipulates that the authorities must pay all forms of financial support **within 30 days** of receipt of the relevant documentation.





## 3.

INCENTIVES FOR EMPLOYMENT,  
TRAINING AND BUSINESS START-UP

## 3.1 Incentives for employment

The **Employment Agency** provides incentives to employers to hire people considered “weak” because of their employment difficulties, disability or disadvantaged situation, or to encourage the use of part-time contracts for tasks related to child and family care.

**[www.agenzialavoro.tn.it](http://www.agenzialavoro.tn.it)**



In order to benefit from the incentive, an application has to be filed to the Employment Agency within **60 days** from the date on which the person was hired or the labour contract was changed.

Furthermore, support is available to employers who keep jobs in relation to:



**the takeover of a company in crisis  
in the territory of the autonomous  
Province of Trento**



**collective agreements  
or defensive solidarity  
agreements**

In order to benefit from the incentive, an application has to be filed to the Employment Agency within **60 days** from the date on which people were hired in connection to the company's takeover or from the date on which the solidarity system started being applied.

### 3.2 Matching of labour supply and demand

The Autonomous Province of Trento, through the Job Centers of the Employment Agency, provides interested companies with an electronic system for matching labour supply with labour demand. The selection system matches the open job positions with the applications and candidacies offered by the workers registered at the Job Centers, allowing for the identification of suitable candidates who meet all criteria required by the employer. Then, employers receive the information about the selected candidates, in order to identify the most suitable worker. The service is provided at Job Centers and other accredited structures.

### 3.3 Actions for new entrepreneurs

The Employment Agency activates two types of support to promote the employment of people with specific employment difficulties:

**1. Self-employment support**, which consists in a non-repayable grant to start a new small business or micro-business, or to purchase or take over an already existing business, including the rental of the company for a period of at least 3 years. The entire contribution is paid in a single payment and it goes from a minimum of 4,000 euros to a maximum of 7,000 euros, according to the employment difficulty involved and the gender of the applicant (male or female).

The application for self-employment support must be presented within two months from the beginning of the business activity, while the payment is made after six months from the date on which the business started its activities.

**2. Support to the development of an entrepreneurial idea**, which is provided following the issuing of calls for tender (normally two each year). Applications may be presented only during the periods established by the calls and before the start of the business activities. The intervention includes, in addition to a contribution of a maximum of 38,000 euros (which partly is a non-repayable grant and partly a soft loan), the possibility for future entrepreneurs to acquire knowledge and competences in the fields of business management by taking part to a guidance and training pathway and getting access to a number of technical support, coaching and monitoring services for their businesses in the start-up stage of their activity.

The **EFRD** operational program supports the setting up of businesses and spin-off companies, by means of the so called

**“Seed Money”**

with special emphasis on innovative or high-tech sectors.

Beneficiaries are either natural persons or recently established companies that have not started their activity yet.

For additional information visit [www.trentinosviluppo.it](http://www.trentinosviluppo.it)  
[www.europa.provincia.tn.it](http://www.europa.provincia.tn.it)



### 3.4 Training

The Employment Agency organizes and finances **training** initiative for unemployed, newly hired workers, employees, and companies, in order to help people find a job, re-enter the labour market, or retain employment.

In the case of first time employment, it supports the training of young people hired with **apprenticeship contracts**, offering a wide range of over 1,300 potential training courses for 55 professional profiles.

Furthermore, the Employment Agency organizes training initiatives for unemployed people and for workers on specific unemployment benefits, offering courses aimed at the **acquisition of horizontal skills** (communication, foreign languages, computer literacy etc.) and the enhancement of **professional skills**. These courses can be financed through the ESF or by the Autonomous Province of Trento.

Collective or customized labour integration courses are eligible for funding in the case of businesses that decide to hire unemployed people.

Besides, employment retention is promoted through retraining and refresher courses as well as continuing education courses for employees, both for groups and individuals.



In the framework of the ESF operational program of the Autonomous Province of Trento, the European Social Fund (ESF) Office organizes three specific **sets of training actions** to help people enter or re-enter the labour market and update or develop their professional skills.

