

Kerry Education and Training Board (Kerry ETB)

Climate Action Plan 2026



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Introduction

This Climate Action Plan has been drafted to provide our stakeholders with the key objectives and actions required to meet Kerry Education and Training Board's (Kerry ETB) 2030 Climate Action targets as set out under the Government's Climate Action Mandate.

This Climate Action Plan is fully aligned with Kerry ETB's vision:

"Our shared vision is that Kerry ETB will be an innovative leader in the design and delivery of quality-assured and sustainably delivered education and training opportunities in Kerry".

This document has been updated in line with the public sector climate action mandate published on 15 April 2025. This document supersedes the Climate Action Plan approved by the Board of Kerry ETB on 25th February 2025.

Our Organisation

Kerry ETB was established on July 1st 2013 under the Education and Training Boards Act 2013. In accordance with this Act, Vocational Education Committees across Ireland were dissolved, with all service delivery transferring to the 16 newly formed Education and Training Boards. Throughout this time, FÁS, the national agency responsible for apprenticeships and training programmes, transferred its provision into these Education and Training Boards. SOLAS was established on 27 October 2013. Its mandate is set out in the Further Education and Training Act 2013. The general functions of an Education and Training Board are stipulated in the Education and Training Boards Act 2013.

In 2024 Kerry ETB operated from 49 buildings located across the County providing a full range of education and training services to students and learners of all ages. Kerry ETB's provision includes:

- Community National Schools
- Post-Primary Schools
- Further Education and Training Centres
- Apprenticeships
- Traineeships
- Youthreach
- Adult Literacy and Basic Education
- Music Education
- Youth Services

Information on the full range of education and training provision offered by Kerry ETB is available on our website at: <https://www.kerryetb.ie/>

In 2024 Kerry ETB provided education and training opportunities to c. 3,341 primary and post-primary students and c. 16,264 Further Education and Training beneficiaries.

In 2024 the organisation employed c. 1,428 full and part-time employees and had an operational budget (i.e. excluding Capital Projects) of c. €90,352,285.

Overview of Kerry ETB

KERRY ETB OVERVIEW

38

Locations



1428

Staff
Members



3242

Post
Primary
School
Students



14,937

FET
beneficiaries



99

Community National
School Students



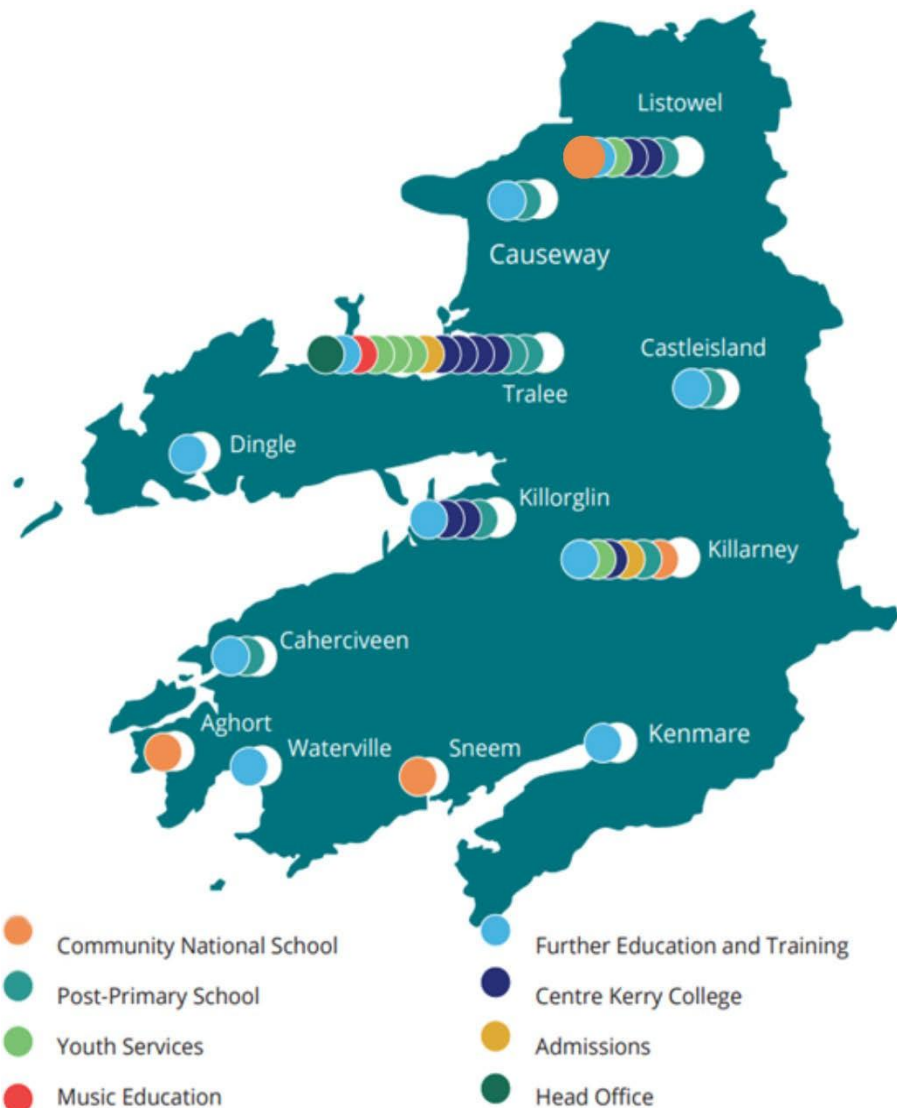
1,327

Apprentices



€90,352,285

Annual budget excluding 2025 capital



Our People

Kerry ETB has a corporate structure comprised of a democratically appointed Board and a Management (Executive) team.

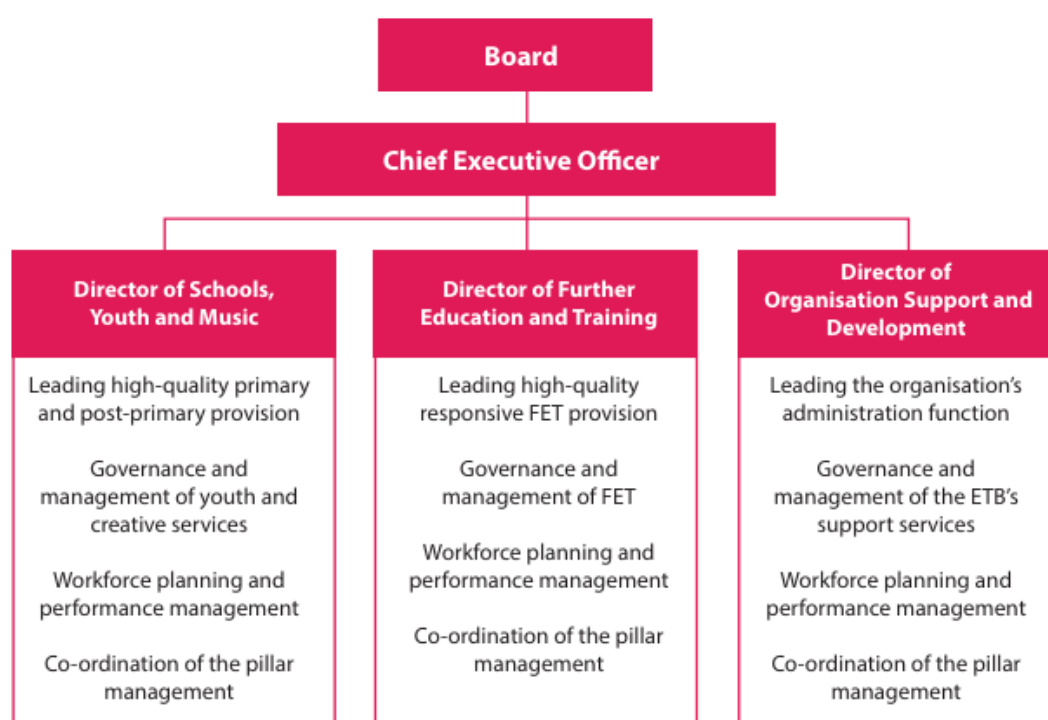
In accordance with the Education and Training Boards Act 2013, membership of the Board of Kerry ETB is as follows:

