Castilla-La Mancha Welcomes you
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CASTILLA-LA MANCHA IN FIGURES
Castilla-La Mancha in figures

CASTILLA-LA MANCHA COMPOSITION OF GDP 2017

- Agriculture: 43%
- Industry: 9%
- Construction: 22%
- Commerce: 19%
- Services: 7%

Population (2017): 2,031,479 (4.4% Spain)
Area: 79,413.13 km² (15.7% of the area of Spain)
GDP (2017): €40,046,056 (3.4% GDP of Spain)
GDP per capita (2017): €19,681 (+8%, 2016)
Exports (2017): €7,056.06 Mill (+9.8%, 2016)
Working population (2017): 987,300
Provinces: Albacete, Ciudad Real, Cuenca, Guadalajara and Toledo

Source: INE
Key Factors of UCLM

1. International presence.
2. Specialised and unique study programs.
3. Modern and innovative approach.
4. State of the art researchers and teachers.
5. Adapted studies to meet the companies requirements.
<table>
<thead>
<tr>
<th>Program</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelors</td>
<td>44</td>
</tr>
<tr>
<td>Official Masters (3 double degrees)</td>
<td>34</td>
</tr>
<tr>
<td>Masters (Specific programmes certified by UCLM)</td>
<td>35</td>
</tr>
<tr>
<td>Doctorate programs</td>
<td>24</td>
</tr>
<tr>
<td>Research centres</td>
<td>31</td>
</tr>
<tr>
<td>Mobility programmes for teachers</td>
<td>5</td>
</tr>
<tr>
<td>Specialisation programmes</td>
<td>31</td>
</tr>
<tr>
<td>Researching groups</td>
<td>175</td>
</tr>
<tr>
<td>Validated patents</td>
<td>145</td>
</tr>
<tr>
<td>Agreements with other educational institutions</td>
<td>400</td>
</tr>
<tr>
<td>Mobility programmes for students</td>
<td>16</td>
</tr>
</tbody>
</table>

- **Buildings**: 135
- **Sports facilities**: 18,212m²
- **Research facilities**: 45,242m²
- **Libraries**: 22,350m²
R&D in Castilla-La Mancha

R&D CENTRES IN CASTILLA-LA MANCHA

SCIENCE AND TECHNOLOGY PARKS

✓ PCTCLM Science and Technology Park of Castilla-La Mancha. Union result of the Science and Technology Parks of Albacete and Guadalajara.

NATIONAL RESEARCH CENTRES

✓ ISFOC Institute for Concentration Photovoltaic Systems (Ciudad Real).
✓ CNH2 Hidrogen and Fuel Cell Technology Experimentation National Center (Ciudad Real).
✓ IREC Research Institute for Hunting Resources (Ciudad Real).
✓ CLAMBER Castilla-La Mancha Bio-Economy Region

IRIAF (Regional for Agro-food and Forestry Research and Development)

✓IVICAM Vine and Wine Research Centre.
✓ CIAPA Apiculture and Agro-environmental Research Centre.
✓ CIAG Agro-environmental Research Centre.
✓ CIAF Agro-forestry Research Centre.
✓ CERSYRA Livestock Research Centre.
✓ CIGAF “Dehesón del Encinar” Livestock and Forestry Research Centre.
UCLM R+D CENTRES (among others)

- IDR Regional Development Institute (Albacete).
- CREA Regional Center for Water Studies (Albacete).
- CRIB Regional Center for Biomedical Research (Albacete).
- IDINE Institute for Research into Neurological Disabilities (Albacete).
- ITQUIMIA Institute for Chemical and Environmental Technology (Ciudad Real).
- IRICA Regional Institute for Scientific Research (Ciudad Real).
- ICAM Institute for Environmental Sciences (Toledo).