The first set offers training pathways in the sector of socio- educational services for early childhood; the second set activates second level, post-diploma and post-graduate training initiatives to promote the professional development of people with a secondary school diploma or university degree and improve the placement of people under 36 years of age. The third set activates 14 permanent training pathways for all people of working age. Priority is given to the owners, partners or employees of companies benefiting from "Seed money" projects and to unemployed people, i.e. those who receive or have received unemployment benefits in the 6 months preceding the application to the course.



For further information visit the web-page **[www.fse.provincia.tn.it](http://www.fse.provincia.tn.it)**,  
or the offices of **Struttura Multifunzionale Territoriale Ad Personam**,  
or call the freephone number **800 163 870**.



## 4. SYSTEM HELP

### 4.1 Trentino Sviluppo

Trentino Sviluppo S.p.a. is the major agency operating in what is known as "system help", i.e. the support provided to all local companies, even if in some instances it is implemented through individual companies.

**TRENTINOSVILUPPO**  
IMPRESA INNOVAZIONE MARKETING TERRITORIALE

The agency of the Autonomous Province of Trento assists companies interested in settling in Trentino by providing support and assistance services. It assists all companies in innovating their products and processes, it supports their competitiveness and helps them develop clusters and business networks, providing production spaces, managing real estate and production areas, as well as executing operations of financial restructuring in the shape of leaseback agreements and minority shareholdings in the company capital.

**[www.trentinosviluppo.it](http://www.trentinosviluppo.it)**





With assets of over  
**1 billion euros**

under its management, Trentino Sviluppo offers businesses production spaces and facilities that can be bought or rented at competitive market rates thanks to the use of «de minimis» subsidies.



In addition to production facilities spread across the entire territory, Trentino Sviluppo manages a series of modular **business incubators**, called **Business Innovation Centers** (BICs), and two technology poles specifically focused on **Mechatronics** and **Green Tech**, where in addition to rental services on favorable terms, a series of ancillary services are provided, from logistics to important innovative instruments designed to accompany a successful start-up phase.

Currently, public business incubators house more than 110 companies and almost 600 workers.



**110** companies



**600** workers

## 4.2 Business start-up and innovative services for competitive companies

The range of services available to individual companies covers the various stages of a company's life cycle. For the seed stage (companies in the planning and establishment stage), in addition to "Seed money" (see section 2.5), Trentino Sviluppo offers several initiatives and concrete support, as **pre-incubation** spaces, which are modular and co-working spaces for aspiring entrepreneurs (available at the Greenhouse and iPoint centers) that can be rented for a period up to one year for the price of a daily coffee (about 30 euros per month), in addition to customized support and mentoring plans.

The initiatives in the spheres of technology transfer and support to business innovation are implemented by means of specific tools, such as the Aquile Blu team ("Blue Eagles team"), the hubs that connect the various foundations and research centers operating in Trentino, and the Enterprise Europe Network that connects almost 600 European bodies and helps local companies in finding new international partners.

In parallel to this, **Trentino Sviluppo** has also developed a series of services in the field of business culture (workshops, seminars and specialist courses, methods to improve business operations on the field) and of new technologies to the service of networks.

In addition to supporting the birth of new business activities and promoting innovation and growth in existing businesses, Trentino Sviluppo has the objective of supporting the competitiveness of the system by strengthening the development of business networks and clusters. Aiming at this goal, after the establishment of Habitech in 2005 as Energy and Environmental Cluster, over the last few years a series of initiatives have been promoted to support existing supply chains and clusters, as well as support new forms of aggregation in strategically important areas for the development of Trentino: porphyry and stone, with the establishment in 2009 of the porphyry and stone cluster of Trentino; forestry, timber and energy, with the launch of ARCA, the first certification system for wooden buildings and wooden building elements; as well as other sectors, including sports and wellbeing.



### 4.3 Technology poles for Green tech and Mechatronics

Trentino Sviluppo offers special settling in opportunities and high level services to companies working in the field of **green technologies** (sustainable building, renewables, alternative mobility) and **mechatronics**, which combines traditional mechanics and the opportunities offered by electronics and smart systems, thus opening important prospects for Trentino's manufacturing sector.