- 12 members elected by the Local Authority
- 2 staff representatives
- 2 parent representatives
- 5 members with interest or knowledge in education and training

The Chief Executive Officer is responsible for the Executive Management of the ETB and is supported in this role by three Directors, namely:

- Director of Schools, Youth and Music
- Director of Further Education and Training
- Director of Organisation Support and Development

The three Director roles reflect the three pillars of service delivery of the ETB, with each Director formally delegated authority in their role as per Section 16 of the ETB Act 2013.



The Board also has an Audit and Risk Committee, a Finance Committee, an advisory Youth Committee and a Local Music Education Partnership all of which are composed of external members in addition to Board members.

The work of the Board is further supported by:

- Boards of Management in each of the Post Primary Schools.
- A Board of Management for the four Community National Schools.
- A Governance Board for Kerry College Campuses.
- A Further Education and Training Governance Board.
- A Youthwork Committee.

In Quarter 4 of 2025 the Sustainability Officer wrote to each Section 44 Committee (Boards of Management) outlining the performance of the Schools/Campuses/Further Education and Training Centres across various areas such as electricity usage, fossil fuel usage, water consumption and waste management.

The correspondence highlighted resources and training available to Green Teams and general staff. The correspondence also requested that Climate Action and Sustainability be a standing item on the Boards of Management Meeting Agenda.

Leadership and Governance

Leadership and Governance within Kerry ETB is critical to the successful implementation of the Government's Climate Action Plan. Board Members, Senior Management and Line Management have a vital role to play in changing the way Kerry ETB operates on a daily basis, ensuring that Climate Action is seriously addressed and fully embedded within the organisation.

Sustainability Representatives and Green Teams

Sustainability Representatives and Green Teams, which were established as part of Kerry ETBs Sustainability Strategy 2020 – 2022, play a critical role in Sustainability and Climate Action across the organisation:

- Each Community National School nominated a member of staff as the Sustainability Representative in that School.
- Post Primary Schools nominated a staff member (in some cases two) and a member of the Student Forum as Sustainability Representatives.
- Each Kerry College Campus (seven in total) nominated a staff member as a Sustainability Representative.
- A further twenty staff members were nominated as Sustainability Representatives from the remaining Further Education and Training Centres and Programmes.
- Terms of Reference were drafted, and the responsibilities of the Sustainability Representatives were integrated into the staff roles.
- Sustainability Representatives organise climate action at a local level and work and report on Sustainability progress made and, where relevant, assist with Green Schools initiatives.

The responsibilities of the Sustainability Representative include:

- To be owners of sustainability practices at a local level.
- To provide updates on sustainability and climate action progress in their location.
- To lead the “Green Team” established in their location.
- To attend quarterly Sustainability meetings to update other Green Teams on progress made in their individual location.
- To sit on a Sustainability Forum, which meets annually to share ideas and good practice etc.

A Climate Action and Sustainability Champion has been formally nominated and notified to the Board. The Head of the Technology, Estates and Sustainability Department is the Climate Action and Sustainability Champion.

The Climate Action and Sustainability Champion is also the Energy Performance Officer for the ETB.

The responsibility for implementing and reporting on the Climate Action Mandate has been assigned to the Sustainability Officer. The role of the Energy Officer has been assigned to the Sustainability Officer.

Sustainability is a standing Agenda Item at the Kerry ETB Board meeting. Updates on Sustainability are presented by the Climate and Sustainability Champion.

The Kerry ETB Energy Policy has been drafted to detail Kerry ETB’s commitment to:

- identifying and addressing energy issues,
- improving energy efficiency across the organisation and,
- increasing awareness amongst staff, students and learners of the benefits of being more energy efficient.

The Policy is proposed to be adopted by the Kerry ETB Board and signed by the CEO in November 2025 and following adoption will be published on the Kerry ETB website.

Sustainability Training

There is a requirement, under the Government's Climate Action Mandate, for Senior Management (Director level and above) to undertake Climate Action Leadership training. The Institute of Public Administrators (IPA) have designed a Course specifically for the ETB sector. The following staff in Kerry ETB have undertaken this training in 2025:

- Chief Executive Officer
- Director of Schools, Youth and Music.
- Director of Further Education and Training
- Director of Organisation Support and Development
- Head of Technology, Estates and Sustainability Department
- Sustainability Officer

Sustainability training is made available to Kerry ETB staff through various channels such as:

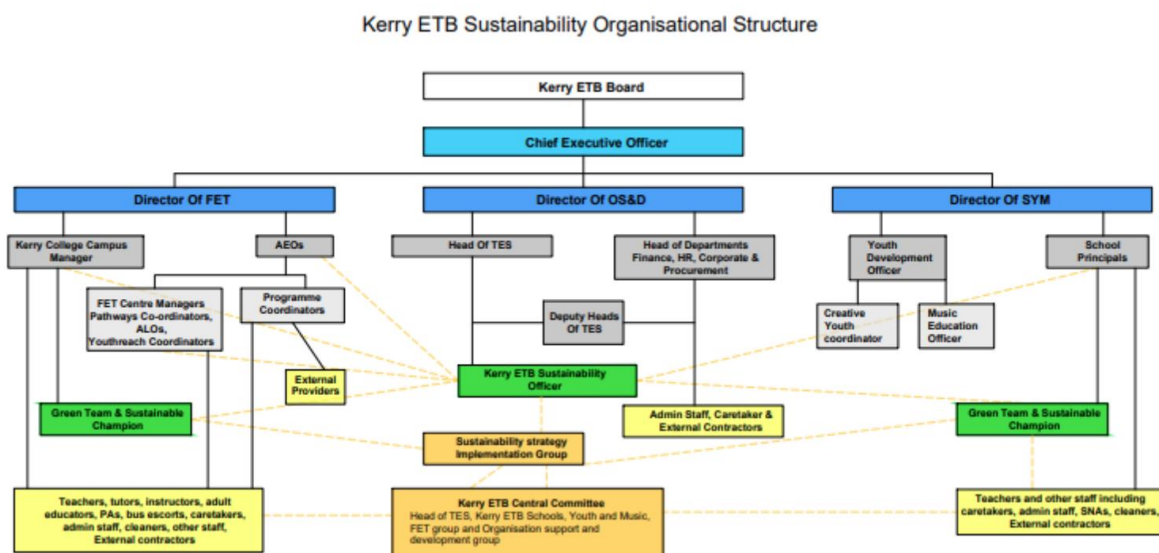
- QQI Level 4 course "Environmental Sustainability Awareness". The aim of this course is to equip learners with an awareness of the impacts of human activities on the environment and with the knowledge, skills and competence to identify the key sustainable practices that they can take in their personal life and in their community.
- QQI Level 5 course "Environmental Sustainability in the Workplace". The aim of this course is to develop the learner's awareness of the impacts of environmental change and the key sustainable practices that can be implemented.
This course was offered to all Kerry ETB Administration staff in May 2025.
- The SEAI Energy in Education Programme is made available free to Kerry ETB staff.
- SEAI offers free online courses through the SEAI Energy Academy, which will be made available to all Kerry ETB staff. Staff will be made aware of this training and other SEAI programmes which focus on staff engagement and awareness.