PUBLIC-PRIVATE R+D CENTRES

- NUTRECO R+D Centre (Toledo).
- JANSEN CILAG R+D Centre (Toledo).
- ASIDCAT Association for Research and Development of Footwear and Similar Products (Toledo).
- AIDECA Centre for Innovation and Technology of Footwear (Albacete).
- AEMCM Wood Technology Centre (Toledo).
- ITECAM Metal Technology Centre of Castilla-La Mancha (Ciudad Real).
### Strategic Sectors

<table>
<thead>
<tr>
<th>AGRO-FOOD</th>
<th>CULTURE AND TOURISM</th>
<th>AERONAUTICAL SECTOR</th>
<th>TRADITIONAL SECTORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>WINE</td>
<td>CULTURAL</td>
<td>COMPOSITES</td>
<td>STRUCTURAL CERAMICS</td>
</tr>
<tr>
<td>OLIVE OIL</td>
<td>NATURE AND ACTIVITY</td>
<td>AIRCRAFT COMPONENTS</td>
<td>WOOD AND FURNITURE</td>
</tr>
<tr>
<td>DAIRY</td>
<td>GASTRONOMIC</td>
<td>AVIONIC</td>
<td>METAL-MECHANICAL</td>
</tr>
<tr>
<td>MEAT</td>
<td>VARIED OFFER</td>
<td>HELICOPTERS</td>
<td>TEXTILE AND FOOTWEAR</td>
</tr>
<tr>
<td>ORGANIC</td>
<td></td>
<td></td>
<td>MANUFACTURING</td>
</tr>
</tbody>
</table>

**OTHERS:** saffron, garlic, mushrooms, honey, almonds, pistachios, melons.
### Strategic Sectors

<table>
<thead>
<tr>
<th>Sector</th>
<th>Sub-Sectors</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Energy and Environment</strong></td>
<td>PHOTOVOLTAIC, THERMO-SOLAR, EOLIC, HYDROGEN</td>
</tr>
<tr>
<td><strong>Bee-Economics</strong></td>
<td>INNOVATIVE PROCESSES, FUNCTIONAL FOODS, CLEAN TECHNOLOGIES</td>
</tr>
<tr>
<td><strong>Logistics</strong></td>
<td>CONSUMER GOODS, AGRO-FOOD, E-COMMERCE, SPECIALISED HUBS, INTER-MODALITY, INFRASTRUCTURES</td>
</tr>
<tr>
<td><strong>ICT</strong></td>
<td>VIDEOGAMES, OUTSOURCING SERVICES, CONTACT CENTER, SOFTWARE FACTORIES, DOCUMENT MANAGEMENT</td>
</tr>
<tr>
<td><strong>Pharmaceutical Industry</strong></td>
<td>DISTRIBUTION, PRODUCTION</td>
</tr>
<tr>
<td><strong>Distribution</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Production</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Industry Infrastructures</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Outsourcing Services</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Software Factories</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Document Management</strong></td>
<td></td>
</tr>
</tbody>
</table>
### Agro-Food Sectors

<table>
<thead>
<tr>
<th>WINE</th>
<th>PROCESSED MEAT</th>
<th>CHEESE AND DAIRY PRODUCTS</th>
<th>OLIVE OIL</th>
</tr>
</thead>
<tbody>
<tr>
<td>First-ranked region in the world in dedicated area to vineyards. 49.6% of total vineyards in Spain and nearly 7% of vineyards in the world (2015). There are 44 varieties of grapes in the region. Wine industry employs 3,321 people in Castilla-La Mancha (2015).</td>
<td>A very dynamic and expansive sector, with strong innovative products developments that are healthier and better adapted to new demands of society. The companies pay special attention to the traceability of the product through the whole value chain to ensure high-quality consumer products.</td>
<td>The Designation of Origin (D.O.) Manchego Cheese covers and area of 44,000 km². 798 farms and 520,000 sheep of “Manchega” breed produce 60 million litres of milk per year, of which 92.5% is used for the Manchego Cheese (2015). Whey is a great opportunity for business in the cheese, skincare and pharmaceutical sectors.</td>
<td>Second producing region for Virgin Olive Oil, 7% of Spanish production and 3% of worldwide production, with 400,000 Hectares planted (14% Spain). 4 Designations of Origin with covering an area of around 108,000 Hectares. Potential average production: 82,000 tonnes of Virgin Olive Oil/year. This sub-sector has a total of 247 olive oil mills, of which 50% are cooperatives.</td>
</tr>
</tbody>
</table>
Diferenciated Quality Foods

