



BORD OIDEACHAIS
AGUS OILIÚNA CHIARRAÍ
KERRY EDUCATION
AND TRAINING BOARD

Kerry Education & Training Board

ANNUAL REPORT

2018



Ireland's European Structural and
Investment Funds Programmes
2014-2020
Co-funded by the Irish Government
and the European Union



EUROPEAN UNION
Investing in your future
European Social Fund



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills



QUALITY AWARD



BORD OIDEACHAIS
AGUS OILIÚNA CHIARRAÍ

KERRY EDUCATION
AND TRAINING BOARD



EUROPEAN UNION

Investing in your future
European Social Fund



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills



Contents

<i>Welcome by An Cathaoirleach</i>	<i>1</i>
<i>Chief Executive Officer</i>	<i>2</i>
SECTION 1	3
<i>Kerry ETB Mission Statement</i>	<i>4</i>
<i>Kerry ETB Core Values</i>	<i>4</i>
SECTION 2	5
<i>Statement of Services – Director of Schools, Youth & Music</i>	<i>6</i>
SECTION 3	15
<i>Statement of Services – Director of Further Education & Training</i>	<i>16</i>
SECTION 4	32
<i>Organisation Support & Development (OS&D)</i>	<i>33</i>
SECTION 5	47
<i>Corporate Governance and Finance</i>	<i>48</i>



Welcome & Introduction



Welcome by An Cathaoirleach

As Chairperson of Kerry ETB I am very happy to present the Kerry ETB 2018 Annual Report. This is the fifth annual report since the formation of Kerry ETB. It is the first Annual Report produced since the launch of the New Code of Practice for the Governance of Education & Training Boards Circular Letter 0002/2019.

Kerry ETB is responsible for preparing the annual report and financial statements and based on the information available the Board considers the financial statements to properly present the income and expenditure of the Board and the state of affairs of the Board.

In March, 2018 Kerry ETB Launch the Kerry ETB Strategy Statement 2018 –2022. The Strategy Statement sets out nine Strategic Goals for the organisation namely:

Goal 1: Nationally and Internationally Recognised and Quality Assured Programmes

Goal 2: Quality Teaching and Learning

Goal 3: Innovative Education and Training Responses

Goal 4: Access and Progression

Goal 5: Develop Productive Partnerships

Goal 6: Stakeholder Engagement

Goal 7: Effectiveness and Accountability in Governance and Leadership

Goal 8: Marketing, Branding and Communication

Goal 9: Enhancing the Working and Learning Environment

I wish to take the opportunity to thank all the members of the Kerry ETB Board, members of the Audit & Risk Committee, Finance Committee and Boards of Management for their commitment in promoting the work of Kerry ETB.

I would like to commend the Chief Executive Officer, the Directors and all the staff of the ETB for their hard work and dedication to achieving the highest standards of delivery across the County.

Cllr. Jim Finucane
An Cathaoirleach



Chief Executive Officer

The Kerry ETB annual report 2018, comprising the financial statements and commentary thereon is a comprehensive report of Kerry ETB's activities throughout 2018. The annual report is intended to give all Kerry ETB stakeholders information regarding our activities and financial performance.

The organisational structure of Kerry ETB includes a senior management tier below Chief Executive level in three directorate areas: Schools, Youth & Music, Further Education and Training (FET) and Organisation Support and Development (OS&D). This management structure provides support to the Chief Executive in the performance of his functions and contributes to the overall objective that Kerry ETB functions are managed effectively and in line with Code of Practice for the Governance of Education and Training Boards (Circular Letter 0002/2019) requirements. The presence of this senior management tier allows for formal delegation of roles and tasks from the CE to the directorate with a view to effective management of the demands

of the organisation along with promotion and implementation of good governance practices.

The publication of the annual report and financial statements is a primary expression of public accountability for Kerry ETB. The objective of financial statements is to provide information about the financial performance, position and cash flows of the ETB that is useful for economic decision-making for a broad range of stakeholders.

I would like to take this opportunity to thank An Cathaoirleach, Members of the Board, Audit & Risk Committee, Finance Committee and Boards of Management. I would also like to express my appreciation to the Directors and all staff of Kerry ETB for their hard work and commitment during 2018. I also wish to acknowledge the service of those staff who retired during 2018 and wish them well in their retirement

**Colm Mc Evoy,
Chief Executive**

Kerry Education and Training Board Mission Statement and Core Values

Kerry ETB Mission Statement

To create and promote the development of a lifelong learning society in Kerry, so that all who live in Kerry have access to the education and training required to fulfil their potential and to meet their personal, social, cultural, economic and civic needs.

