



## **Training tax credit 4.0**

Based on Article 1 paragraphs 210-217 of Law no.160 of 27 December 2019 with subsequent amendment of Article 1 paragraph 1064, letters i) and l), of Law no.178 of 30 December 2020, all companies resident in the territory of the State and permanent establishments of non-resident entities have the possibility to apply for a tax credit for employee training expenses aimed at the acquisition or consolidation of skills in technologies relevant to technological and digital transformation provided for in the Impresa 4.0 national plan.

Eligible expenses are represented by: personnel costs related to trainers for the hours of training participation, operating costs related to trainers and training participants directly linked to the training project (including operating expenses), and costs of consultancy services linked to the training project.

Under certain conditions, the credit is also available if the training activities are provided by outside the company.

The training expenses in question are those incurred in the tax period following the one in progress as of 31 December 2019 and up to the one in progress as of 31 December 2022.

A necessary condition is compliance with workplace safety regulations and the proper fulfilment of obligations to pay social security and welfare contributions for workers.

The relief is granted at a rate of:

50% up to a maximum annual limit of EUR 300,000 for micro and small enterprises;  
40% up to a maximum annual limit of €250,000 for medium-sized enterprises;  
30% up to an annual ceiling of €250,000 for large enterprises;  
60% in the case of disadvantaged or very disadvantaged employees.

The tax credit must be indicated in the income tax return relating to the tax period in which the expenses were incurred and in those relating to subsequent tax periods until its use is completed. The credit can be used, exclusively by means of F24 compensation, from the tax period following that in which the eligible expenses were incurred. In order to be eligible for the tax credit, the actual incurrence of eligible expenses must be certified by the auditor. Companies that are not subject to statutory auditing must in any case avail themselves of the services of a statutory auditor or auditing firm.

It should be noted that the tax credit cannot be assigned or transferred, not even within the framework of tax consolidation.

Giorgia Salaris