COLLECTIVE BRANDS

WINE AND FOOD WITH PROTECTED GEOGRAPHICAL INDICATION and GUARANTEED TRADITIONAL SPECIALTY

WINES AND FOODS WITH PROTECTED DESIGNATION OF ORIGIN

Pan de Cruz
Organic Foods in Castilla-La Mancha

National Ranking

1° Vegetables and Legumes
2° Olive oil
3° Meat production

<table>
<thead>
<tr>
<th>REGIONS OF SPAIN</th>
<th>% REGISTERED AREA</th>
<th>% PRODUCTION AREA</th>
<th>% No. BROKERS</th>
<th>% ORGANIC PRODUCERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANDALUSIA</td>
<td>52.7%</td>
<td>55.4%</td>
<td>32.5%</td>
<td>44.8%</td>
</tr>
<tr>
<td>CASTILLA-LA MANCHA</td>
<td>16.7%</td>
<td>10.4%</td>
<td>20.4%</td>
<td>18.3%</td>
</tr>
<tr>
<td>CATALONIA</td>
<td>5.0%</td>
<td>4.7%</td>
<td>6.4%</td>
<td>3.8%</td>
</tr>
<tr>
<td>EXTREMADURA</td>
<td>4.9%</td>
<td>4.7%</td>
<td>10.0%</td>
<td>9.6%</td>
</tr>
<tr>
<td>NAVARRA</td>
<td>4.0%</td>
<td>5.5%</td>
<td>2.0%</td>
<td>0.6%</td>
</tr>
<tr>
<td>VALENCIA</td>
<td>3.5%</td>
<td>4.0%</td>
<td>5.8%</td>
<td>5.1%</td>
</tr>
<tr>
<td>ARAGON</td>
<td>3.3%</td>
<td>4.0%</td>
<td>2.4%</td>
<td>2.9%</td>
</tr>
<tr>
<td>MURCIA</td>
<td>3.2%</td>
<td>4.3%</td>
<td>7.0%</td>
<td>8.9%</td>
</tr>
<tr>
<td>BALANCE</td>
<td>6.7%</td>
<td>7.0%</td>
<td>13.5%</td>
<td>6.0%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
Bio-economy

The primary sector as the source of a new economic plan.

Pharma

Energy

Functional Foods

Biotechnology

Agro-Food

Business Opportunities in CLM

Bio-fuel plants.

Development of probiotics, active ingredients, etc.

Natural skincare.

Production of bio-plastics.

Pharmaceutical products with a natural base.
Tourism and Culture

CULTURE

3 UNESCO World Heritage Sites: Toledo, Cuenca and Almaden.

The Land of Don Quixote: Cervantes IV Centenary and the Route of Quixote.

Other interesting resources: Castles, archaeological remains, monasteries, historic towns, etc.

GASTRONOMY

Prestigious Restaurants, Splendid Local Products, The Great wines and gorgeous wine cellars to visit.

NATURE AND ACTIVE TOURISM

2 National Parks: Cabañeros and Las Tablas de Daimiel.

8 Regional Parks: Alto Tajo, Lagunas de Ruidera, Barranco del Río Dulce, Cañares del Río Mundo and la Sima, Sierra Norte de Guadalajara, Serranía de Cuenca and Valle de Alcudia y Sierra Madrona.

Excellent Locations

VARIETY OF OFFER

Symposia an Conferences.
Learning Spanish
Paleontological and cinematographic locations
Astronomical observation.
Handicrafts.
And much more.
Aeronautical Sector

Castilla-La Mancha has undergone the GREATEST GROWTH in the aeronautical industry of any region of Spain; as an industry it has became one of the main economical drivers of the region.

- It is the 3rd Spanish Region in volume of sales of the aeronautical industry.
- It represents 2.8% of GDP (2014).
- It employs nearly 4,000 persons directly. (2014).
- It exports 70% of its production and invests 13% of the vol. of sales in R&D.
- It produces 10% of world production of carbon fibre for aerospace use.
- CLM has world first class status in Aero-structures with composite materials.
- The Airbus Helicopter plant in Albacete has been converted into Major Component Assembly (MCA), becoming a Centre of Industrial Excellence.
- The largest project of composite material for the A350XWB is led by Aernnova and is generating new jobs in the region.
Companies established in Castilla-La Mancha

Castilla- La Mancha offers business opportunities in:

- **MRO (Maintenance, Repair and Overhaul)**
- **END OF LIFE AND DISMANTLING**
- **PAINTING PLANES**