In 2024 some of the training that was undertaken included:

- The Sustainability Officer completed the "Environmental Sustainability in the Workplace" QQI Level 5 course.
- The Sustainability Officer completed "Community Energy Development" QQI Level 6 course via Technological University of Shannon.
- Training in Green Public Procurement provided by Bid and Tender Services was undertaken by Sustainability Officer, Procurement Officer and members of the Corporate and Procurement Department and Technology, Estates and Sustainability Department.
- A workshop will be undertaken with Green Teams in Quarter 4 of 2025. The key focus of this workshop will be the "Reduce Your Use Campaign 2025/2026"

We will continue to offer training to staff on Sustainability and Climate Action (both technical and behavioral training).

The table below outlines the Kerry ETB Sustainability Organisational Structure.



Our Ways of Working

Green Public Procurement

Since 2023 all Kerry ETB Procurement has been undertaken by the Head Office Corporate and Procurement Department.

On 2nd October 2024 all Kerry ETB staff involved in Procurement attended a three-hour training session provided by a Procurement Consultancy Company. Additional training was provided on 16th January 2025.

The Kerry ETB Corporate Procurement Plan 2025-2026 has incorporated updated Green Public Procurement (GPP) guidelines. The EPA's "Green Public Procurement Guidance for the Public Sector" has been made available to the CPPU.

For the eleven areas that national GPP criteria apply Kerry ETB utilises OGP Frameworks which would have incorporated GPP criteria in the initial tender.

Food Waste

Kerry ETB operates from multiple premises located across the County. In 2021 a Tender for Waste Management Services was ran by Kerry ETB to secure a single supplier for all locations. The data on food waste is provided by this single supplier.

Based on this data in 2024 Kerry ETB generated 4365.90 Kg of food waste.

Single Use Items

All Kerry ETB canteens have facilities for washing and storing cutlery. Kerry ETB Schools have provided re-useable water bottles to staff and students to eliminate single use cups and plastic bottles. This initiative has also been rolled out to Kerry ETB Campuses.

All Kerry ETB Procurement is completed by the Corporate and Procurement Department. All orders for equipment are processed through this Department and the staff are aware that single use items should not be purchased.

Paper and paper-based processes

Historically Kerry ETB operated with legacy systems (which were heavily reliant on paper) for its Financial, HR and Administrative activities. Kerry ETB had no latitude to change these systems.

Over the past three years, with the progress of Education Shared Business Services, Kerry ETB has benefitted from the implementation of new Financial, HR, and administrative systems. One of the benefits of these new systems is the move away from paper-based processes:

Online Part-Time Claims: In 2021 Kerry ETB transitioned from paper-based part-time claims to the Part Time Teacher (PTT) online payment system. This system facilitated the submission, review and approval of part time teaching claims using an online system. As a result of this system, paper part-time claims were no longer required. This resulted in a significant reduction in paper usage across the organisation.

Prior to this, electronic pay slips were introduced thereby eliminating paper pay slips and again this was a significant reduction in paper use.

Online Travel and Subsistence Payment System: In October 2024 Kerry Education and Training Board transitioned from a paper-based Travel and Subsistence Claims system to an online system. This means that all travel claims are now processed paperless.

Online Compliance and Governance software: In 2023 Kerry ETB introduced an online Compliance and Governance software system. This system fully replaced what was a system reliant on detailed annual paper returns from all Kerry ETB Schools/Campuses/Centres and Programmes.

Purchase Cards: Purchase Cards are in place across the organisation which reduce the paperwork necessary for low-value purchases.

Kerry ETB Board Documentation: In advance of meetings of the Kerry ETB Board physical documents, containing all necessary documents, were issued to each member of the Board (and other attendees such as Kerry ETB employees who would present at the meeting). This process was changed, and all Board Members now have access to a Kerry ETB owned device. The information is uploaded securely to the tablet in advance of the meeting.

Kerry ETB has also adopted several digital solutions to reduce paper usage across the organisation:

Adobe Sign: is a cloud-based e-signature service that allows staff to digitally sign documents. The system allows staff to send a document to single or multiple recipients via email for signing. Once the document is signed by all parties each signatory receives a PDF copy via email for their records.

This system negates the need to print and sign paper documents. It also negates the need to have signatories present in a specific location when signing documents and so is ideal in assisting with Remote Working.

All Kerry ETB employment contracts are signed via Adobe Sign.

Since the introduction of the system in 2021 there are c. 10,000 documents signed via Adobe Sign per annum.

Microsoft Teams: Microsoft Teams allows for sharing documents during the meeting thereby removing the need to circulate hard copies in advance.

Kerry ETB will continue to review its processes on an on-going basis to identify further opportunities to reduce paper usage (and identify any further Sustainable initiatives). However, the systems and process changes noted above have significantly reduced paper usage across Kerry ETB.

We contacted the OGP Supplier of paper and requested data on the volume of paper purchased by Kerry ETB in 2023 and 2024. The volume consumed:

2023:	23,819.11 kgs	10,493 reams
2024:	23,546.71 kgs	10,373 reams

As can be seen 2024 saw a reduction of 272.4 kgs on 2023 a drop of c. 1.2%.

Water

Kerry ETB monitors, via the Irish Waters online Management System, the level of water usage in our buildings. We have quarterly data on water consumption from Irish Water sites from March 2023 to date. Any unusual trends (spikes in usage that may indicate leaks) are identified and addressed.

In 2025 all Facility Managers were asked to confirm that they had suitable refill water refill points in their buildings and all Facility Managers confirmed this was the case.

Waste Management

In 2025 Kerry ETB undertook a full review of the waste position for 2023 and 2024 to determine baselines in our various buildings. Facility Managers have been informed of the usage figures in their buildings with year-on-year comparisons. Kerry ETB is currently developing a system for the management and minimising of waste.

Kerry ETB currently has 31 locations different locations that avail of refuse collections (note that one location may involve waste collection from multiple Kerry ETB buildings).

Of the 31 locations 18 do not currently have a compost bin. In line with Statutory Instrument 104 of 2023 (which obliges all commercial premises to implement segregated waste including dedicated bins for waste, recycling and compost) we have engaged with the Facility Managers in these locations and will arrange compost bins for those that require them. It is important to note that some sites compost themselves and use the compost in polytunnels, on the grounds etc.

We have utilised the resources available (posters, sticks, guidance documents) from mywaste.ie and are issuing resource packs to all our locations to assist in waste reduction.

Our Buildings

Kerry ETB's completed Building Stock Plan was submitted to SEAI on 31st January 2024.

Kerry ETB operates from multiple leased and owned buildings across the County. The largest draw on energy and contributor to carbon emissions is the heating, ventilation and air conditioning (HVAC) systems in our buildings.