Kerry ETB Core Values

Our core values centre on ensuring that every person has a right to access education and training opportunities to realise their potential. These values are Respect, Quality, Equality, Inclusion and Learning.



Statement of Services – Director of Schools, Youth and Music

Statement of Services – Director of Schools, Youth & Music

Post Primary Schools, Youth Work and Music Development

Post Primary Schools

Kerry ETB has eight Post Primary schools:

- Castleisland Community College
- Causeway Comprehensive School
- Coláiste Gleann Lí
- Coláiste na Ríochta
- Coláiste na Sceilge
- Gaelcholáiste Chiarraí
- Killarney Community College
- Killorglin Community College

Total Post Primary enrolment 2018/2019: 2,382

Partnership Schools

- Pobalscoil Inbhear Scéine
- Pobalscoil Chorca Dhuibhne
- Scoil Phobail Sliabh Luachra
- Tarbert Comprehensive School

Primary Schools

- Kerry ETB Two Mile Community National School sanctioned by the DES in June and opened in September 2017.

Enrolment 2018/2019: 25

Developing Schools Enriching Learning (DSEL) Programme:

The Kerry ETB DSEL Programme continued to provide an annual comprehensive programme of school support and in-service which focused on:

- The implementation of the new Junior Cycle
- Induction of new teachers.
- Leadership Development for Principals and Deputy Principals and Middle Management which included scheduled monthly reflective practice support.
- A calendar of Instructional Leadership training for teachers which focused on evidence informed instructional strategies to improve learning, teaching and assessment.
- Communities of Practice (CoPs) in subject areas: Art, Home Economics, Irish, Maths, Science, History, Geography, Guidance, Religion, Physical Education & SEN were provided.
- Subject Department Planning Initiative in partnership with PDST which focused on effective planning, instructional strategies and ICT.
- Positive Behaviour Restorative Practice Training for teachers and school management was provided.
- ICT Training in Microsoft 365 to support Teaching, Learning and Assessment and document management for teachers, students

and school management was provided.

- Health and Safety Training for school management and staff was delivered.
- SNA Development and in-service carried out.
- Training for Parents Councils/Parents' Forum was delivered.
- Training for Students Councils/Students' Forum took place.
- Boards of Management Training was provided.
- Three days training for Student Support Teams and follow up external support and reflective practice provided by partner agencies e.g. CAMHS, NEPS and JIGSAW.

All of the above initiatives were supported through the strategic relationship between Kerry ETB and the following support services: Department of Education and Skills (DoES), Professional Development Support Team (PDST), Junior Cert Schools Team (JCT), the National Behaviour Support Service (NCSE), the Special Education Support Service (SESS), Social and Health Education Programme (SHEP), CAMHS, NEPS, JIGSAW and the Centre for School Leadership (CSL).

Kerry ETB organised the annual Student Awards ceremony to acknowledge the academic and extracurricular achievements of students in all 8 schools. More than 250 people attended the annual student awards event which took place in January each year and was hosted by the Institute of Technology a key education partner of the ETB. Seventy-six students received awards in 2018.

School actions 2018/19

GOAL 1

NATIONALLY AND INTERNATIONALLY RECOGNISED AND QUALITY ASSURED PROGRAMMES

- Prioritised DES Looking at Our Schools (LAOS) Quality Framework during all school in-service and planning
- Provided Day of Learning on 3rd October with focus on LAOS. This event took place in the INEC in Killarney and was attended by 330 school leaders, teachers and SNAs.
- Used LAOS Framework to inform all recruitment

and promotion interviews.

- Provided Subject Planning Training for Subject Coordinators; Geography, History, Business, Home Economics, SPHE, Religion together with Irish, English, Maths and Science Departments
- Follow up support was provided by Principals and Deputy Principals including attendance at Subject Planning Meetings. Updates on Subject Department Planning initiative given at each Principals and Deputy Principals meeting.
- Implemented Developing Schools Enriching Learning DSEL subject based in-service programme based on LAOS in partnership with PDST
- Provided input to schools on Inspection Process and prepared Boards of Management for WSE MLL. Supported schools to prepare WSE/Subject Inspection Follow Up Plan.
- Supported schools with the planning and implementation and review of the DEIS Plan.
- Continued to implement new Junior Cycle
- Supported School Self-evaluation and School Improvement Planning through sharing best practice.
- Supported schools in preparing for the new SEN and Child Protection and Safeguarding Inspections.

