

# A guide to investing in Wales

## Appendix 7 – Grants and incentives



# Appendix 7 – Grants and incentives

## General

Whereas there are numerous different reasons why companies decide to invest in Wales to take advantage of the single European market, grants and financial incentives still play a major role and act as a “welcome” at a European, central government and local government level.

Investment incentives are available at national, regional and local levels. A project may be eligible for assistance under more than one incentive scheme, in which case the assistance available under a particular scheme may be affected by other assistance available.

Eligibility for any grants or allowances described below should be checked with professional advisers or the relevant public body, before plans based on such eligibility are implemented.

Most programmes do not allow a project to start until it has been approved; assistance may be lost if the project starts before approval. Foreign investors generally qualify for incentives, but some schemes are only available to UK concerns.

The body responsible for administering a given incentive varies with the type of incentive and location of the project, but initial queries may usually be addressed to the nearest local office of the Welsh Assembly Government. [www.wales.gov.uk](http://www.wales.gov.uk)

## Grant opportunities

### 1. Financing for national and regional investments

The Welsh Assembly Government (WAG) and the European Union are the two main sources of help for companies seeking financial support to set up or expand in Wales, with WAG being the more important. European Union help is less direct as it is usually made through a variety of programmes run by intermediaries and primarily aimed at sectors rather than individual companies.

Programmes in this category primarily provide grants or loans to finance capital investments, although in some areas subsidies towards research or non-capital expenses are given as well.

Current Government policy encourages investment in areas which have previously been over-dependent on a particular industry or significant employer. Programmes are designed to balance these economic inequalities.

### 2. Regional assistance

This is the main type of support offered by WAG in the Assisted Areas of Wales. It is offered to companies planning expansion, modernisation or rationalisation, as well as to those making an investment for the first time. Companies in the services sectors, as well as those in manufacturing, are able to apply for the support.

If you locate anywhere in Wales, you may also be eligible for local authority assistance. This is likely to represent a contribution towards the cost of preparing a business plan. Not all local authorities offer grant or loan assistance, but they are still important sources of advice and support.

### *Single Investment Fund for investment*

*Wales has been the first part of the UK to bring together a wide range of different grant schemes within a simplified single application form. This process has occurred to facilitate the prompt and transparent appraisal and approval of grants in Wales.*

The Single Investment Fund for Investment (SIF) is a scheme designed for businesses that are looking at the possibility of investing in an Assisted Area but need financial help to do so. The support, which is discretionary, normally takes the form of a grant, or occasionally a loan. This support helps fund new investment projects that lead to long-term improvements in productivity, skills and employment.

Financial support is available to businesses of all sizes located, or planning to locate, in an Assisted Area. Applications for grant in Wales are appraised by the Welsh Assembly Government.

### Assisted Areas

These are areas of the UK that have lower levels of economic activity than the rest of the UK because of an historic over-dependence on a single industry or a single significant employer. This is often as a result of the decline in traditional manufacturing industries. Assisted areas can be found in a number of places in Wales (see map). These areas have the potential to benefit from new investment and employment opportunities.

## Wales Assisted Areas (with effect from 1 January 2007)



The maximum grant potentially available will vary depending both on location and on the size of company, as follows:

Size of company	Tier 1 Assisted Area	Tier 2 Assisted Area	Non Assisted Area
Small	50%	30%	20%
Medium	40%	20%	10%
Large	30%	10%	Nil

Small and medium sized companies can be eligible for grant aid regardless of location in Wales.

To qualify as a small or medium sized company, a company must satisfy the employment criteria and a minimum of one out of two of the other criteria:

	Annual turnover	Balance sheet total	Employees
Small	Less than or equal to €10 million	Less than €10 million	Less than 50
Medium	Less than €50 million	Less than €43 million	Less than 250

Businesses looking to invest in these areas may receive financial support. The greater the Assisted Area's gains in productivity and skills, the higher the support that may be offered.