Advanced Composite Materials Cluster Illescas

Aeronautics and Avionics Cluster Albacete

Albacete Aeronautic and Logistic Park
Traditional Sectors

<table>
<thead>
<tr>
<th>Structural Ceramics</th>
<th>Wood and Furniture</th>
<th>Metal-Mechanical Sector</th>
<th>Textile and Footwear Manufacturing</th>
</tr>
</thead>
<tbody>
<tr>
<td>It makes up the largest Spanish cluster of brick and tile manufacturers. 60 firms. Their main products are: roof tiles, facing bricks, ceramics for paving, clinker floors, ventilated facade systems, ceramic granite, etc.</td>
<td>Presence of leading firms in the region. Interior and technical doors. 1,630 firms. Various specialised centres.</td>
<td>Great specialists in systems and equipment related to agriculture, water management and auxiliary industry. More than 3,446 firms in CLM, 98% SMES. 65% of them manufacture metal products, except machinery and equipment. This represents 5% of the National Total.</td>
<td>Products of great design and quality. 960 firms in the sector, in 2015, 571 of which are textile manufacturers and 389 from the leather and footwear industry. High value added. Export experience.</td>
</tr>
<tr>
<td>CUTLERY &amp; KNIVES</td>
<td>High quality products with design. International recognition.</td>
<td></td>
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</tr>
</tbody>
</table>


Energy and the Environment

**SOLAR ENERGY PHOTOVOLTAIC AND THERMAL**

2,344 GWh produced: Leading region in Spain.
1,272 MW installed capacity prevented the emission of 1,124 Tn CO₂, which is equivalent to 7.3 Mill Euros savings.

**EOLIC ENERGY**

7,678 GWh produced.
3,806.54 MW installed capacity.
16.5% of installed capacity of Spain 2016.
4th region with the greatest number of parks (139).

**INSTITUTE FOR CONCENTRATION PHOTOVOLTAIC SYSTEMS**

Today, ISFOC has various demonstration plants belonging to different technologies that provide valuable information to manufacturers of the whole CPV value chain, to investors and to the scientific world in general.

**HYDROGEN**

In Castilla-La Mancha is the NATIONAL CENTRE FOR HYDROGEN which, besides Informative work, carries out applied research in the industry (food, chemistry, metal, etc.), smart cities, clean energies, transportation, etc.
Logistics Sector

Principal logistics operators established in CLM

Business Opportunities in Castilla-La Mancha

Castilla-La Mancha offers business opportunities in food and consumer product logistics to the whole area of proximity, Madrid, and the principal centers of production.
TIC Sector

ADVANTAGES

Close to Madrid, main reference for Spanish ICT market.

Good communication with the major cities in Spain.

Competitive labour and real estate costs.

Qualified staff and specialised training.
TO INVEST IN
CASTILLA-LA MANCHA
Why Castilla-La Mancha?

- **Strategic Central Location**
- **Proximity to Madrid, Main Consumer Center**
- **Modern Infrastructures**
- **Available Industrial Land**
- **Regional Economic Incentives**
- **Solid Support from Public Administrations**
- **Competitive Labour and Real Estate Costs**
- **Social Dialogue**

**Reasons to Invest in CLM**
Strategic location in southern Europe

- Proximity to the principal markets of Europe and North Africa.
- Central position within the Iberian Peninsula, bordering on 7 Spanish regions.
- Direct access to more than 50% of Spanish consumers.
Excellent infrastructures

MOTORWAYS AND TOLL HIGHWAYS
High capacity highways between all provincial capitals.

HIGH SPEED TRAINS
All provincial capitals are connected with High Speed Trains.
The Government of Castilla-La Mancha promotes through the **Map of Industrial Land of Castilla-La Mancha** locations available in the region.

26.2 million square metres available
Castilla-La Mancha, the human factor

- Universidad de Castilla-La Mancha (UCLM) + Vocational Training
- National and Regional Research Centres
- Public and Private Research Centres
- Scientific and Technological Parks
- Qualified Labour
- Knowledge

Innovation
AIDS, INCENTIVES AND BUSINESS FINANCING
Aids, Incentives and Business Financing

**PLAN ADELANTE**

- Creation of Companies
- Investment
- Marketing
- Innovation
- Internationalization