- › **Progetto Manifattura** is located in Rovereto in the historical building of a former tobacco factory. It is an industrial innovation hub focused in particular on green building, renewable energy, and environmental technology. The project aims at boosting the development of a production system specializing in environmental sustainability and clean technology, by providing services and opportunities for business growth. The location has been structured and conceived so as to accommodate different types of companies, from the tertiary sector to the light manufacturing industry, and it has been designed to welcome organizations of multiple types and sizes.

**[www.progettomanifattura.it](http://www.progettomanifattura.it)**

- › The **Pole of Mechatronics** is also located in Rovereto and it was conceived to combine training and education (integrated system from vocational schools to university education), innovation (research and development) and industrial application (companies). The opportunities offered by the Pole of Mechatronics are open to all companies operating in the territory of the Autonomous Province of Trento, in a hub approach that sees the headquarters in Rovereto as a natural point of reference for technology, training, experimentation and research for the entire manufacturing sector. Different production spaces are available, suitable both for activities requiring big and heavy machinery, as well as for activities requiring light manufacturing equipment or office spaces.

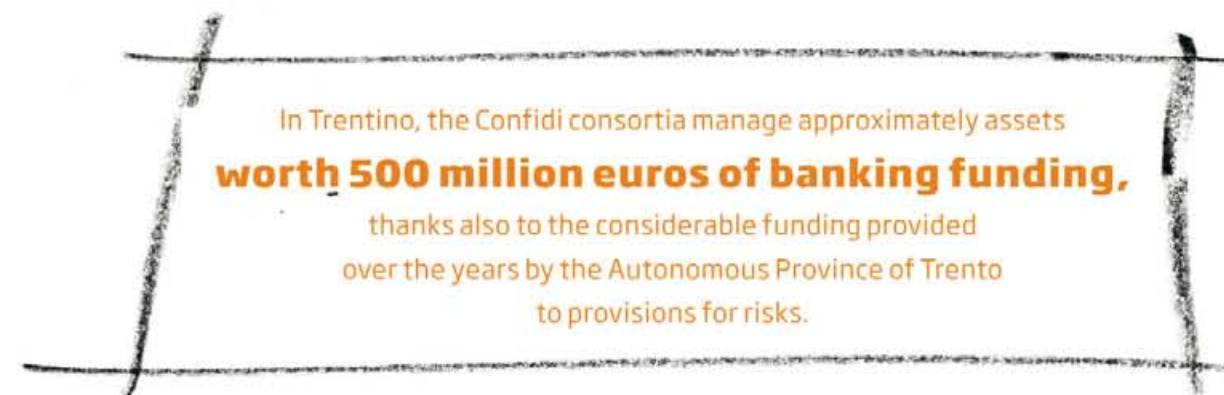
**[www.polomeccatronica.it](http://www.polomeccatronica.it)**

### 4.4 Production areas for industry and crafts

Partly through Trentino Sviluppo, the Autonomous Province of Trento pursues a policy of directly creating **urbanized production areas** throughout the territory, enabling businesses to purchase them on favorable terms. The first step is the expropriation of the areas identified by town planners, followed by the urban development work needed to make these areas suitable for the settling and development of businesses. Soon, the areas of Mori Casotte in Rovereto (about 20 hectares) and Ravina di Trento (5 hectares) will be put on the market; they are both strategically very important because they are located close to the respective motorway exits along the course of the Adige river. At the same time, Trentino Sviluppo will continue offering real estate properties located in more peripheral areas.

### 4.5 System of guarantees

The **system of guarantees** concerning the funding provided by banks to businesses, which is implemented by means of three local Confidi consortia (Confidimpresa, Cooperativa Artigiana di Garanzia and Cooperfidi), provides - for sums guaranteed on average at 50% of the loan amount - a guarantee to small and medium businesses to fund investments or to meet working capital requirements.



