

MEDIUM COMPANY SUPPORT

COMPANY SIZE IS DEFINED AS: Medium - less than 250 FTE employees (including parent group where ownership > 25%) and which have an annual turnover not exceeding €50million, and/or an annual balance sheet total not exceeding €43 million.

REGIONAL SELECTIVE ASSISTANCE

A national grant scheme, aimed at encouraging investment and job creation in the areas of Scotland designated for regional aid under European Union law. Grants are awarded on a contribution of capital expenditure for the project and/or, the number of new jobs created by the project.

HIE can advise you on eligibility for Regional Selective Assistance (RSA) and provide an indicative offer on the amount of grant assistance potentially available.

R&D Grants and Loans

R&D Grants and Loans are available to medium companies, with varying degrees of intervention depending on the nature of activity. R&D is categorised into four distinct areas:

- **Fundamental research** – to support the costs of experimental or theoretical work undertaken primarily to acquire new knowledge without any direct commercial application.
- **Industrial research** – to support the costs of planned research or critical investigation aimed at the acquisition of new knowledge and skills for developing new products, processes or services or for bringing about a significant improvement in existing products, processes or services.
- **Experimental research** – to support costs of acquiring, combining, shaping and using existing scientific, technological, business and other relevant knowledge and skills with the aim of developing new or improved products, processes or services.

- **Feasibility studies**

the evaluation and analysis of the potential of a project, which aims at supporting the process of decision-making by objectively and rationally uncovering its strengths and weaknesses, opportunities and threats, as well as identifying the resources required to carry it through and ultimately its prospects for success

SMART funding

SMART provides grants to Small to Medium Enterprises (SMEs) based in Scotland. The grant helps you undertake technical feasibility studies and research and development (R&D) projects that have a commercial endpoint.

TRAINING SUPPORT

HIE can make a discretionary contribution towards the training costs of new and existing staff. This can cover a wide range of business costs, including external and internal training fees, up to a maximum of 60% of total training costs.

Scottish Investment Bank

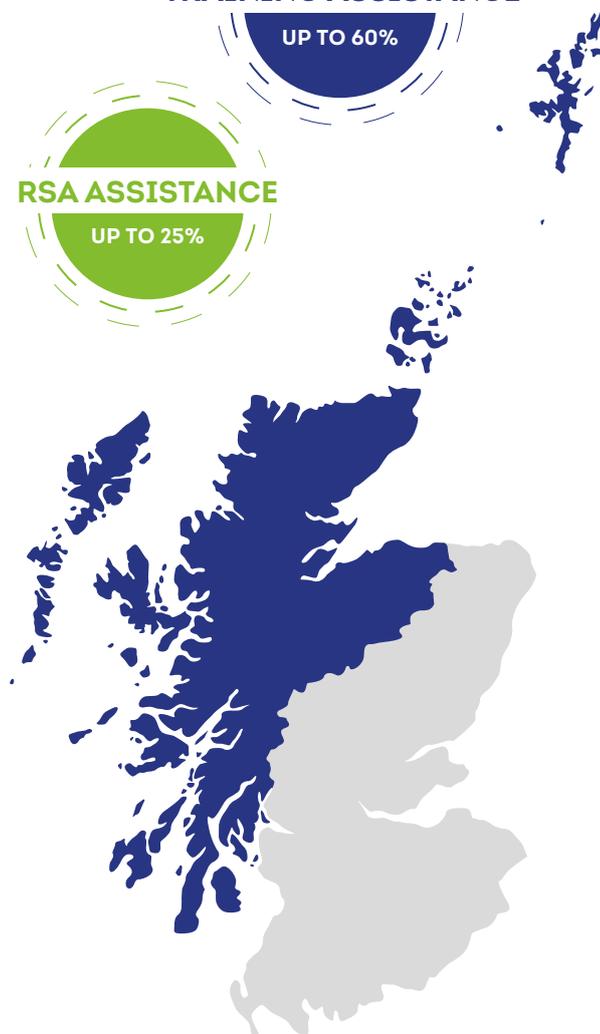
The Scottish Investment Bank (SIB) is Scottish Enterprise's investment arm. They aim to increase the supply of finance for businesses in Scotland and help Scottish SMEs with growth and export potential to get this finance. Apart from supporting Scottish businesses, they work with UK and international investors. This includes working with business angels, angel syndicates, venture capital groups and corporate investors.

