

THE LEGISLATIVE ASSEMBLY OF EMILIA-ROMAGNA

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ATTRACTION, RETENTION AND VALORISATION OF HIGHLY SPECIALISED TALENT IN EMILIA-ROMAGNA

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Art. 1 - Objectives

1. In order to increase the attractiveness, innovation, quality and sustainability of the development of the regional territory, the Regional Government promotes the attraction, permanence and valorisation of highly specialised talents, also through paths accompanying their return and mobility, in line with the Regional Strategy for Smart Specialization and the Agenda 2030 Emilia-Romagna Strategy for Sustainable Development.

2. The Regional Government also contributes to the removal of any form of inequality, in particular by promoting full gender equality in the access to the services and measures provided for by this law.

Article 2 - Definitions

1. For the purposes of this Law 'highly specialised talents' are persons who, with particular reference to the areas envisaged by the Regional Strategy for Smart Specialisation, have acquired or are acquiring, through training, research or innovation paths, knowledge and experience of particular relevance.
2. The Regional Council, having consulted the Regional Committee referred to in Article 11, by means of its own resolutions, may specify the definition of highly specialised talent on the basis of further requirements concerning the possession of specific qualifications or the attainment of particular professional experience for specific interventions or sectoral areas.

Article 3 Regional Programming

1. The processes of attracting, retaining and exploiting highly specialised talent are supported, in addition to the specific activities provided for in this law, also through the programmes, instruments and measures put in place by the following regional laws and programmes:
 - (a) Regional Programme for Productive Activities referred to in Article 54 of Regional Law No. 3 of 21 April 1999 (Reform of the regional and local system), Regional Rural Development Plan, the implementation of regional laws on crafts, trade, tourism, cooperation;
 - b) Regional Programme for Research and Technology Transfer referred to in Article 3 of Regional Law no. 7 of 14 May 2002 (Promotion of the regional system of industrial research, innovation, technology transfer);
 - c) Interventions and activities for the promotion and attraction of investments and the internationalisation of the regional productive system referred to in Title II of Regional Law no. 14 of 18 July 2014 (Promotion of investments in Emilia-Romagna)
 - d) interventions and services regarding to the right to access to tertiary studies referred to in Regional Law no. 15 of 27 July 2007 (Integrated regional system of interventions and services for the right to university studies and higher education);
 - e) policies and interventions on the subject of training and vocational education referred to in Regional Law no. 12 of 30 June 2003 (Equal access to knowledge, for everyone and lifelong, through the strengthening of education and vocational training, also in integration with each other)
 - f) labour policies and services provided for by Regional Law No 17 of 1 August 2005 (Promotion of employment, quality, safety and regularity of work)
 - g) measures and services provided for by Regional Law no. 14 of 28 July 2008 (Policies for the young generations);
 - (h) measures and interventions provided for by Regional Law No 6 of 27 June 2014 (Framework law for equality and against gender discrimination);
 - (i) measures and interventions in the field of Big Data, artificial intelligence, meteorology and climate change, Human Development as provided for by Regional Law No 7 of 17 June 2019 (Investments of the Emilia-Romagna Region in Big Data and artificial intelligence, meteorology and climate change)
 - (j) measures and interventions provided for by Regional Law No 20 of 23 July 2014 (Promotion of Film and audiovisual policies) and Regional Law No 13 of 5 July 1999 (Promotion of entertainment sector)
 - (k) instruments and measures provided for by Regional Law No 2 of 16 March 2018 (Development of the regional music industry);

- (l) instruments and measures provided for by Regional Law No. 13 of 21 October 2021 (Promotion of the publishing and book industry);
- m) interventions and measures provided for by Regional Law no. 24 of 8 August 2001 (General regulation of public intervention in the housing sector)
- n) interventions and initiatives promoted abroad by the *Consulta degli emiliano-romagnoli nel mondo* (Council of the people of Emilia-Romagna in the world), as per regional law no. 5 of 27 May 2015 (Promotion of interventions and relations in favour of people from Emilia-Romagna in the world).

Art. 4 Collaboration and Partnership Agreements

1. For the purposes of this law the Region promotes:

- a) Collaboration and partnership agreements with other regions and national, European and international institutions in compliance with the regional law of 28 July 2008, no. 16 (Rules on the participation of the Emilia-Romagna Region in the definition and implementation of the policies and laws of the European Union, on the activities of international relevance of the Region and on its interregional relations. Implementation of Articles 12, 13 and 25 of the Regional Statute), aimed at supporting the economic, social, cultural and scientific development of the regional territory, also through the contribution of its in-house companies;
- b) partnerships and agreements, in collaboration with local authorities, Chambers of Commerce, associations representing enterprises and their European and international partnerships, foundations, universities, institutes for high artistic, musical and choreographic training, research centres and other subjects of the Emilia-Romagna regional research and innovation ecosystem pursuant to regional law no. 7 of 2002 as well as accredited entities for training and employment services and other initiatives connected with plans and programmes aimed at promoting national, European and international projects for the attraction and mobility of highly specialised talents and the enhancement of their careers in the regional context
- c) participation in European or international networks and networks aimed at developing projects and exchanges with other regions, bodies, associations, foundations and organisations at European and international level on highly specialised sectors.