### ***New Deal Premium***

[www.jobcentreplus.gov.uk](http://www.jobcentreplus.gov.uk)

In addition to support offered under the SIF scheme, an additional source of support may be available, known as New Deal Premium. A maximum of £6,000 may be available for each new individual employed in a post created by an SIF assistance for up to 24 months. The premium will be paid in two instalments of £3,000, the first after twelve months and the second after twenty-four months. This support is available only in relation to the employment of certain categories such as those under 25, lone parents, the disabled, those aged over 50 etc. This support may be offered in addition to SIF but the total value of SIF and New Deal Premium cannot exceed the assistance percentages set out above.

### ***Types of investment project supported***

SIF supports investment projects in Assisted Areas that would not otherwise happen. The financial support provided can be used for:

- launching a new business;
- modernising, expanding or reorganising an existing business;
- upgrading a business: introducing technological, or other innovatory improvements into manufacturing or other business processes;
- taking a new product, service or process from the development stage to production.

WAG is looking for high-quality new investment, in services or manufacturing, to improve regional economic disparities.

## Qualifying criteria

Support is available for businesses investing in manufacturing, as well as businesses in service industries that supply a national rather than a local market. Applicants can be companies, partnerships or sole traders. Grant is discretionary and your investment project will be assessed against the following criteria:

- i) The location of your project  
Your project must be located in an Assisted Area.
- ii) Your need for financial support  
Your project must require financial support in order to go ahead as planned. This may be to reduce the risks associated with the project or to influence the location of a project in an Assisted Area.

Financial support may also be needed to secure parent company or shareholder approval, allowing the project to meet established investment criteria. Each case is considered on its own merits.

- iii) Whether you have made any prior commitment  
You should not have made any irrevocable commitment to the project prior to your application; otherwise there will be difficulty in establishing a need for support. Project appraisal must have been completed and a formal offer of support made before you enter into a commitment to go ahead with the project.
- iv) The nature and eligibility of your investment  
Your project must involve capital expenditure on fixed assets, such as property, plant and machinery. These assets can be purchased outright or by using lease finance or hire purchase. Some property leases may also be eligible. Certain non-recurring costs may also qualify, for example patent rights and professional fees.

The working capital spent on a project does not directly qualify, but may be taken into account when determining the need for support.

For service sector projects involving the creation of net new jobs to the UK, grant support may be assessed on the basis of new jobs created. Eligible expenditure can include two years gross salaries (including employers' national insurance cost) of the new jobs to be created set against the percentage of grant available in the area. This type of project grant doesn't require a large capital expenditure component.

Your project will be monitored for a minimum of five years through to completion of the investment and beyond to ensure the conditions of the offer have been met.

- v) The type of jobs created or secured  
Your project must create new jobs or safeguard existing employment. The more your project increases skills and involves investment in the skills base, the more value will be placed on this criterion when considering support.
- vi) Viability, competitiveness and profitability  
Your project should be viable and help your business become more competitive. Projects are usually expected to become profitable within three years. The wider impact of your project will also be assessed, particularly its likely effect on existing businesses in that area and the economy as a whole.
- vii) The quality of your project  
It is intended that the majority of support should be focused on high quality, innovative, knowledge-based projects that provide skilled jobs.

Apart from a small proportion of cases that have significant employment benefits, the emphasis is on raising productivity and improvement in the skills base. Productivity growth will be measured on the basis of Gross Value Added per full time employee and benchmarked against the sector and national averages.

Projects will be expected to provide the majority of jobs at NVQ level 2 (equivalent to GCSE attainment at age 16) and above in order to help improve skills levels.

viii) The regional and national benefits

Your project should contribute positive benefits to both the regional and national economy. Applications will be assessed for their impact on existing investment within and outside the region.