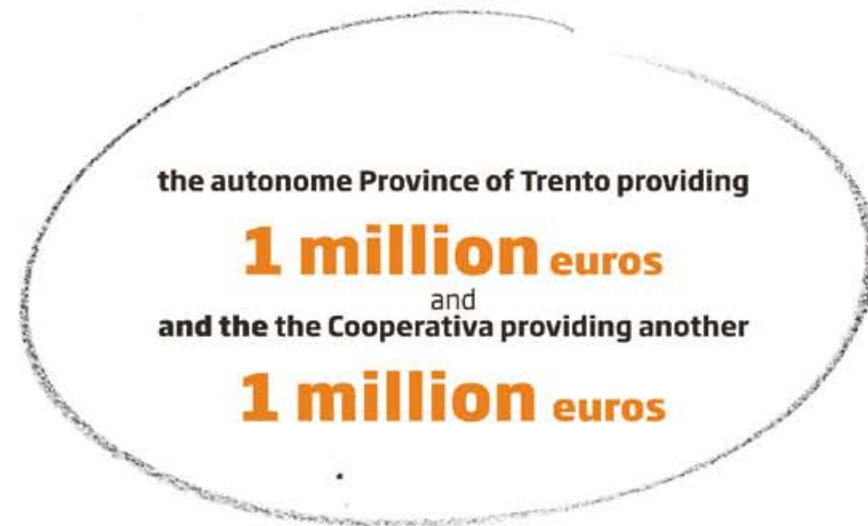


#### 4.6 Private Equity

Companies in the cableway and tourism sector, innovative start-ups and well-established companies with a strong potential for development can count on the support of their activity by Trentino Sviluppo, which can acquire a (minority) **stake in the company's equity**.

In addition to the possibility for provincial agencies to hold stakes in a company's equity, there are other ways to finance and support innovative companies in order to combine these interventions with the private co-financing coming from advisory companies, investment funds, mixed public-private companies, etc.

Furthermore, the cooperative **Cooperativa Artigiana di Garanzia** manages a fund for private equity interventions in limited liability crafts companies, with



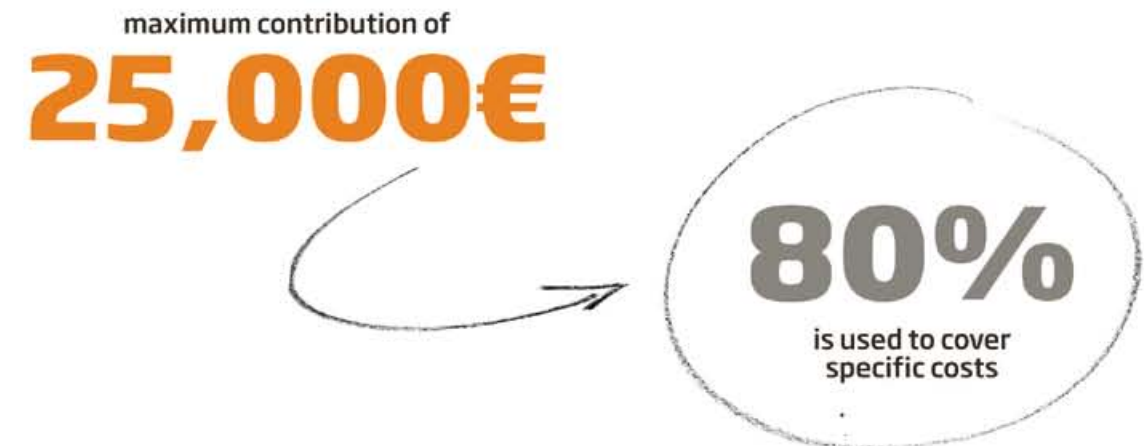
#### 4.7 Energy and energy saving

**Specific incentives** are available for the construction of energy networks, sustainable and low consumption buildings, thermal insulation systems, solar collectors, heat and power systems, wind plants, photovoltaic plants, fixed stations for methane gas supply to motor vehicles, heat pumps, and also biomass boiler systems.