Please note all HIE assistance is discretionary and subject to full due diligence.



TRAINING ASSISTANCE

UP TO 60%



TYPE OF RESEARCH AVAILABLE FOR MEDIUM FIRM



TAXATION

- **R&D tax credits** are measures which give companies in the UK additional tax relief for expenditure on R&D, beyond what they would be entitled to under the general principles of the tax system.
- **Corporation tax**, levied on company profits continues to be reduced significantly to 18% in 2020. In consequence, HM Treasury have stated that the UK will have the lowest main corporation tax rate in the G7.
- **Patent Box**: A 10% corporate tax on any profits from commercialising your UK or European patent in Scotland may be applied for businesses that own patents and certain other Intellectual Property that is innovative.

ACCOUNT MANAGEMENT SUPPORT

HIE's account management approach assigns dedicated Account Managers to key businesses within the region. The account managers role is to work with organisations on an on-going-basis to examine all areas of business. Our support will focus on vital areas for successful business growth, such as:

- **Leading your business** towards achieving its ambitions and being clear about your strategy.
- **Embedding innovative practices** in day to day activities, making your business more adaptable, differentiated and sustainable.
- **Being aware of your markets** domestically and globally – including their opportunities, potential changes and challenges.
- **Development of your people** and being aware of future skills needs to achieve growth.
- **Optimising business operations** to create capacity, increase efficiencies and sharpen our competitive advantage.

The account manager will help identify and prioritise areas for development and opportunities to accelerate growth and achieve sustainable success through a tailored package of support which may include access to; advice, support and information, financial assistance or property.

ScotGrad

ScotGrad is a graduate and student placement programme that looks to support businesses with specific projects that would focus on; innovation, internationalisation, process improvement, product development, or digital opportunities with the project looking to directly support an organisations growth ambitions. This programme looks to attract and retain talent and to strengthen the workforce and skill levels within the region.

Graduate placements are available to account managed and pipeline clients for up to 12 months and the support available is up to 45%/65% of costs, depending on the location of the placement. Student placement can receive up to 50% of costs.

Leadership for Growth Programme

Ambition and leadership are increasingly viewed as crucial issues underpinning not only Scotland's economic prosperity but also its social and cultural wellbeing. A positive culture that nurtures higher ambitions among individuals, enabled by effective leadership is essential to engage a workforce and manage organisational change. HIE's leadership programme offers a range of support for these ambitions and to support organisational growth:

- **Emerging leaders** – Aimed at new and potential leaders
- **Leadership for Growth** – Aimed at senior managers of more established business or experienced leaders
- **1:1 Mentoring** – To support a business leader or senior manager through a period of opportunity, risk, change or growth
- **MIT Entrepreneurship Development Programme (EDP)** – A week long, high level, intensive executive education course teaching skills for high impact entrepreneurship.

Skills Development Scotland

Scotland's training agency can support and develop an academy approach to underpin the recruitment, training and development of staff. They can make introductions to training providers who deliver industry appropriate training.

Support is available for foundation and graduate apprentices, certification of work readiness, recruitment and Labour market information

TalentScotland

A collaboration between Scottish Government and HIE, TalentScotland helps investors attract, develop and retain skilled professionals for their business. Talent Scotland hold a register of individuals looking to locate in Scotland, as well as advertising vacancies for employers. They also provide information and support in relation to visas and immigration to companies and individuals.

Scottish Manufacturing Advisory Service (SMAS)

SMAS is an HIE team of manufacturing industry professionals, who bring their experience from manufacturing, production and processing industries to support businesses by examining all areas of operations, both existing and new, in order to identify and maximise efficiencies.

PROPERTY IDENTIFICATION

HIE offers an extensive portfolio of high quality premises and site serviced land in some of the most sought after locations. HIE is keen to work with the client to develop a solution that best fits with their needs, whether it's an existing build, a refurbishment project or a bespoke option.

Visit Programmes

If your company is making an initial visit to the Highlands and Islands, HIE would be delighted to arrange your visit itinerary to ensure maximum benefit is gained for you at this vital first stage of investment.