**INCENTIVES**

- Regional Economic Incentives
- Focal Programme

**FINANCIA ADELANTE**

- Loans for New Establishments
- Loans for Investments, Growth and Expansion
- Guarantees
<table>
<thead>
<tr>
<th>Aids and Incentives</th>
</tr>
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<tbody>
<tr>
<td><strong>PLAN ADELANTE 2016-2019</strong></td>
</tr>
<tr>
<td><strong>CREATION OF FIRMS</strong></td>
</tr>
<tr>
<td><strong>INVESTMENT</strong></td>
</tr>
<tr>
<td><strong>MARKETING</strong></td>
</tr>
<tr>
<td><strong>INNOVATION</strong></td>
</tr>
<tr>
<td><strong>INTERNATIONALIZATION</strong></td>
</tr>
<tr>
<td><strong>INCENTIVES</strong></td>
</tr>
<tr>
<td><strong>REGIONAL ECONOMIC INCENTIVES</strong></td>
</tr>
<tr>
<td><strong>FOCAL PROGRAMME</strong></td>
</tr>
<tr>
<td><strong>TRAINING AND EMPLOYMENT INCENTIVES</strong></td>
</tr>
<tr>
<td><strong>CANDIDATE RECRUITMENT SERVICE</strong></td>
</tr>
<tr>
<td><strong>ASSISTANCE FOR TRAINING WORKERS</strong></td>
</tr>
<tr>
<td><strong>HIRING INCENTIVES</strong></td>
</tr>
</tbody>
</table>
What is Plan adelante?

Plan adelante 2016-2019 is the Castilla-La Mancha strategic plan to reinforce entrepreneurship. It is designed to improve the competitiveness of our firms, boosting their capacity for growing and, with this, the creation and consolidation of employment.

What are we looking for with this Plan?

We want new firms to be created, to strengthen those that are in full operation, to innovate and to commercialize, to internationalize those who want to go further as well as improving their access to financing.

How are we developing it?

We are working on six axes that will support the companies in their fundamental areas of work

Adelante empresas Offices

• INFORMATION about all the aids available, procedures and supporting tools of the Plan adelante.
• MANAGEMENT of specialised consults in Internationalization and Financing respectively via IPEX and Financia adelante.
• DERIVATION of specialised advice to the members of the local network for business support.
## Assistance adapted to each type of company

<table>
<thead>
<tr>
<th>Area</th>
<th>Micro-firms and Self-employed</th>
<th>SMEs / Cooperatives Workforce-owned Companies</th>
<th>Large Firms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creation</td>
<td>🟠</td>
<td>🟠</td>
<td>🟠</td>
</tr>
<tr>
<td>Investment</td>
<td>🟠</td>
<td>🟠</td>
<td>🟠</td>
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<tr>
<td>Innovation</td>
<td>🟠</td>
<td>🟠</td>
<td>🟠</td>
</tr>
<tr>
<td>Marketing</td>
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<td>🟠</td>
</tr>
<tr>
<td>Internationalization</td>
<td>🟠</td>
<td>🟠</td>
<td>🟠</td>
</tr>
<tr>
<td>Financing</td>
<td>🟠</td>
<td>🟠</td>
<td>🟠</td>
</tr>
</tbody>
</table>
Creation of firms
- Incorporation Expenses.
- Innova Joven (youth).
- Plan for Self-employment.

Innovation
- Colabora Adelante. (Colaboration).
- Innova Joven (youth).
- Assistance for Business Innovation.

Investment
- Promotion of investment (< 900,000 Euros).
- Assistance for Energy Saving, Use and Efficiency.
- Promotion of Cooperatives and Worker-owned Companies.

Marketing
- Adelante Comercialización.
- Assistance for the consolidation and growth of retail trade.

Internationalization
- CLM Strategic Plan for Internationalisation and Investment Attraction.
- Plans for Annual International Promotion Activities.
- Assistance for Individual Internationalization Plans.

Financing
- Loans for new establishments
- Loans for investments, growth and expansion
- Guarantees.
Regional Economic Incentives

Incentives for projects to create new establishments, expansion projects and / or modernization of facilities whose amount is: \[900,000 \text{ €}\]

- **Civil Works**: services, urbanization, offices, laboratories, warehouses, production or transformation buildings, etc.
- **Equipment Goods**: Machinery, special electrical installations, energy installations, internal transportation, measurement and control equipment, etc.
- **Preliminary studies for project**: Planning work, project engineering and professional direction.

**Castilla-La Mancha** is one of the Spanish regions with the highest percentage of aids available.

**SECTORS ELIGIBLE FOR SUBSIDY:**
- Productive and transforming companies
- Touristic sector

**INTENSITY OF ASSISTANCE IN CASTILLA-LA MANCHA:**

- **From 1st of January 2017:**
  - Small: 45%
  - Medium: 35%
  - Large firm: 25%
FOCAL Programme

Aids destined to investments in transformation, marketing or development of agricultural products and to promoting agro-food quality

- **Processes of transformation of agro-food products:**

  All phases of production (from reception of the raw materials to warehousing the completed final product ready for sale or distribution), including computing systems for controlling and monitoring productive processes, implementation of projects and their feasibility studies.