### ***How to prepare a successful application***

WAG wants to attract successful growing companies to Wales and an offer of grant aid may help to secure that investment. However, the grant provider will need to ensure they get good value for taxpayers' money. To conduct this process in the most efficient way you should:

- Identify what benefits the project will bring to Wales. This should cover the following points:
  - project capital expenditure cost;
  - size and cost of property to occupy;
  - number and phasing of jobs to create (or safeguard) within each of the first three years;
  - identifying the average salary of staff (excluding bonuses and other on-costs) and the level of skills you will require from your workforce (e.g. good attainment at age 16, advanced level at 18 or degree qualification etc); and
  - how you typically appraise investment projects (e.g. net present value, payback, cash-outlay) and prepare an initial high level calculation to assess the Welsh project.
- Identify the alternative. If you don't do the project in Wales, will it be performed somewhere else or not at all? Grant can play a part to encourage a project which might otherwise not happen or else influence the location of a project. However, grant cannot influence the location of a project between two UK grant assisted area locations but the alternative location could be anywhere outside the UK.
- Perform an equivalent high level investment appraisal calculation on the alternative location. If this results in Wales providing the better returns then it is unlikely grant will be available. However, if the Welsh option is identified as involving a high cost or higher risk than the alternative, grant may be available.
- Understand the grant potential. Perform your own calculation or seek professional advice from an experienced grant practitioner in Wales. The amount of grant you will need to make the project happen will need to be within the official grant limits – which cannot be exceeded. WAG will want to ensure the project offers value for money, not just as a percentage of project costs but also in terms of how much subsidy the grant represents per full-time equivalent job. As a guide, the grant potential is likely to be less than the equivalent of the average annual salary cost of your workforce.
- Meet WAG. Only once you have clear costed project options and have a view on the amount of grant that will make a difference, should you meet with WAG to discuss the project. No project forecasts or other documentation need to be shared in advance. This can be a simple walk through the project to understand how your project fits with the goals of WAG and whether grant is likely to be available. The WAG official is likely to identify at the meeting the requirements for additional information to accompany a full grant submission and the timetable for appraisal.
- The grant submission. Make sure you allow enough time to prepare the information and ensure the submission is complete and presents a clear vision for the business. The submission should include your business plan, your project forecasts, evidence of project funding and a signed application form. The forecasts will need to include a balance sheet, profit and loss account and cash-flow statement prepared on a monthly basis over a minimum period of three years, and possibly five if the project takes more than three years to achieve profitability or if the investment appraisal period is longer than three years. Don't rush this process but take your time to make sure the forecasts are complete, coherent and supportable.
- The appraisal process. Once you have made the submission, you shall need to wait for WAG to make contact to discuss the details behind the plan. In most cases WAG will visit your premises, but if you are based overseas this may be impractical and telephone or video conference calls may need to be conducted instead. The purpose of the appraisal is to enable the grant appraiser to understand the project and to be able to present the case to the internal grant advisory board. The appraisal of a typical project will be conducted over a four-week period, prior to the grant teams preparing their recommendations to go before their board.

- The approval process. Applications for grant aid of £500,000 and more will be heard at a monthly board meeting and, following ministerial ratification, the applicant will be notified of the outcome within a few days of the board. The applicant is not invited to present to the board, that is the sole role of the grant appraisal team. Applications for grant aid below £500,000 may be signed off by a director within the grant team.
- The grant offer. Within a few days of the board, a formal grant offer letter will be issued. This will set out the terms and conditions under which a grant is awarded and will have defined milestones based on the parameters set out in the original business plan. The grant offer letter will require the applicant to accept it within three months of the date of issue. Alternatively, if there is a delay in the process of approving the offer, an application can be made to extend the deadline, which will normally be granted.
- Committing to the project. Once the grant offer has been notified to the company, a company can commit to the project in the knowledge that it will not jeopardise the grant offer. An applicant does not need to sign and return a grant offer before committing to a project.