Further Education and Training (FET)

Given the broad geographical spread of Kerry ETB's remit, a relatively high number of our FET buildings are leased. Of the thirty-seven FET buildings used in 2024, only ten were owned with twenty-seven leased.

In 2024 FET buildings accounted for 1,441,046 kwh of electricity, circa 64.95% of all electricity consumed (remainder consumed by Schools and Head Office).

Of the total 1,441,046 kwh consumed 989,826 kwh were consumed in owned buildings (c.68.69%) and a further 451,220 consumed in leased buildings (31.31%).

Of the FET buildings in use by Kerry ETB:

- Three are operating kerosene heating systems (total kerosene purchased in 2024 – 14,681 litres).
- Two are operating Gas Oil heating systems (total Gas Oil purchased in 2024 – 12,002 litres).
- Eight are operating LPG heating systems (total LPG purchased in 2024 – 114,274 litres).

Of the thirteen buildings listed above, with thermal heating system, ten are FET owned (rather than leased) buildings.

A new heat pump was installed in a Further Education and Training Centre in 2024 replacing a Kerosene system, resulting in a more efficient bi-valent system (it is combined with a gas boiler).

In 2024 Solar PV panels and batteries were installed in Kerry College Killorglin Campus and Monavalley Campus and in two Further Education and Training Centres.

Kerry College Monavalley Campus

Based on electricity consumption for 2024 on an absolute (rather than per square metre basis) basis the top consumer of electricity in FET is the (FET owned) Monavalley Campus (former Training Centre) which consumed 445,784 kwh of electricity (accounting for c. 20% of total Kerry ETB consumption and 31% of all FET consumption).

In 2025 significant improvements have been made to the building including the installation of Solar Panels and batteries in the Campus (factored into the below GTT).

Monavalley Campus is currently one of nine projects nationally under consideration for the SOLAS Climate Action Pathfinder Program. If successful, this will entail a full deep retrofit of the Campus which will significantly improve energy efficiency.

Further Education and Training (FET) College of the Future

Kerry ETB is currently engaged with SOLAS/DFHERIS as part of the FET College of the Future (COTF). Kerry ETB has identified a site in Killarney and on which to construct a FET COTF Campus. The Campus, when developed, will include a National Centre of Excellence for Hospitality training and a Regional Centre of Excellence for Lifelong Learning.

The impact of this proposed build has been factored into the latest Gap to Target model discussed below.

Closing the Gap in Further Education and Training

In 2022 Energy Audits were undertaken in fifteen Kerry ETB locations. The completion of these Audits met the requirements as outlined under Statutory Instrument 426 which addresses the requirements for Energy Audits for Public Sector bodies.

Audit reports were completed for each location with a number of recommendations to reduce Green House Gases and improve Energy Efficiency. The recommendations included actions such as:

- Increasing insulation levels (walls and attic spaces) in buildings.
- Installing Solar PV and batteries to reduce reliance on Grid energy.
- The replacement of fluorescent and halogen lighting with LED.
- The replacement/upgrading of boilers to more efficient models.

Based on the Audit Reports it is projected that these actions will reduce energy consumption in FET owned buildings by c. – 412,270 kwh per annum.

In 2024 Kerry ETB received €507,500 Devolved Green Capital (relating to financial year 2025) and a further €507,500 was received in 2025 (relating to Financial year 2026).

The first tranche of the Devolved Green Capital funding has been used for a number of actions highlighted in the Audit Reports that will assist Kerry ETB in meeting its 2030 targets.

We are currently identifying projects to be funded by the second tranche of Devolved Green Funding.

Kerry ETB is currently in ongoing discussion with both the DFHERIS and the DEY around potential options to acquire a fit for purpose, energy efficient facility in Tralee. A facility, which is 10,291 square metres has been identified.

If the proposal proceeds it will allow Kerry ETB to vacate c. thirteen leased properties and consolidate FET provision within a single facility. This would allow Kerry ETB to move from older, inefficient premises thereby improving energy efficiency.

Consolidation of facilities would also allow for greater planning regarding transport (particularly public transport) which would also reduce transport related emissions

These discussions are at an advanced stage, and the progression of this proposal is key to Kerry ETB meeting its 2030 targets. Please refer Gap To Target commentary.

Community National Schools

The energy usage in the Community National Schools is relatively low. In 2024 the energy consumption in the four Primary Schools was 20,319 kwh which is less than 1% of overall consumption.

Of the four Community National Schools:

- Three use kerosene (with 5,465 litres purchased in 2024)
- One use Gas Oil (with 1,118 litres purchased in 2024)

All Kerry ETB Community National Schools also received 6 Kilowatt Solar PV panels under the Schools Solar Photovoltaic Programme.

Post Primary Schools

While all Kerry ETB Post-Primary Schools are owned, the majority (except for the newly constructed Gaelcholáiste Chiarraí opened in 2023) are relatively old buildings in need of upgrade. The Technology, Estates and Sustainability Department are in on-going discussions with the principals around planning to transition from fossil fuels and the upgrades required to the schools' building fabric.

In 2024 Schools (Primary and Post Primary) consumed 579,185 kwh of electricity or c. 26.11% of overall consumption.

In 2024 a deep retrofit was completed in Castleisland Community College as part of the Schools Energy Retrofit Pathfinder Program. The school was retrofitted and upgraded to a Building Energy Rating (BER) of A2 and provided with a Heat Pump to reduce CO2 emissions.

Like FET buildings our school buildings are heavily reliant on fossil fuels for Heating.

In relation to the Post-Primary Schools:

- One uses Kerosene (with 10,003 litres purchased in 2024)
- Three use Gas Oil (with 20,839 litres purchased in 2024)
- Four use LPG (with 102,797 litres purchased in 2024)

Six of Kerry ETB's eight Post-Primary Schools have received 6 Kilowatt Solar PV panels under the Schools Solar Photovoltaic Programme. Two Schools that did not receive panels under this programme:

1. Gaelcholáiste Chiarraí Nua: this newly constructed School (constructed on a green-field site and operational since April 2023) was constructed with Solar PV panels and did not require additional panels.
2. Castleisland Community College: received Solar PV panels as part of the deep retrofit referred to above.

Closing the Gap in Schools

Kerry ETB is actively engaging with the DEY around upgrades to School premises. All Kerry ETB Community National Schools and Post Primary schools have submitted applications under the Climate Action Summer Works scheme which will further assist in reducing energy consumption/CO2 emissions. The first of these projects will commence in Q1/Q2 of 2026.

Our Vehicles

As a public body Kerry ETB has a responsibility to implement the European Clean Vehicles Directive (Directive 2019/1161/EU) transposed by the European Communities (Clean and Energy Efficient Road Transport Vehicles) (Amendment) Regulations 2021 (S.I. No. 381/2021).

The Directive promotes clean transport solutions in public procurement tenders to boost demand and further deployment of zero-emission vehicles. The Directive sets targets for the public procurement of clean vehicles (cars, vans, trucks and buses).

From 2024 onwards Kerry ETB must report, through the annual SEAI Monitoring and Reporting Return, on the organization's compliance with the Clean Vehicle Directive. This return was submitted to SEAI in advance of the deadline of 16th May 2025.

Kerry ETB currently has sixteen vehicles in its ownership operating in two locations – Kerry College Monavalley Campus and Kerry College Killorglin Campus.

We are currently exploring the option of purchasing a fully electric bus for our Tralee based provision.