#### 4.8 Family Audit

This instrument promotes a **cultural and organizational change** in businesses, promoting personnel management policies that favor work-life balance. The Employment Agency offers employers with headquarters or with a production facility in the Province of Trento a contribution of maximum 25,000 euros, 80% of the total amount is used to cover specific costs related to obtaining the certification. Family Audit ([www.familyaudit.it](http://www.familyaudit.it)) is a certified process standard and its trademark is registered with the Italian patent and trademark office of the Ministry for Economic Development

**[www.familyaudit.it](http://www.familyaudit.it)**





## 5.

## RESEARCH AND INNOVATION SYSTEM

**The research and innovation system created in Trentino consists of a growing number of public and private actors offering levels of excellence and concrete opportunities for technology transfer.**

Thanks partly to an increasingly innovative public sector demand, companies can get in touch with highly qualified human resources, take part in applied research projects featuring international partners, and have access to their funding opportunities. All this has led to the creation of numerous spin-off and start-up companies, and the establishment of poles of business excellence and business research centers.



**The research and innovation system of Trentino is built on the following core centers >**





## The University of Trento

[www.unitn.it](http://www.unitn.it)

The University of Trento is a medium-sized university, well known both nationally and internationally, with **16,000 students**, **180 post-doctoral researchers**, **700 PhD students** and **560 professors and researchers**.

Research is conducted in 10 departments, 3 research centers, some 70 laboratories and associated spinoffs, divided into three macro-areas: **science and technology, economics and law, and humanities and literature**.

The first of these macro-areas comprises material science, physics, mathematics, IT, electronics and telecommunications, biology and biotechnology, civil and environmental engineering and mechatronics. Through a dedicated office, the University runs a series of initiatives, in close conjunction with researchers, aimed at making optimum use of research findings for the benefit of businesses. These initiatives are described in the four-monthly magazine **"Knowtransfer"**.



## Fondazione Bruno Kessler

[www.fbk.eu](http://www.fbk.eu)

Fondazione Bruno Kessler (FBK) is engaged in research in the scientific, technological and humanity areas. It employs **400 researchers** and it is a shareholder in about twenty associated **research centers, start-ups** and **spin-offs**. Fondazione Bruno Kessler aims both for scientific excellence and for a tangible return on its investment for the local community. FBK organizes training and information events on scientific and technological subjects; partnerships in European and international projects; innovation projects for technology and knowledge transfer; support for industrial research. In the last 5 years over 600 initiatives have been organized. FBK's main sectors of excellence are: **materials analysis; manufacturing of silicon micro-devices; design of energy-saving systems; and creation of innovative information systems**.



## Edmund Mach Foundation

[www.fmach.it](http://www.fmach.it)

Since 2008, the Edmund Mach Foundation has pursued the objectives and activities of the Istituto Agrario di San Michele all'Adige, founded in 1874. This prestigious institute has achieved important goals at international level, in training and education, research and technology transfer in the farming, agri-food and environmental sector. The Foundation has **three centers** and covers a campus of approximately 14 hectares with classrooms, greenhouses, laboratories, offices and 70 hectares of green areas, 16 km north of Trento, in the San Michele all'Adige municipality.

### > Training and Education Centre

It has contributed to disseminating the **culture of agriculture, vine growing and wine making in Italy**, and has educated professionals of international standing. Today it is a complex structure, unique in Italy, providing education, training and updating in the agricultural, agri-food and forestry sectors.

### > Research and Innovation Centre

It is a specialist hub for world-wide research in its specific fields, such as Genomics and Vegetal Biology, quality of food and nutrition, protection of the environment and natural resources. It launches research projects and innovative technological platforms in **computational biology, metabolomics, functional genomics, isotope analysis, climate analysis, GIS, and remote sensing**.

### > Technology Transfer Centre

It is the structure with the most significant territorial presence of the Foundation. It carries out **applied research and experimentation** activities, and provides services and consulting to the farming, forestry and environmental sector. The keys to success of the activities of this centre include the ability to foresee the needs of the territory, understand its criticalities, analyze solutions and disseminate the knowledge to keep a **high production quality** while respecting the environment.





## Trento Rise

[www.trentorise.eu](http://www.trentorise.eu)

Founded in 2010 following the merging of the ICT departments of Fondazione Bruno Kessler and the Information Engineering and Computer Science Department of the University of Trento, Trento RISE has been a **core partner** of the ICT network of the **European Institute of Innovation and Technology (EIT)** since 2012. It hosts the Italian node of EIT ICT Labs and works in synergy with the other five network nodes located in Berlin, Paris, Helsinki, Eindhoven and Stockholm, as well as with the Italian node partners, the core partners Telecom Italia and Engineering and the affiliate partners Centro Ricerche Fiat, STMicroelectronics, Bologna University (Alma Mater Studiorum), Centro Nazionale di Ricerca (CNR), Politecnico di Milano, Politecnico di Torino, Scuola Superiore Sant'Anna Pisa.

