



Talent

Share options

- **Employee Share Ownership:** help startups to attract key talent by improving the KEEP scheme.
- **EU Single Market:** support EU level action on share options to make schemes operable across borders.

Visas

- **Fast-track Talent:** encourage awareness and take-up of the Trusted Partner Initiative.
- **Visas:** benchmark applicants' experience of visa application and processing against experience globally.
- **Startup Visas:** benchmark STEP visa programme against Startup Visas globally; effectively market STEP overseas.

Education

- **STEM:** consult startup sector on implementation plan for the period 2020-2022 under the STEM Education Policy Statement 2017-2026.

Skills

- **Target Current Scaling Skill Gaps:** introduce tailored programmes to help startups access skills critical for scaling e.g. communication skills, financial literacy.

Entrepreneurship

Entrepreneurship education

- **Schools:** embed entrepreneurship in both primary and secondary curriculum.
- **Third Level:** integrate entrepreneurship modules across programmes.

Entrepreneurship training

- **Entrepreneurship Training for Startups:** review and enhance skills training for scaling startups to target critical gaps e.g. communication skills; provide world-class training tailored to business growth stage and sector.

Capital gains

- **Allow risk-taking to flourish:** introduce a reduced CGT rate for entrepreneurial gains that applies to both angel investment in high-risk early stage ventures as well as founder gains.

Hubs

- **National Innovation Hub Policy:** develop a national policy on innovation hubs to support clustering and stimulate regional startup ecosystems.

Self-employed

- **Support Entrepreneurship:** equalise tax and social welfare treatment of the self-employed.

Funding

Private investment

- **Early-stage Private Risk Capital:** expand indigenous angel investment by enhancing EII scheme and introduction of targeted new incentives.
- **Angel Networks:** champion European Investment Fund's angel program; continue the growth and acceleration of Angel investing by working, learning and evolving with US and EU angel Networks.
- **Early-stage Public Capital:** review EI's early-stage investing program in light of recent temporary changes to State Aid rules to ensure it maximises the funding options available to startups.

Venture capital

- **EII Scheme:** Allow pooled vehicles such as VC funds to access EII relief for investing in seed stage companies.
- **Auto Enrolment of Pension Scheme:** Ensure design of the scheme enables pension funds to invest in VC as an asset class, enabling Irish pension managers to fund the innovative Irish enterprises of the future.
- **Fund of Funds:** mandate ISIF to establish a Fund of Funds to encourage more institutional capital sources and more international VC's to participate in high growth SME's.

Diversifying Funding Sources:

- **Awareness:** enhance awareness of the value and availability of diverse multiple funding sources for startups.
- **Institutional Investment:** leverage public institutions (ISIF, SBCI, EI, EIF & EIB etc.) to provide additional sources of funding to all types of startups at different phases of their growth.
- **Alternative Investment:** review alternative lenders, crowdfunding and revenue based funding models as additional novel sources of capital in Ireland.

Business Environment

Innovation

- **Stimulate indigenous R&D:** streamline the R&D Tax Credit for startups, provide greater guidance and support to encourage take-up by indigenous startups.

State Agencies

- **Government supports:** benchmark the Irish enterprise agencies against global best-practice for supporting both innovation-driven startups & traditional SMEs.

Procurement

- **Target increased public procurement from startups:** expand the SBIR programme.
- **GovTech:** accelerate the development and implementation of a GovTech strategy.

Regulation

- **EU Regulation:** engage with EU institutions to ensure new EU regulatory proposals (e.g. on digital tech policy, FinTech regulation, MedTech etc.) avoid introducing barriers to growth and scaling for innovation-driven startups.

Alliance for an Innovation Driven Recovery

Coalition of organisations with a shared interest in the growth of the indigenous tech sector