### ***Lessons learnt – why some applications fail***

- Alternative location. An alternative project location has been identified but no one has visited it and has no understanding about the real costs of the option.
- Consistency of costs. Two project options are appraised using different parameters such as property (city centre new offices versus out-of-town refurbished), labour (recruitment agency versus government salary averages) and staffing (different staffing numbers for the same work).
- Funding. No evidence is provided to indicate the project has funding available – either direct from a bank or from internal group resources.
- Investment appraisal criteria. There is no evidence to indicate that the criteria used to justify the grant is a basis that is regularly used by the group.
- Project forecasts. The forecasts are not complete, they include errors or numbers that cannot be corroborated. An error in the forecast may mean there is no need for grant.
- Value-for-money. A project may identify a gap but that gap is too big to be covered by grant or represents very poor value for money for the grant team. For example, if a company identifies a need for £5 million grant but the maximum grant that can be awarded is £250,000, it is likely that no grant will be awarded. This is because a small grant is expected to have little or no impact on the final decision regarding where to locate the project.
- Profitability. The project has poor profitability or only makes losses without grant. WAG wants to support projects that will be profitable and can demonstrate that the business is viable.

You may submit an Expression of Interest form if you think you may have an eligible project. The form is available at [www.business-support-wales.gov.uk](http://www.business-support-wales.gov.uk)

### **3. Research and development assistance**

Grants are provided by WAG, UK government or the European Union and are available nationally regardless of location. Foreign companies wishing to establish a business in the UK can apply for R&D assistance under the following schemes:

#### ***Grant for Research and Development***

*These grant schemes are appraised by a local WAG team.*

Through the SIF scheme outlined above companies can apply for R&D funding for technical feasibility through to industrial research, design and development. Funding can be used to help companies protect their intellectual property, develop new products, design and introduce new processes and invest in new equipment. Funding is available to individual companies as well as those working with an academic partner.

Grant for Research and Development provides the following assistance:

	Small enterprise	Medium enterprise
<b>Eligibility</b>		
Employees	Fewer than 50 FTEs	Fewer than 250 FTEs
And a minimum one out of two of the following criteria:		
Turnover	Less than €10 million	Less than €50 million
Balance sheet	Less than €10 million	Less than €43 million
Technical and Commercial Feasibility	To investigate and assess the technological and commercial viability of transforming innovative ideas into new products, processes and technologies.	
Max. percentage of eligible costs	75%	75%
Minimum phase cost	£5,000	£5,000
Maximum funding	£15,000	£15,000
Phase duration	1 to 6 months	1 to 6 months
Industrial Research	To support planned research with the purpose of acquiring new knowledge that will allow the development of new products, processes or technologies, or significant improvements to existing ones.	
Max. percentage of eligible costs	70%	60%
Minimum phase cost	£30,000	£30,000
Maximum funding	£100,000	£100,000
Phase duration	3 to 12 months	3 to 12 months
Pre-competitive Development	To implement the results of industrial research for the development of new products, processes or technologies, including the creation of a pre-production prototype which cannot be used commercially.	
Max. percentage of eligible costs	45%	35%
Minimum phase cost	£60,000	£60,000
Maximum funding	£200,000 (Note 1)	£200,000 (Note 1)
Phase duration	6 to 24 months	6 to 24 months
Exploitation	To assist with the exploitation costs of a new product or process. This can include marketing, publicity, advertising, publication of sales literature, trade fairs and production certification. Note: this support is only available to businesses which have undertaken at least one previous phase.	
Max. percentage of eligible costs	50%	50%
Minimum phase cost	£5,000	£5,000
Maximum funding	£20,000	£20,000
Phase duration	Up to 6 months	Up to 6 months

Note 1: The value of grant offered can be higher than £200,000 for an "Exceptional Development Project". This needs to be more than just a larger development project and is likely to have a major effect on the quality of life and/or create significant benefits for society at large. Projects must be aimed at developing new technology which is strategically important, represents a major technological advance and will result in a sustainable major development in the UK.