- **Marketing processes for agro-food products:**

  Investments in the processes of exhibition and/or sale of the finished product, as long as it is produced in the agro-food company receiving the aid itself, including computer programs designed for electronic sales and carrying out project and feasibility studies linked to commercialization.

- **Investments related to the entire facilities or that affect the general functioning of the agro-food industry.**
FOCAL Programme - Percentage support

1. Production/marketing process affecting raw materials Appendix I of the Treaty. FINAL PRODUCT APPENDIX I OF THE TREATY.

- **SME CATEGORY**
  - **SMALL AND MEDIUM ENTERPRISES:** Up to 45% budget eligible for subsidy

- **NON-SME CATEGORY**
  - **INTERMEDIATE SIZE ENTERPRISES:** Up to 20% budget eligible for subsidy

2. Production/marketing process affecting raw materials Appendix I of the Treaty. FINAL PRODUCT NOT IN APPENDIX I OF THE TREATY.

- **SME CATEGORY**
  - Micro and Small: Max. 35% budget eligible for subsidy
  - Medium: Max. 25% budget eligible for subsidy

- **NON-SME CATEGORY**
  - Max. 15% budget eligible for subsidy
Assistance for Innovation

**LINE OF SUPPORT FOR BUSINESS INNOVATION**
- Support for experimental development projects, viability studies, innovation projects in processes and organisation, consulting services and support for innovation in favour of SMEs.

**INNOVA-JOVEN LINE (for youth)**
- Support for new business initiatives of an innovative nature. Includes actions for maturing and growing innovative projects: innovation plans, search for patents and technical approvals of products, obtaining certifications or using commercial locations or co-working spaces.

**COLABORA-ADELANTE LINE**
- Promotion of effective cooperation projects between companies, joint projects for sharing capacities and resources to meet common challenges and opportunities. Includes projects for experimental development in cooperation and actions to formalize new clusters.
Castilla-La Mancha has the best incentives for hiring and training employees. Our services adapt your company's specific needs for hiring and training.

They include:

**Candidate recruitment service:**
- Intermediation service tailored to the needs of each company.
- From classifying to shortlisting candidates.

**Assistance for training workers:**
- Training plans tailored for companies
- Dual training programmes

**Hiring incentives:**
- Formalisation of internship contracts
- Formalisation of training and apprenticeship contracts
- Encouragement of indefinite duration contracts
Three programme types for fostering job placement and training for individuals, combining training for employment with a paid job at the company.

- **CREA** - For individuals with incorporation-related difficulties. This programme combines training for employment with temporary contracts at companies for the duration of the programme.

- **DUAL EMPLOYMENT** - For young adults. This programme combines training and paid jobs through training and apprenticeship contracts.

- **TRAINING PLUS** - For young adults. This programme comprises 2 phases. In the first, participants obtain professional certification, after which the second phase entails remunerated practical non-working experience at companies in the sector.

In the three cases, training, job orientation and the hiring or remuneration for the workers are subsidised, including grants for the Training Plus phase. ([http://empleoyformacion.jccm.es](http://empleoyformacion.jccm.es)).
Formalisation of fulltime internship contracts for at least 1 year for university graduates, intermediate or superior vocational training graduates or officially recognised equivalent certification holders.

Hiring should mean increased employment at the company, compared to the staff ninety calendar days before the hiring, including voluntary leaves and involuntary dismissals.

- €5,140 year/contract.
- +€700 for specific conditions.
- +20%, when the subsidised activity is carried out in an ITI Zone included in Annexe I to Decree 31/2017 or in priority areas.

Formalisation of fulltime training and apprenticeship contracts with a minimum duration of 1 year for unqualified young adults. For the duration of the contract, the worker will follow a vocational certification module or professional training degree programme.

- €5,140 year/contract.
- +€700 for specific conditions.
- +20%, when the subsidised activity is carried out in an ITI Zone included in Annexe I to Decree 31/2017 or in priority areas.
Formalisation of relief contracts with a minimum duration of 6 months that conform to Article 12.7 of the revised text of the Spanish Workers’ Statute Act.