2. The regional governments also participates, in cooperation with other public and private entities operating in the region, to initiatives for the national and international promotion of regional supply chains as well as in activities aimed at attracting highly specialised investments and talent, in line with regional, national and European strategies.

Article 5 Measures for the promotion and internationalisation of the territory

1. In order to increase the internationalisation and attractiveness of its territory the Regional Government:

- a) supports the productive systems of work, research, higher education and vocational training, supporting their participation in regional, national, European and international programmes aimed at enhancing and attracting specialised and high-skilled figures;
- b) promotes the internationalisation of the supply of public and private education, school and training services;
- c) promotes internationalisation and supports the development of new partnerships and services in the field of cultural, recreational and leisure supply.

2. The Regional Government also supports the local services offered to talents and their families for accompanying the access to general services of the territory and to the local public transport, for the residency also through specific incentives, for the access to educational, training and job services, for the fruition of the cultural life, for the participation to the regional associationism and to the social and voluntary activities of the third sector, as well as for the fruition of services to increase the knowledge of the Italian language.
3. The Regional Government also promotes information and training actions to support businesses, local authorities, associations representing businesses, vocational training centres and employment services, universities, research centres and other players in the regional research and innovation ecosystem in their capacity to attract, welcome and exploit highly specialised talents.
4. The Regional Government also promotes cooperation protocols with the National offices in charge of immigration policies and visa issuance in order to facilitate the entry and stay of highly specialised talents in the regional territory.

Article 6 Interventions and services in collaboration with universities, research centres and subjects of the research and innovation ecosystem

1. The Regional Government, in collaboration with universities, research centres and other subjects of the regional research and innovation ecosystem, shall promote and support the discovery, creation and exploitation, incoming mobility, permanence and attraction of highly specialised talents for the development of high skills in the field of research and innovation in the regional territory through activities at national and international level in the framework of the Regional Strategy for smart specialisation and the internationalisation of the academic system.
2. For the purposes referred to in paragraph 1, the Regional Government:
 - a) supports grants, contracts and PhDs, services that provide pathways for international mobility and attraction of highly specialised talent in the regional territory;
 - b) promotes initiatives on the regional territory directly connected with projects supported by European entities such as the European Research Council or through European programmes for training and development of skills and careers in the field of research and innovation such as the Marie Skłodowska-Curie Actions (MSCA);
 - c) promote higher education activities through short courses, Summer and Winter Schools, courses and training workshops for undergraduate, graduate and doctoral students.
3. The Regional Government also supports universities and high education institutes for artistic, musical and coreutic training:
 - a) in the planning of educational paths aimed at the recognition of internationally recognised double degrees and university qualifications as well as in the provision of services for the recognition of qualifications already acquired abroad;
 - b) in the guidance, reception, offer of residences and in language training courses and introduction to the Italian culture in favour of highly specialised talents, also in collaboration with the Regional Agency for the Right to Higher Studies ER.GO;
 - c) in the improvement of services for accompanying researchers to work (placement services) and career support (career service), also taking advantage of the services of the EURAXESS European network, aimed at facilitating the mobility of researchers in EU countries.

4. The Regional Government encourages cooperation measures between the Foundations for Higher Technical Institutes, their regional associations, in order to enrich the training offer, also from a multi-regional point of view, accredited training bodies and the other subjects of the regional research and innovation ecosystem, the institutes for high artistic, musical and choreographic training, in order to enhance the training offer in the regional context, musical and coreutical training institutes, in order to create and develop talent, also by means of targeted job-accompanying services and support for the international opening of the supply by the system of accredited vocational training bodies, as well as by means of participation in initiatives provided for by European programmes such as Erasmus+.

Article 7 Manifesto for the attraction, retention and valorisation of talents for the productive and cultural system

1. The Regional Council approves and annually updates a Manifesto for the attraction of talents in the regional productive system, prepared in close collaboration with enterprises, their associations, trade unions and the world of professions, signatories of the Pact for Work and for the Climate of the Emilia-Romagna region, as well as universities and other entities operating in the field of higher education, in order to address and foster actions for the attraction, retention and enhancement of talents.