### **R&D Tax Relief**

*R&D tax relief can be claimed in arrears (within limits) and small and medium sized companies can also trade in tax losses resulting from qualifying R&D for a cash sum.*

R&D tax relief is available to both large corporations and small and medium-sized companies (SMEs) that invest in R&D:

Large company scheme: all companies are entitled to a 100 per cent deduction from their taxable income for eligible R&D expenditure. In addition to this, large companies may be entitled to a further 30 per cent deduction for their current spending on qualifying R&D. For example, if a company spends £100,000 on qualifying R&D, it will be able to deduct £100,000 from its taxable income under ordinary tax rules and an additional £30,000 under the R&D tax relief scheme.

SME scheme: in addition to the normal 100 per cent deduction, SMEs are entitled to a further deduction from their taxable income of 75 per cent of their current spending (of a minimum of £10,000) on qualifying R&D. Companies which are SMEs can, in certain circumstances, surrender this tax relief to claim payable tax credits in cash from HM Revenue & Customs, up to a value of 24 per cent of qualifying expenditure. To be eligible, a company must have fewer than 500 employees and either turnover of less than €100 million per annum or a balance sheet total of less than €86 million. Additional eligibility criteria apply in respect of companies which are not independent.

The main differences between the two schemes are outlined below:

SME scheme	Large company scheme
175% rate of enhanced deduction	130% rate of enhanced deduction
Payable credit at up to £24 for every £100 of qualifying expenditure on R&D	No payable credit
Company can claim for expenditure on R&D it sub-contracts to others	Company can only claim for expenditure on R&D it carries out itself, unless it sub-contracts R&D in certain limited circumstances to certain entities
Company cannot claim for contributions to independent research	Company can claim for contributions to independent research
Claim can be reduced if the R&D project is subsidised or a grant is received in respect of it	No reduction for grant or subsidy
Company must own the intellectual property arising out of the R&D	Company need not own the intellectual property arising out of the R&D

Further information on R&D tax credits can be found at: [www.hmrc.gov.uk/randd](http://www.hmrc.gov.uk/randd)

### **The Technology Strategy Board**

*This is a bi-annual award programme that requires participation with one other UK entity.*

The Technology Strategy Board is a non-government executive body with responsibility for managing a range of existing and new innovation development programmes for industry. Financial assistance is available for approved research and development projects likely to yield exceptional national benefits, if the costs involved are at least £500,000.

The Board also has collaborative research grants awarded through the Technology Programme. This programme provides grants covering 25%-75% of eligible costs and is available to UK based companies or consortia under the Collaborative Research and Development programme in order to improve the UK's innovation performance by increasing the breadth and depth of collaborative research and development between the UK science, engineering and technology base.

Grants are available for R&D projects involving two or more UK collaborators seeking to undertake: pure or oriented basic research; applied research; experimental development. This type of programme is subject to a bi-annual competition.

Eligible costs include: personnel; overheads; capital equipment; sub-contracts; consultancy; training; technical reports & feasibility studies; licensing & patents; project management.

### **Seventh Framework Programme (FP7)**

*This scheme is available to all companies in Wales, provided project work is being carried out in the EU. There are no restrictions on the ultimate ownership of the participant company. This is a major collaborative programme that requires an absolute minimum of three different companies from three different European countries. The scheme is subject to calls and the application/approval process can take up to twelve months.*

The Seventh Framework Programme is funded by the European Union and is aimed to help Europe become the most competitive and dynamic knowledge-based economy in the world through education, research and innovation.

There are four programmes:

- *Co-operation*. Supports a range of research actions on a transnational basis covering collaborative research into sectors such as health, biotechnology, food, ICT and energy.
- *Ideas*. Supports investigation driven research.
- *People*. Supports strengthening of human potential.
- *Capacities*. Supports key aspects of European research and innovation.