Monavalley Campus: own thirteen vehicles. Seven of these vehicles are used for Apprenticeship training purposes for the Motor Mechanic Apprenticeship. The vehicles are not driven (they are assembled and disassembled by Apprentices in a workshop) and so the level of emissions from these vehicles is immaterial.

There are two forklifts in operation in Monavalley Campus, both of which are electric. The campus also operates an Electric Van.

There are two diesel vehicles both of which will be replaced with Electric Vehicles when upgraded.

A 2023 diesel Jeep is also used for activities relating to Kerry ETB's Wind Turbine Apprenticeship. At the time the jeep was purchased, it was not feasible to purchase an electric vehicle. The jeep is used to travel to windfarms in extremely remote areas that are not well serviced by roads. The terrain involved meant a certain specification of vehicle was required. Additionally, the reliability of EV charging points could not be assured in the type of locations the jeep was travelling to.

2. Killorglin Campus: operates three vehicles: two diesel vehicles, a mini-bus and a jeep, and a new fully Electric Minibus purchased in 2024.

Electric Vehicle (EV) charging points

There are currently EV charging points installed in the following locations:

- Tech Amergin FET Centre
- Kenmare FET Centre
- An Tóchar FET Centre
- Monavalley Campus
- Clash Campus
- Denny Street Campus
- Killorglin Campus
- Castleisland Community College
- Killarney Community College
- Gaelcholáiste Chiarraí

These EV charge points are to charge Kerry ETB electric vehicles and are not accessed by the public.

Fuel Cards

As noted above only five of the sixteen vehicles owned by Kerry ETB are not electric and use diesel. Kerry ETB has availed of Fuel Cards (under the OGP Framework). Using an online Fuel Card Management tool we can monitor, on a live basis, the volume of diesel being consumed by vehicles in the organisation.

In 2024 the diesel consumption of the vehicles accounted for emissions of 13,775 kgCO₂ (15,039 kg CO₂ in 2023). We will continue to procure, where operationally feasible, vehicles that meet the Climate Action Plan Public Sector Mandate requirement for the purchase of only zero-emission vehicles as well as the minimum targets set out by the Clean Vehicles Directive.

Given the age profile of the vehicles, it is projected that all will have been replaced by Electric Vehicles by 2030.

Promoting cycling and shared mobility

As noted above Kerry ETB operates from c. 49 locations and while Kerry ETB has a presence throughout the County its main activities take place in the larger Kerry towns (Tralee, Castleisland, Dingle, Killorglin, Killarney, Listowel, Caherciveen, and Kenmare).

A lot of these towns are not well serviced by Public Transport in particular the peninsula towns of Dingle and Caherciveen. This makes it difficult for staff and learners to avail themselves of public transport.

Regarding shared mobility because of the rural nature of a lot of Kerry ETB locations it is not possible to avail itself of options such as bike-sharing or scooter-sharing. The local link in Kerry, through a Transport for Ireland (TFI) initiative serve a number of Kerry College sites.

Given the broad geographical spread of locations and limitations of public transport it has not been possible to phase out parking in locations.

Kerry ETB signed the Smarter Travel Charter and is working towards achieving the Smarter Travel mark. Kerry ETB staff and Learners have been surveyed to identify how they commuted to work and identify any opportunities to encourage active commuting. The questions focused on the journey to and from work/campus, distance travelled, current mode(s) and alternative modes staff and learners would consider for the journey.

Kerry ETB has commenced the process to achieve the Smart Travel Bronze award.

Sustainability Progress to Date

Sustainability Strategy 2020-2022

Kerry ETB's inaugural "Sustainability Strategy 2020-2022" was launched in February 2021 and there was significant learning during the implementation of this initial strategy. Strategy Implementation Meetings took place on a quarterly basis during the two years to track the Strategy's progress and identify any issues.

Key actions undertaken as part of the Sustainability Strategy 2020 – 2022 include:

- *Appointment of a Sustainability Representatives and the establishment of Green Teams*
Each Kerry ETB location nominated at least one Sustainability Representative to organise climate action at a local level and to report on progress made.
- *Appointment of a Sustainability Officer*
Kerry ETB identified the requirement to appoint a Sustainability Officer to ensure the actions as set out in the Kerry ETB Sustainability Strategy 2020-2022 were addressed and the communication and reporting requirements were met.
- *Procurement of Consultancy Company to carry out Energy Audits*
In Quarter 3 of 2022, Kerry ETB procured a Sustainability Consultancy company to carry out Energy Audits across 15 Kerry ETB locations (incorporating 21 individual buildings).

The completion of these Audits met the requirements as outlined under Statutory Instrument 426 which addresses the requirements for Energy Audits for Public Sector bodies. The recommendations from these audits have assisted Kerry ETB in implementing actions that will assist in reaching our 2030 Climate Action targets.

Sustainability Strategy 2024-2026

Building on the progress of the inaugural strategy the Kerry ETB “**Sustainability Strategy 2024-2026**” was adopted by the Kerry ETB Board on 28th May 2024.

Both strategies embody Kerry ETB’s commitment to enhancing existing, and adopting new, sustainable practices.

Kerry ETB’s “**Strategy Statement 2023-2027**” outlines ambitious strategic objectives to establish Kerry ETB as a leader in Education and Training provision. The theme of sustainable practices underpins every goal and objective within the **Strategy Statement 2023-2027**.

With the inclusion of sustainability as a theme in the overall **Strategy Statement 2023 – 2027**, Kerry ETB’s **Sustainability Strategy 2024-2026** identified five key sustainability goals to meet our future vision:

- Goal 1: Staff Engagement
- Goal 2: Student, Learner and Apprentice Engagement
- Goal 3: External Stakeholder Engagement
- Goal 4: Energy Sustainability
- Goal 5: Estates Management

These sustainable goals aim to minimise negative impacts on the environment, promote social responsibility, and contribute to economic viability.

In completing the Sustainability Strategy, we identified nine key objectives to help achieve the five sustainability goals. The nine objectives are as follows:

- Objective 1: Upgrade Building Stock
- Objective 2: Sustainable Construction
- Objective 3: Energy Management
- Objective 4: Sustainable Transport
- Objective 5: Waste Management
- Objective 6: Green Procurement
- Objective 7: Remote Work and Digitisation
- Objective 8: Green Spaces
- Objective 9: Public Sector Engagement

In implementing this Climate Action Plan Kerry ETB will work in partnership with Government Departments, Partner Organisations, Communities, other Public Sector Bodies, and all other stakeholders, to deliver on the national Climate Action goals in our County.