2. In line with the objectives and priorities identified by the Manifesto referred to in Paragraph 1 and for the purposes of this Law, the Regional Government promotes and supports:

- a) advanced services for the search of highly specialised talents in favour of the regional and cultural production system, through the use of special digital platforms and by availing itself of the cooperation of ART-ER S. cons. p. a. and ATER Fondazione
- b) information systems aimed at the anticipation and analysis of skills needs (Skills Intelligence) through the active involvement of enterprises of the regional territory and of the subjects of the regional research and innovation ecosystem, also with the support of ART-ER S. cons. p. a. and ATER Fondazione
- c) national and international promotion services of the territory and of the regional supply chains for the attraction of talents or the return of talents, through the active involvement of enterprises in the territory and of their representative associations;
- d) services for matching labour supply and demand in support of regional businesses and production chains, with the active collaboration of public and private entities, also in connection with their networks at a European and international level, and through the system of employment services referred to in Chapter VI of Law no. 17 of 2005, as well as in connection with the services for the promotion of job opportunities provided by universities;
- e) information and support programmes and measures for professional and entrepreneurial mobility in Europe made available by the EURES (EUROpean Employment Services) network and by the 'Erasmus for Young Entrepreneurs' programme.

Art. 8 Interventions for business attraction and creation

1. The Region encourages interventions aimed at the discovery of business ideas, at the creation, acceleration and growth of innovative enterprises by highly-specialised talents, in all the specialisation systems, in the

different sectors of the regional system and in the thematic areas envisaged by the Research and Innovation Smart Specialisation Strategy.

2. For the purposes of the objectives set out in paragraph 1, the Region shall promote, consistently with state aid regulations, also in collaboration with other regional, national, European and international entities, services, spaces and events aimed at:

- (a) the creation and incubation of business ideas and innovative start-ups;
- b) the acceleration of new enterprises, also favouring, for this purpose, the attraction of national, European and international investors, as well as the use of subsidised finance instruments;
- c) the provision of research and innovation facilities and infrastructures in collaboration with the subjects of the regional research and innovation ecosystem, in order to develop collaborations with the regional production system;
- d) the support of initiatives that are already applied for European calls for the identification, transfer and implementation of highly innovative technologies, such as those promoted by the European Innovation Council;
- e) the definition of partnerships between regional subjects and European and international subjects in order to increase opportunities for enterprises and talents.

Article 9 Incentives and welfare services in favour of high professionalism

1. In order to promote the attractiveness of career paths in the ecosystem of innovation and the labour market, the Regional Government shall implement measures to encourage the recruitment of talents, also in line with other regional programming lines and in synergy with the development and human resources valorisation policies of enterprises.

2. The Regional Council defines the criteria for the allocation of facilities for access to work-life balance services in favour of the families involved in the actions referred to in this law.

3. The Regional Council also defines the criteria for the allocation of the incentives referred to in paragraph 1 for the recruitment of highly specialised talent in the region.

Article 10 Information and promotion initiatives

1. In order to promote the competitiveness and attractiveness of the regional territory with regard to highly specialised talent, the Regional Government shall support information and promotion initiatives on opportunities for attracting and promoting talent and business start-ups in the regional territory, in liaison with local authorities, enterprises and their representative associations, universities, research centres, and other subjects of the regional research and innovation ecosystem.

2. The initiatives referred to in paragraph 1 shall include public events, seminars, career days, trade fairs and international events, as well as promotion through the media and social networks, also in relation to specific themes or purposes connected with the guidelines of the Regional Smart Specialisation Strategy.

3. The promotional activities shall be developed in connection with the activities aimed at attracting investments and promoting them on foreign markets, referred to in Article 11 of Regional Law No. 14 of 2014.

4. The Regional Government promotes the interventions referred to in this law through a special multilingual portal.

Article 11 – Setting-up of the Committee, Observatory and Regional Talent Communities

1. The Regional Committee for the attraction, retention and development of talents is established by act of the Regional Council, as a consultative body with a support and monitoring function on the policies for the promotion of the attraction, retention and development of talents in Emilia-Romagna. Business, trade union and professional organisations, signatories of the Emilia-Romagna Regional Labour and Climate Pact, as well as local authorities, universities, the Regional School Office, the Foundation for University Training and Vocational Guidance, the Emilia-Romagna Polytechnic School Association of Higher Technical Institutes, a representation of the associations of people from Emilia-Romagna in the world and other subjects of the regional ecosystem of research, innovation, education and training, ensuring the representation of all the areas envisaged by the Regional Strategy for Smart Specialisation, all take part to the Regional Committee.
2. Participation in the Regional Committee referred to in paragraph 1 shall be free of charge for the regional budget and shall not give rise to any remuneration or reimbursement of expenses.
3. In order to support the activity of the Committee, the Regional Government shall perform the activities of the Regional Observatory on Talents, also in connection with other regional observatories already established, aimed at analysing the phenomena of mobility and circulation of highly-specialised talents and at streamlining the actions and processes for the attraction of talents, as well as for the purposes of implementing the interventions provided for by this law and the functions referred to in Article 15, paragraph 1.
4. The information concerning the Observatory referred to in the preceding paragraph shall be reported annually to the competent Regional Assembly Commission.
5. The Regional Government also promotes, in co-operation with enterprises and ART-ER S. cons. p. a., the establishment of regional talent communities, through a dedicated portal and the realisation of events, workshops, training and advanced training activities, as well as by promoting the participation in regional, national and international initiatives, in co-operation with the various subjects of the regional research and innovation ecosystem.