Trento RISE works in close synergy with public administrations and key stakeholders in the Trentino innovation ecosystem, promoting an **internationalization-friendly environment**.

As a **catalyst for research**, Trento RISE facilitates the participation of Trentino's research system in the activities of EIT ICT Labs and in European and national projects. As a **catalyst for advanced education**, Trento RISE offers programs of excellence in higher education, as a **catalyst for entrepreneurship**, it offers contexts of opportunities **to set up new and strongly innovative businesses** (spin-offs and start-ups), thanks to the TechPeaks - People Accelerator project, in order to promote new ways of doing business and create partnerships between the public and private sectors, using **pre-commercial procurement**, also for SMEs (with co-financing up to 50% of the innovative program and the logistic and infrastructural support).

## Other research centres in Trentino

Despite its small dimensions, Trentino boasts an interesting critical mass of knowledge. Among the several research centers located in Trentino, it is possible to find **Microsoft's** research center **COSBI** ([www.cosbi.eu](http://www.cosbi.eu)), **ICT** for biology research; **CRF**, FIAT's research center in Trento on the themes of infomobility and biofuels; **CREATE-NET** (Center for Research and Telecommunication Experiment for Networked communities, [www.create-net.org](http://www.create-net.org)); **Graphitech** (Center for advanced Computer Graphics Technologies, [www.graphitech.it](http://www.graphitech.it)). Among public research centers, Trentino hosts the laboratories of the National Research Council (**CNR**)

operating in the fields of biophysics, photonics and nanotechnology, applied ontology, electronics and magnetism, cognitive technologies, mechatronics; the Trees and Timber Institute; and other research centers focused on socio-economic aspects, such as the European research institute on cooperative and social enterprises, and the IRVAPP ([irvapp.fbk.eu](http://irvapp.fbk.eu)), the research institute for the evaluation of public policies.



ATrep  
[www.atrep.provincia.tn.it](http://www.atrep.provincia.tn.it)



Istituto Nazionale di Fisica della Materia CNR:  
Unità di ricerca di Trento CRS-BEC  
[bec.science.unitn.it](http://bec.science.unitn.it)



BIOTech  
[www.unitn.it/biotech](http://www.unitn.it/biotech)



BONFIGLIOLI  
MECHATRONIC RESEARCH  
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[www.ducatienergia.com](http://www.ducatienergia.com)



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FIAT  
sezione di Trento  
[www.crf.it](http://www.crf.it)



CIBIO  
Centre for Integrative Biology  
[www.unitn.it/en/cibio](http://www.unitn.it/en/cibio)



CIMEC  
Centro Mente e Cervello  
[www.unitn.it/cimec](http://www.unitn.it/cimec)



COSBI  
Microsoft Research University  
of Trento Centre  
[www.cosbi.eu](http://www.cosbi.eu)



CREATE-NET  
Center for REsearch and  
Telecommunication  
Experimentation  
for NETworked communities  
[www.create-net.org](http://www.create-net.org)



EURICSE  
Istituto Europeo di Ricerca  
sull'Impresa Cooperativa e Sociale  
[www.euricse.eu/it](http://www.euricse.eu/it)



GRAPHITECH  
Center for Advanced Computer  
Graphics Technologies  
[www.graphitech.it](http://www.graphitech.it)



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Istituto per la  
Valorizzazione  
del Legno e delle  
Specie Arboree  
[www.ivalsa.cnr.it](http://www.ivalsa.cnr.it)



ITPAR  
India-Trento programme  
for advanced research  
[disi.unitn.it](http://disi.unitn.it)



LOA  
Laboratorio Ontologia  
applicata  
[www.loa-cnr.it](http://www.loa-cnr.it)



CRA  
Unità di ricerca  
per il Monitoraggio  
e la Pianificazione  
forestale  
[mpf.entecra.it](http://mpf.entecra.it)



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