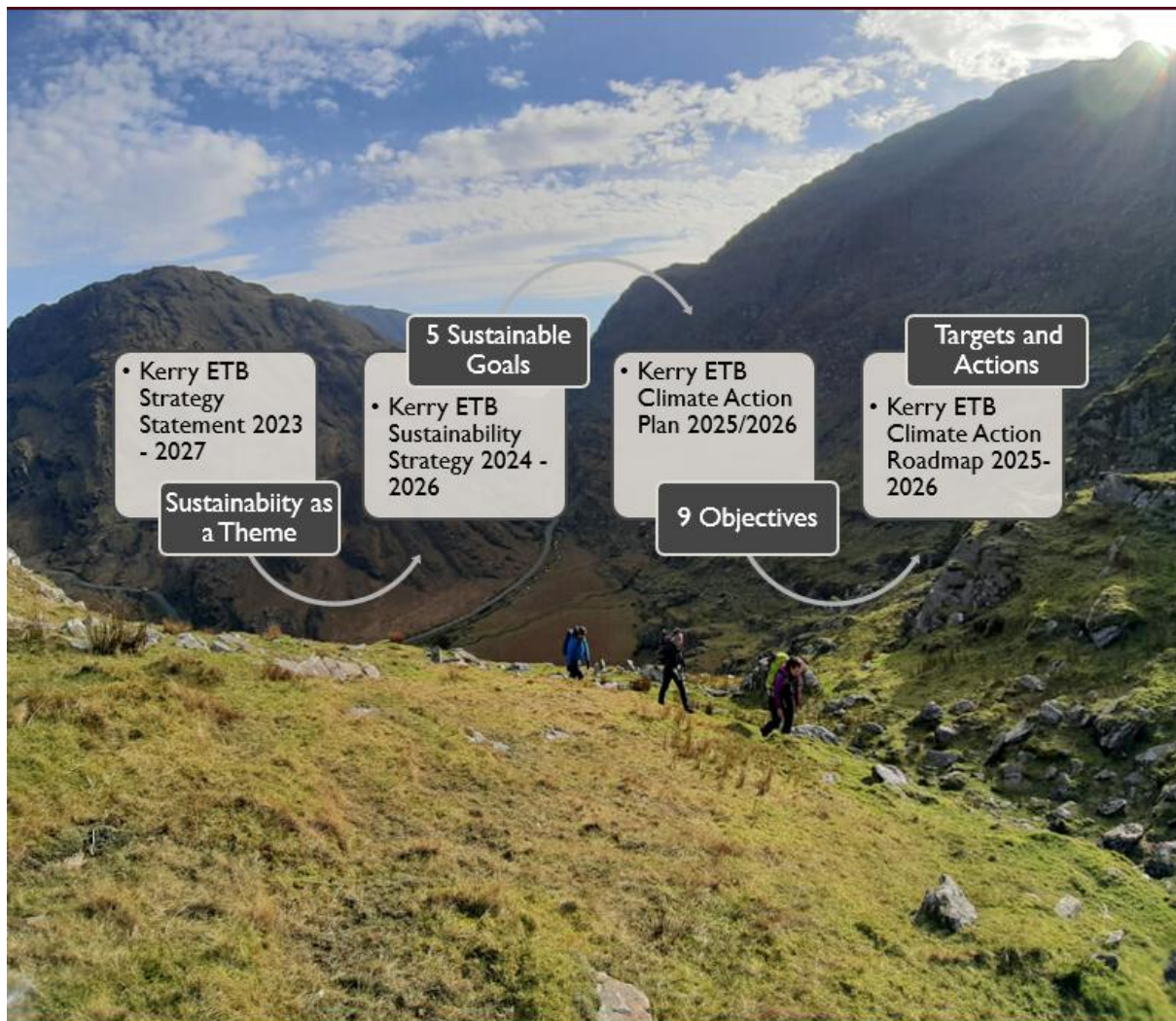
In tackling climate change, we will need to transform how we use energy and radically rethink how we live, travel, do business, deliver our services, and deal with our waste. In doing so, a host of benefits can be achieved for current and future generations including more efficient Schools/Campuses/Centres, vibrant and resilient Communities, biodiversity-rich landscapes, improved health and wellbeing for staff and learners, new skills and jobs, and a thriving green local economy.

Kerry ETB's first Climate Action Plan was adopted by the Kerry ETB Board in February 2025. This Climate Action Plan, which will be submitted to the Kerry ETB Board for adoption and subsequently submitted to our funding Departments and SEAI, replaces that document.

Finally, the Kerry ETB ***Climate Action Roadmap*** sets out how Kerry ETB will achieve the nine objectives identified above. The Climate Action Roadmap expands on the nine objectives providing greater detail on the importance of the various objectives in meeting our sustainability goals.

The ***Climate Action Roadmap*** documents clear actions, key performance indicators (KPIs) and timeframes. The ***Climate Action Roadmap*** will enable Kerry ETB to monitor and report on the progress made under each of the nine objectives over the life of the Sustainability Strategy.

Each of the nine objectives contributes to the five goals, and Kerry ETB's overall progress towards becoming a more sustainable organisation.

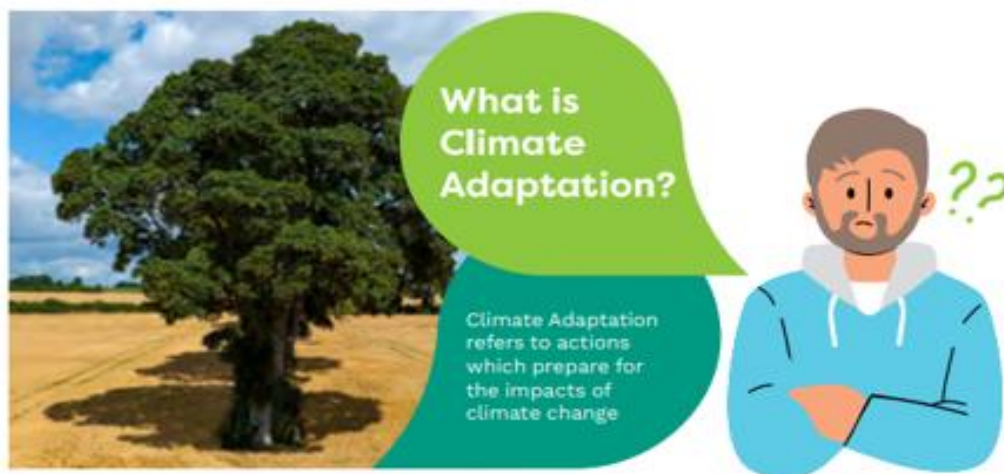


Mitigation and Adaptation

The Government's Climate Action Plans outline the importance for Public Bodies in implementing Mitigation and Adaptation measures in addressing Climate Change.

- Mitigation: seeks to prevent Climate Change.
- Adaptation: seeks to respond to the impacts of Climate Change.

When setting out the ***Climate Action Roadmap*** we have endeavored to classify the actions as (i) Mitigation (ii) Adaptation or (iii) a combination of both.



Funding and Resource Constraints

Notwithstanding Kerry ETB's commitment to the delivery of this Climate Action Plan, we acknowledge that implementation will be a complex process influenced by numerous elements including:

- Human and financial resources
- Governance
- Relevant expertise
- Involvement of stakeholders
- Organisational priorities
- Evolving local and national policy.

Kerry ETB will continue to engage with all relevant stakeholders, in particular the Department of Education and Youth (DEY) and the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) to identify and secure the funding necessary to achieve the actions set out below.

We will continue our engagement with the Sustainable Energy Authority Ireland (SEAI) to ensure we have clearly established Key Performance Indicators throughout the life of the Sustainability Strategy/Climate Action Plan to ensure we meet our 2030 targets.

Climate Action Mandate

The Irish Government has set out a Climate Action Mandate (the Mandate) for Public Sector Bodies in Ireland. This Mandate is designed to ensure that Public Sector Bodies are acting to reduce carbon emissions and are contributing to the Government's overall goal of achieving carbon neutrality by 2050.

The Mandate requires Public Sector Bodies to implement a Climate Action Plan, including measures to reduce carbon emissions, increase energy efficiency and promote the use of renewable energy.

The Climate Action Plan must also include measures to reduce the environmental impact of the Public Sector Body's operations, such as reducing waste, reducing water consumption and promoting sustainable transport.