Article 12 Annual Programmes

1. The Regional Government, also in line with the proposals of the Regional Committee referred to in Article 11, supports initiatives aimed at promoting dedicated services as well as direct support to highly specialised talents for their attraction and permanence in the regional context in order to increase the competitiveness and specialisation of areas identified as being of particular regional importance, also in line with the guidelines of the Regional Strategy for smart specialisation.
2. For the purposes of the objectives set out in Paragraph 1, the Regional Government shall define specific annual programmes of intervention which identify sectors, specific production activities and professional roles defined as priorities for the promotion of the attraction and permanence of highly specialised talent also through the implementation of the measures set out in Article 7.

Article 13 Technical Assistance

1. In order to implement the interventions set forth in this law, the Region provides for technical assistance actions and services in co-operation with its instrumental agencies and in-house companies.

Article 14 Intervention modalities

1. The Region shall directly support or grant contributions in favour of public and private entities for the purposes referred to in Articles 4, 5, 6, 7, 8, 9, 10, 12 of this law on the basis of specific agreements or public notices, in full compliance with the rules in force on State aids, also by making use of its in-house companies.
2. The Regional Council, through its own acts and in full compliance with the regulations on State aids, shall define the terms, conditions, requirements and criteria for the granting, disbursement and revocation of the contributions provided for in the preceding paragraphs.

Article 15 Evaluation clause

1. The Legislative Assembly shall monitor the implementation of this law and evaluate its results. To this end, every two years the Council shall submit to the competent Assembly Committee a report providing information:
 - (a) on the interventions implemented in terms of talent attraction from the point of view of the users concerned, enterprises and other entities operating in the regional system involved in the measures undertaken;
 - b) on the facilities provided in terms of job placement of the users;
 - c) on any criticalities in the implementation of the law.
2. The competent structures of the Legislative Assembly and of the Regional Council shall liaise for the best evaluation of this law.

Article 16 Financial regulation

1. The Regional Government shall cover the costs deriving from the implementation of this law, up to a maximum amount of 700,000.00 euros for the financial year 2023 and 650,000.00 euros for each of the financial years 2024 and 2025, through funds specifically set aside for this purpose within the special fund referred to in the Mission 20 Funds and provisions - Programme 3 Other funds - Title 1 Current expenses, "Special fund to meet the costs of regional legislative measures under approval - Current expenses" of the 2023-2025 budget. The Regional Government is authorised to provide, by its own act, for the budget variations that may be necessary.
2. The costs arising from the implementation of this law may also be covered by the resources of the European structural funds allocated to the Emilia-Romagna Region.
3. For the financial years subsequent to 2025, the costs deriving from this law shall be covered within the framework of the expenditure authorisations annually set forth by the law for the approval of the budget in compliance with the provisions of article 38 of legislative decree no. 118 of 23 June 2011 (Provisions on the harmonisation of the accounting systems and budget schemes of the Regions, local authorities and their bodies, in compliance with articles 1 and 2 of law no. 42 of 5 May 2009).

Article 17 Establishment of structures and infrastructures for the development of research, innovation and technology transfer activities

1. With reference to the interventions referred to in Article 6(1) and (2), in order to ensure the progress of the activities already contracted out and the commencement of the additional works necessary to complete the functional recovery of the former *Manifattura di Bologna* area, seat of the Technopole, in compliance with the

timeframe for the provision or research activities established in the agreements in place with the Italian Government, the expenditure authorisations provided for by Regional Law no. 25 of 27 December 2022 (Provisional budget of the Emilia-Romagna Region 2023-2025) within the framework of Mission 14 Economic Development and competitiveness - Programme 3 Research and innovation, Title 2 Capital expenditure, under Regional Law regional law no. 7 of 2002, shall be increased by € 3,000,000.00 for the financial year 2023.

2. For the costs arising from the provisions of paragraph 1, the Region shall cover them by reducing the appropriations authorised by Regional Law no. 25 of 2022, under Regional Law no. 3 of 1999, within the framework of Mission 10 Transport and right to mobility - Programme 5 Roads and road infrastructures, Title 2 Capital expenditure. The Regional Council is authorised to provide, by its own act, for the variations budget variations that may be necessary.

3. Annex 1 is hereby approved with the variation to the list of planned interventions for investment expenditure financed with recourse to debt and with available resources (Annex 14 to Regional Law No. 25 of 2022).