When meeting the conditions established in the cited decree, formalisation of relief contracts will be subsidised with €5,140.00 per contract with a duration of 1 year.

The amount of the subsidy will be proportional to the duration of the contract between 6 months and 1 year, though it may not exceed the amount established in the paragraph above.

The subsidised amount will also depend on the working hours of the hired worker.

When meeting the conditions established in the cited decree, the transformation of training, apprenticeship, internship and relief contracts and temporary contracts for workers in a job placement or labour incorporation programme into indefinite term contracts will be subsidised with €5,300.00.

In addition to the situations contemplated in Article 10, the subsidy can increase by €700 when the individual hired is part of one of the following groups:

a) Workers who have completed contracts connected with incorporation and placement processes at incorporation companies.

b) The hiring is the first indefinite term contract for a freelance worker.
These subsidies were created to provide young adults seeking work with professional experience and effective work in a real environment that will assist their entry into the labour force.

In this regard, fixed term hiring will best fit the specific circumstances of each project, and hiring must be formalised within one month following termination of the grant.

The hiring must be formalised in the professional category corresponding to the hired individual’s qualifications, diploma or degree.

The contract duration may be no shorter than 12 months.

The subsidy will be €10,000 per formalised temporary contract of at least twelve months in duration that meets the conditions established in the present order, and may not exceed €50,000 per entity.
LOANS FOR NEW ESTABLISHMENTS

- **ADELÁNTaTE Program**: Finance self-employment projects and entrepreneurship.

- **Adelanta el RETORNO Program**: Finance projects of return and establishment of companies and entrepreneurs in Castilla-La Mancha.

- **CONTINÚA ADELANTE Program**: Finance continuity, succession or business transfer plans between independent unrelated parties and to ensure the maintenance of employment and the continuity of the transferred or acquired workers.

- **Adelante IMPLANTACIÓN EMPRESARIAL Program**: Finance projects of implantation or establishment in industrial estates of Castilla-La Mancha.
**LOANS FOR INVESTMENTS, GROWTH AND EXPANSION**

- **Adelante TECNOLOGÍA E INNOVACIÓN** Program: Finance innovation and technology projects.
- **Adelante INVERSIONES** Program: Financing investment plans in new fixed assets.
- **Adelante INTERNACIONALIZACIÓN** Program: Finance projects of internationalization directed to the export and to the expansion of businesses outside Spain.
- **Adelante FUSIONES** Program: Finance purchase plans, takeover or merger between unrelated parties independent and to ensure the maintenance of employment levels and continuity of the transferred company workers and / or acquired.

**GUARANTEES**

- Financial guarantees for investment loans.
- Financial guarantees for circulating capital.
- Guarantees for obtaining grants and public financing.
- Technical guarantees
What is IPEX?

IPEX is a public organism dependent on the Regional Ministry of Economics, Enterprises and Employment.

It is a reference institution for the promotion of International Trade and Foreign Direct Investment Attraction in Castilla- La Mancha.

Custom made solutions
According to typology, internationalization phase and its specific needs (financing, training, advising on the international project, etc.)
When an investor is seeking a new location for establishment, many doubts arise and many procedures must be carried out. IPEX, through the INVESTOR OFFICE Service, helps throughout all this process.

Moreover, international companies established in Castilla-La Mancha also receive support through AFTERCARE SERVICE in their expansion process through reinvestment in the region.
Investor Office Service: Support to the Investor

- FIRST CONTACT WITH FOREIGN INVESTOR
- ANALYSIS OF PROJECT REQUIREMENTS
- TEAM WORK WITH THE FOREIGN COMPANY
- PREPARATION OF AN OFFER FOR ESTABLISHMENT
- ESTABLISHMENT
- AND THEN???

After Care Service
CLM Foreign Investors Forum
Foreign Promotion IPEX
Aftercare Service: Post-Establishment Attention

- **Regular contact** with the international companies established in CLM.
- **Dealing with Public Administrations.**
- **Support in the preparation of intra-group offers** to attract more activity.
- **Promotion of inter-company synergies,** to generate stable commercial relations.
- **Coordination with ICEX-Invest in Spain for assistance in matters of Foreigner’s Affairs and Visas.**
- **Specialised advice** to the investor concerning sectors in the region.
- **Support during re-investment processes.**
IPEX in the world

For more information, please visit:

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