The Mandate requires Public Sector Bodies to report on progress in meeting Climate Action goals and to set targets for further reductions in carbon emissions.

Finally, the Mandate requires Public Sector Bodies to engage with stakeholders, including the public, to ensure that the Climate Action Plan is effective and that meaningful action is being taken to reduce carbon emissions.

The Mandate sets the following targets to be achieved by 2030 (setting the Public Sector on a path to reach carbon neutrality by 2050):

- Reduce Green House Gas emissions by 51% by 2030 (from a baseline of 2016-2018 emissions)

- Increase energy efficiency in the Public Sector by 50% by 2030 (from a 2009 baseline)
- Put in place a Climate Action Plan
- Establish and resource Green Teams, reporting to Senior Management, to become integrated drivers of sustainability in every Public Sector Body
- Nominate a member of the Management Board as the Climate and Sustainability Champion with responsibility for implementing and reporting on the mandate
- Incorporate appropriate climate action and sustainability training (technical and behavioral) into learning and development strategies for staff
- Organise staff workshops (at least annually) to engage on climate issues, including a focus on decreasing the organisation's carbon footprint
- Report Green House Gas emissions and sustainability activities in the Annual Report
- Review any paper-based processes, and evaluate the possibilities for digitisation so it becomes the default approach
- Achieve formal environmental accreditation for large Public Sector Bodies, such as ISO 50001 (Energy Management Standard) or ISO 14001 (Environmental Management System). A large public sector body" is defined, for the purposes of the Climate Action Mandate, as an "organisation that consumes over 50 GWh of energy per annum". Kerry ETB does not meet this criterion.

Monitoring and Reporting

The SEAI's Gap-To-Target model (GTT) is a spreadsheet model used to evaluate energy efficiency (EE) performance and energy-related Green House Gases emissions over time.

The GTT enables us to model the impact that specific Energy Management and Sustainability projects will have on our 2030 targets. This tool is used to assess the impact of a range of projects throughout the Organisation, identifying those projects that provide the greatest energy savings and make the most progress towards our 2030 targets.

The GTT is our primary tool in selecting the projects that will achieve our 2030 targets.

Additionally, Kerry ETB, like other Public Bodies, is obliged to report to SEAI annually on its energy usage. The reporting is completed by the Sustainability Officer via the SEAI Monitoring and Reporting system and submitted by the Climate Action and Sustainability Champion following review.

The Monitoring and Reporting system is an online system which reports on an organisation's energy usage and the emissions relating to this usage. The system tracks an organisation's progress towards energy and climate targets as set out under the Government's Climate Action Plan.

In addition to the Energy data Kerry ETB also completes the Compliance with the Government's Climate Action Mandate Questionnaire. This questionnaire covers a broad range of Climate Action and Sustainability areas including energy use, staff training, reporting requirements, paper usage, waste management, water usage, Green Public Procurement, buildings and sustainable transport.

The Questionnaire uses a "Comply or Explain" approach – in areas where Kerry ETB has not complied then an explanation must be provided.

Details of the 2024 Monitoring and Reporting return are contained below in the sections "2030 Energy Efficiency Target" and "2030 Green House Gas Emissions Target".

In its Annual Report Kerry ETB also report on the following:

- Green House Gas emissions
- Progress on implementation of the Government's Climate Action Mandate
- Sustainable activities undertaken by Kerry ETB.

Kerry ETB 2030 Targets for Energy Efficiency and Green House Gases

1. Demonstrate a 50% improvement in Energy Efficiency by 2030 (from the 2009 baseline).

Energy efficiency means providing the same service using less energy. To improve energy efficiency, buy-in from all staff/students/learners is required.

Simple actions (switching off lights, closing windows and doors to retain heat, cleaning light fittings to maximize light) can lead to material changes in energy efficiency.

In order to improve energy management we must understand the type and amount of energy that is being used daily within the organisation.

This can be achieved through the installation of Smart Metering and an Energy Monitoring System which gives a dashboard overview of the energy used. This type of real-time information provides insight into energy usage patterns in individual buildings to identify savings that can be made.

In Quarter 4 of 2025 we will implement an Energy Management System in 10 FET owned buildings. It is planned that the Energy Management System will be implemented in other ETB buildings following the initial roll out.

A second important element is ensuring that the minimum amount of energy is wasted. This means fully insulating and draught-proofing the fabric of Kerry ETB buildings, i.e. windows, doors, walls and attics.

It is essential that the energy generated for use in the building is actually used in the building and not lost.

Once building fabric is addressed (the Green Devolved Capital will assist with this), it may be necessary to improve the energy source. Where possible Kerry ETB will move away from the use of boilers and replace existing boilers with heat-pumps, biomass or wood-chip options.

Where possible Solar Photovoltaic (PV) panels will be installed on suitable building sites to increase the amount of renewable electricity being used. The electricity drawn from the national grid will increasingly be sourced from renewable sources so this will also contribute towards reducing our emissions.

2. Demonstrate a 51% reduction in Green House Gas Emissions.

Green House Gas emissions are taken to be energy-related carbon dioxide equivalent emissions (i.e. even though there may be other harmful greenhouse gases emitted by an organisation all emissions are expressed in terms of CO₂).

The target comes in two parts; both those emissions associated with thermal energy (for heating and transport) and overall energy related emissions (including electricity) must be reduced by 51%. The baseline is the average of 2016-2018 emissions.

A culture of energy awareness and efficiency across the organisation is vital to achieving the 2030 targets. It is just as important to focus on staff/student/learner behaviors as to invest in new technology.

On-going communication, feedback and training all assist with embedding the necessary culture of energy efficiency.

2030 Energy Efficiency Target

To meet its 2030 targets Kerry ETB must demonstrate a 50% improvement in energy efficiency. This is measured against a 2009 baseline i.e. energy efficiency is tracked over the period 2009 onwards.

Energy Efficiency is measured using an Energy Performance Indicator (EnPI). An EnPI, in order to take account of organisation growth, uses an “activity metric” against which to measure consumption.

$$\text{EnPI} = \frac{\text{Primary Energy Consumption}}{\text{Activity Metric}}$$

To use a simple example to demonstrate EnPI: a coffee dock makes 1000 cups of coffee in Week 1 and uses 400 kWh of electricity. In Week 2 the coffee dock makes 800 cups of coffee and uses 380 kWh of electricity.

In this example it may appear that the reduction in energy used (a 5% reduction) is beneficial. However, this does not consider the activity metric (i.e. the number of cups of coffee made).

Using the above formula:

$$\text{Week 1 EnPI} = \frac{400 \text{ kWh}}{1000 \text{ cups coffee}} = 0.4 \text{ kwh per cup of coffee}$$

$$\text{Week 2 EnPI} = \frac{380 \text{ kWh}}{800 \text{ cups coffee}} = 0.475 \text{ kwh per cup of coffee}$$

In the above example, while energy usage has dropped the level of energy efficiency has decreased.

The Kerry ETB activity metric is **Total Useful Floor Area**. As the organisation expands, and more premises are taken on, or extended, energy consumption will likely increase. However, the increased floor area will also be accounted for in calculating EnPI against which Kerry ETBs progress will be measured.

In 2024 Kerry ETB activities occupied a Total Useful Floor Area of 67,235 squares metres (up from 66,961 square metres in 2023).

In 2009 the EnPI was 150.2 (which is the Energy Efficiency baseline).