The maximum funding rates for a project depend on the funding scheme, the legal status of the participants and the type of activity. The standard funding rate for research and technological development activities is 50%. Certain legal entities can receive up to 75% (non-profit public bodies, SMEs, research organisations, higher education establishments). For demonstration activities, the reimbursement rate may reach 50%. For other activities (consortium management, networking, training, co-ordination, dissemination etc.), the reimbursement can be up to 100% of the eligible costs. The 100% rate applies also to frontier research actions under the European Research Council.

The total budget between 2007 and 2013 is €50,521 million. Grants will be awarded in response to periodic calls for proposals.

### **EUREKA**

*This is an example of a EU-funded grant programme that will be available to all companies.*

EUREKA is a pan-European network for market-oriented, industrial R&D created as an inter-governmental initiative in 1985. It aims to enhance European competitiveness through its support to businesses, research centres and universities that carry out pan-European projects to develop innovative products, processes and services. A project meets the EUREKA criteria if it:

- is a high-tech, market-oriented R&D project;
- involves partners from at least two EUREKA members;
- aims to develop a cutting-edge product, process or service; and
- is funded by the partners themselves, who may receive public financing from their national governments.

Sectors covered include:

- Electronics & ITC
- Industrial Manufacturing, Material & Transport
- Energy Technology
- Biological Sciences
- Agricultural & Marine Resources

Although project participants are expected to arrange the necessary finance themselves, the Department for Business, Enterprise & Regulatory Reform (BERR) may be able to fund up to 50 per cent of the eligible costs (through BERR). Priority is given to small companies.

#### 4. Technium Innovation Centres

www.technium.co.uk

Technium supports the creation and growth of science and technology businesses in Wales and provides a soft-landing for international companies establishing a foothold in the Wales/UK market. Technium's innovation centres are spread throughout Wales and include:

- *Technium Aberystwyth* – overlooking the marina in Aberystwyth, mid Wales, this centre is suitable for companies across a range of sectors.
- *Technium CAST* (Centre for Advanced Software Technologies) – located at Bangor in North Wales, this centre specialises in the commercial potential of visualisation and communication technologies.
- *Technium Digital* – located on campus at Swansea University, South West Wales, this centre supports companies exploiting digital technologies.
- *Technium Digital@Sony* – co-located within the SONY UK Technology Centre at Pencoed, South Wales, this centre is suitable for companies specialising in electronics and digital devices.
- *Technium OptIC* (Opto-electronics Technology & Incubation Centre) – located at St Asaph in North Wales, this is a specialist facility supporting companies within the opto-electronics sector.
- *Technium Pembrokeshire* – located at Pembroke Dock in West Wales, this centre includes office space and workshop facilities for companies across a range of sectors.
- *Technium Performance Engineering* – located in Carmarthenshire, South West Wales, this centre offers office space and workshop facilities for companies within the automotive, motorsport, aerospace and marine sectors.
- *Technium Springboard* – located in Cwmbran, South East Wales, this centre supports companies across a range of sectors.
- *Technium Sustainable Technologies* – located at Baglan Energy Park in South West Wales, this facility supports companies across a range of sectors with a particular emphasis on sustainable technologies.
- *Technium Swansea* – includes two innovation centres located at the gateway to the city of Swansea supporting companies across a range of sectors.

Technium offers a number of benefits including:

- Support for international companies and Welsh-based companies looking to establish R&D projects.
- Collaboration with local academic centres of research excellence to support companies with the development of leading-edge technologies, product and process innovation.
- Cluster development across key sectors to encourage businesses to network and develop partnerships.
- Access to skilled labour through a close working relationship with local further and higher education institutions.
- High quality office accommodation with easy access to a telephone network, commercial broadband, reception services, meeting and conference rooms.
- On-site technical facilities, expansion space and workshops.
- On-site staff to advise companies on the grants, funding and business support available through the Welsh Assembly Government's 'Flexible Support for Business' scheme, and specialist support available through Technium's partner professional firms.