The EnPI figure for 2023 (based on the Monitoring and Reporting Return) is 103.6. This represents a 31% improvement in energy efficiency (103.6/150.2).

The EnPI figure for 2024 is 96. This represents a 36% increase in energy efficiency.

Based on 2024 data, and the improvements made since the baseline, the SEAI M&R system is projecting a 45.7% improvement in energy efficiency.

This indicates a shortfall on target of 4.3%. However, this shortfall is assuming a “Business as Usual) scenario i.e. it assumes that no projects that improve energy efficiency will be undertaken between now and 2030.

When planned projects are incorporated into the figures then the projected improvements in Energy Efficiency by 2030 is 50.9%.

2030 Green House Gas Emissions Target

To meet its targets Kerry ETB must achieve an **absolute** reduction of 51% in Green House Gas emissions by 2030 using the average of the years 2016-2018 as the baseline.

For Kerry ETB, Green House Gas emissions are measured in Kilograms of Carbon Dioxide emitted (kgCO₂).

The target is broken down into two categories of CO₂ emissions:

1. Non-electricity emissions

These are emissions created by fuels used in thermal (heating and cooling) and transport activities.

Non-electricity emissions come from fossil fuels used to heat and cool Kerry ETB premises (LPG, Kerosene, and Gas Oil) and to fuel non-electric vehicles (Diesel and Petrol).

Below are the combined (i.e. thermal and transport) figures for Kerry ETB:

2016 – 2018 Baseline:	508,997	kgCO ₂ emitted
2022 Actual:	503,662	kgCO ₂ emitted
2023 Actual:	605,386	kgCO ₂ emitted
2024 Actual:	514,465	kgCO ₂ emitted
2030 Target:	249,408	kgCO₂ to be emitted

Based on the actual performance for 2024 and the target set for 2030 there is a current gap of 265,057 kgCO₂
[i.e. 514,465 minus 249,408].

Of the 514,465 kgCO₂ emitted in 2024 most emissions related to thermal rather than transport activities:

Thermal	500,690	kgCO ₂
Transport	13,775	kgCO ₂

Therefore, the capacity to reduce CO₂ emissions by 265,057 kgCO₂ in the next c. 5 years will be largely dependent on reduction in thermal emissions.

There was a reduction of 90,921 kgCO₂ from 2023 to 2024. This reduction was partly due to the installation of heat pumps in several buildings in 2024 and the upgrading of heating systems in others – please refer “Our Buildings” section.

2. Total emissions

This figure incorporates the thermal and transport emissions plus emissions arising from electricity usage.

Below are the total (i.e. thermal, transport and electricity) figures for Kerry ETB:

2016 – 2018 Baseline:	1,307,796	kgCO ₂
2022 Actual:	1,217,288	kgCO ₂
2023 Actual:	1,216,617	kgCO ₂
2024 Actual:	1,097,839	kgCO ₂
2030 Target:	421,260	kgCO₂

The 2030 target figure of 421,260 kgCO₂ is made up of:

Thermal and Transport:	249,408	kgCO ₂
Electricity	171,852	kgCO ₂

The 2024 actual figure of 1,097,839 kgCO₂ is made up of:

Thermal and Transport:	514,465	kgCO ₂
Electricity	583,374	kgCO ₂

When converting kWh of electricity consumed to CO₂ emissions a conversion factor is used. The conversion factor (which is set by the SEAI) has reduced for 2024 (from 0.2764 to 0.2646) to recognise the progress made by electricity providers in switching to renewables/green energy.

Without any actions by Kerry ETB, the supply side of the grid and power stations is set to deliver improvements in Energy Efficiency.

If Kerry ETB used the same level of electricity in 2030 as it did in 2024 the CO₂ emissions would reduce from 583,374 kgCO₂ to 206,178 kgCO₂ due to improvements in decarbonisation of the electricity supply network.

However, this figure (which assumes no increased electricity consumption) of 206,178 kgCO₂ would still fall short of the 171,852 kgCO₂ target for electricity emissions.

Closing the Gap to Target

Based on the 2024 position Kerry ETB will have to undertake several actions to close the gap required by 2030.

As noted above, without any actions by Kerry ETB, the supply side of the grid and power stations is set to deliver improvements in Energy Efficiency.

Therefore, we will need to focus on reductions in thermal and transport emissions.

Projects aimed at displacing current thermal energy, i.e. heat-pumps to displace fossil fuel boilers, are where we can achieve the reductions.

The GTT has been based on the following assumptions:

Register of Opportunities

As noted previously Kerry ETB undertook Energy Audits on 15 properties. An audit report was produced for each location with specific recommendations including estimated costs, payback period and CO2 and kWh savings.

Using the Audit Reports we have compiled a Register of Opportunities across both Schools and FET.

Schools Register: The Schools Register of opportunities details specific projects (Low/No Cost, Medium Cost and High Cost) with projected savings of c. 418,049 kwh per annum. Of these actions 123,201 kwh were deemed low cost/no cost actions and have been implemented.

Therefore, there are projects identified that would result in savings of 294,498 kwh per annum if implemented.

FET Register: The FET Register of Opportunities details specific projects (Low/No Cost, Medium Cost and High Cost) with projected savings of c.794,154 kwh per annum.

The first tranche of the Devolved Green Capital has been allocated to some of the projects identified in the FET Register of Opportunities.

These projects, which are noted as complete in the GTT, are projected to save c. 517,319 kwh per annum.

The low cost/no cost actions were implemented (with the low cost actions funded from operational budgets) and these are projected to achieve annual savings of c. 63,203 kwh per annum.

Taking account of the low cost/no cost actions and those implemented via the Green Devolved Capital there are projected savings of c. 580,522 kwh.

The remaining actions, accounting for c. 213,632 kwh of savings will be implemented using the second tranche of the Devolved Green Capital.

Killarney College of the Future: as noted above Kerry ETB are progressing the Killarney FET College of the Future.

The building will add an additional c. 567,000 kwh of electricity consumption per annum, and this has been factored into the GTT.

Lease Consolidation

The proposed consolidation of leased properties proceeds in 2027. Thirteen leased locations will be vacated and provision relocated to a single Kerry ETB owned premises.

This will mean that the electricity consumption and thermal use in these buildings will be savings, and this is reflected in the GTT.

Based on 2024 data this will result in savings in electricity consumption of c. 425,889 kwh per annum.

The thermal savings would equate to 147,381 kwh per annum.

It is projected that the new premises will be an A3 rated building with a usable area of 10,921 square metres. Based on this we have included additional consumption of c. 513,287 kWh per annum in the GTT.

Reduce Your Use: Kerry ETB has signed up to the Reduce Your Use Campaign 2025/2026 which will secure energy savings through behavioural change and low/no cost actions.

This GTT incorporating the above shows progress as follows:

Thermal Emissions

Kerry ETB Thermal and Transport 2030 target:	249,409	kgCO2
Kerry ETB Thermal and Transport Modelled 2030:	346,156	kgCO2
Shortfall on Target: – target 249,409]	(96,747)	[modelled 346,156

Electricity Emissions

Electricity 2030 target:	171,126	kgCO2
Electricity Modelled 2030:	212,591	kgCO2
Shortfall on Target: 212,591 – target 171,126]	(41,465)	[modelled

Total Emissions

Total Emissions 2030 Target:	420,534	kgCO2
Modelled Emissions 2030:	558,747	kgCO2
Shortfall on Target 558,747 – target 420,534]	(138,213)	[modelled