## 5. Research Councils UK

Research Councils UK (RCUK) is a strategic partnership (supported by the seven UK Research Councils) set up to bring together the nation's strengths in science, research, universities and colleges to build a dynamic knowledge-based economy.

Each year the Research Councils invest around £2.8 billion in research covering the full spectrum of academic disciplines from the medical and biological sciences to astronomy, physics, chemistry and engineering, social sciences, economics, the arts and humanities. Through RCUK, the Research Councils are working together to create a common framework for research, training and knowledge transfer. In doing this, RCUK works alongside the Department for Innovation, Universities and Skills (DIUS) [www.dius.gov.uk](http://www.dius.gov.uk)

## 6. Initiatives to encourage energy efficiency

The UK Government has stated that 10 per cent of all electricity supplies should come from renewable sources by 2010, and to encourage this the Government has adopted a range of measures and initiatives to promote competition in the energy sector and to encourage the adoption of greater energy efficiency. These include the following:

- The Energy Group at the Department of Business, Enterprise and Regulatory Reform deals with a wide range of energy-related matters, from the production or generation of energy to its eventual supply to the customer. The Energy Group is committed to encouraging competitive energy markets that are based on safe, secure and sustainable energy supplies. For further information, please see: [www.berr.gov.uk/energy](http://www.berr.gov.uk/energy)
- The Carbon Trust was established both to encourage greater energy efficiency and to support the development of innovative low carbon technologies. The Carbon Trust helps businesses to reduce carbon emissions through encouraging technological innovation and increasing efficient working practices. For example, businesses that invest in certain environmentally-friendly plant and machinery may qualify for "Enhanced Capital Allowances" ([www.eca.gov.uk](http://www.eca.gov.uk)).

The Carbon Trust also runs an Applied Research Programme. Grants of up to £250,000 are available to UK businesses, universities, public sector or voluntary organisations to support the development and commercialisation of technology with the potential to reduce UK carbon dioxide emissions. Collaborative projects involving technology providers and end-users are particularly encouraged as this is likely to lead the more effective commercialisation of the technology. Applications can only be made against specific calls for proposals. For further information on the Carbon Trust, please see: [www.carbontrust.co.uk](http://www.carbontrust.co.uk).

- The Climate Change Projects Office is a government advisory service set up to assist UK businesses that wish to pursue opportunities arising from the Kyoto Protocol. For more information, please see: [www.berr.gov.uk/sectors/ccpo/index.html](http://www.berr.gov.uk/sectors/ccpo/index.html)

## 7. Training

*The majority of training support is geared towards the acquisition of generic skills and smaller companies.*

There are a number of staff training options available for businesses in Wales both through the private and public sector. This can range from basic skills training through to professional qualifications. Most training schemes are designed to be flexible in order to help employees meet the demands of work and training. Schemes such as modern apprenticeships are based around on-the-job training leading to a qualification for the employee.

Funding may be available for certain training schemes, especially those aimed at developing basic and intermediate skill levels.

### Public sector training provision for businesses

In Wales: Post-16 training is co-ordinated by the Department for Children, Education, Lifelong Learning and Skills (DCELLS), part of the Welsh Assembly Government. They can offer training support for businesses wanting to train a small team through to large organisations who are looking to improve an established training process.

DCELLS can help to provide the following services for businesses:

- a training adviser, who undertakes a free skills diagnostic to assess training requirements; prepares a training plan for individual businesses; helps source an approved training provider; and helps to secure funding (where available);
- subsidised work-based training (including modern apprenticeships and diplomas);
- subsidised leadership and management workshops; and
- support for organisations working towards the Investors in People standard.

For further information on training in Wales please see: <http://new.wales.gov.uk/topics/educationandskills/foremployers/?lang=en>

In addition, bespoke funding packages of up to £50,000 may be available to an inward investor.

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