GOAL 2 QUALITY TEACHING AND LEARNING

- Scheduled teach meets to share best practice in Art, ICT, Religion, Maths, PE, TY and SEN.
- Six x 3hr sessions of Reflective Practice planned and facilitated for Principals and Deputy Principals in partnership with SHEP.
- ICT in Learning, Teaching and Assessment support staff was put in place for Schools
- ETB schools provided Kerry ETB JC Computer Science Course
- All Subject Department planning was placed online
- Microsoft 365 CPD was put in place for all teachers and students. Target: 50% teachers preparing content and sharing with subject department and students online was realised.
- A goal was set that there will be 20% students uploading homework on line by May 2019 (Broadband dependent).

STEAM

- Prioritised STEAM in schools through School STEAM Weeks
- Successful application was made to the DoES for Youth Creativity Partnership Funding to prioritise the arts and creativity in 2018.

Wellbeing

- Wellbeing coordinator was put in place in each school and wellbeing plan was put in place for JC.
- Three day interagency Student Support Training for Student Support Teams in first term was provided.
- Ongoing external reflective practice for Student Support Teams provided by Jigsaw Kerry.
- A Senior Cycle programme “EmPower ME” was piloted across the eight schools to address current issues; consent, body image, social media etc.
- Provided Young Women’s Leadership Event for 5th Year students to commemorate the 100 years of the Women’s Vote in December 2018
- Prioritised NCCA Student Voice Initiative.
- School based Student Awards Events took place in all eight post-primary schools in May.

Physical Education

- Launch Kerry ETB PE Post Primary Strategy.
- Prioritised funding to upgrade PE equipment in 2018.
- Continued to promote PE including School Mile Programme for the CNS.
- Ongoing consultation took place with students through AFL and Formative Feedback linked to Subject Department Planning.
- Trial and development of PHYZ App for Senior Cycle PE throughout 2018/2019

GOAL 3

INNOVATIVE EDUCATION & TRAINING RESPONSES

- Prepared demographic analysis for schools by October 2018 in preparation for enrolment 2019/20
- Participated in ETBI Characteristic Spirit/Core Values process with emphasis on multid denominational provision in the ETB.
- Evaluated effectiveness of DSEL in 2018 and planned on the basis of learning
- Provided a blended learning programme of Applied Maths to all 5th Year Students in all Kerry ETB schools.
- Worked with Traveller Education Interagency Committee, Killarney Schools and Local Development Agencies to address Traveller participation and attainment in schools. Set targets for 2018/19.

GOAL 4 ACCESS AND PROGRESSION*Special Educational Needs*

- Kerry ETB SEN Support Teacher continues to be place as support and advisor to schools.
- Team Teaching was a priority for all schools 2018.
- Two planning and review meetings with SEN Coordinators took place. Four day SNA Training was delivered in June 2018 in MAPA (Managing Aggression and Potential Aggression) and also Manual Handling.
- Continued to provide six Special Classes in four ETB schools. Provided support structure for Special Classes. Developed strategic links with Kerry Intervention Disability Service to support special classes.

GOAL 5 DEVELOP PRODUCTIVE PARTNERSHIPS

- Supported schools to develop strategic links with employer bodies e.g. School/Business links.
- Continued to support best practice in the School Completion and Home School Community Liaison Programmes in DEIS schools.
- Participated in LCDC and LAG and support initiatives prioritising inclusion and diversity. Sat on LCDC Evaluation Committee and supported strategic links with Education and Training.
- Developed strategic framework for Schools/Youth Work links with KDYS consistent with new DCYA Funding Scheme.
- Continued to promote and support Erasmus Programmes in schools e.g. Killorglin Community College.
- Supported Community Sports Hub in Coláiste na Sceilge.
- Worked towards Music Generation in January 2019 and prepared the groundwork for application for Kerry Youth Creativity Partnership.
- Continued to support the CYPSE Progression Pathways Committee for school leavers with Intellectual Disability and Autism.

GOAL 6 STAKEHOLDER ENGAGEMENT

- Students Councils were in place, training was provided and they met regularly in each school throughout the year.
- Kerry ETB Students Forum met three times throughout the year and shared best practice.
- Parents Councils were in place, training was provided and they met regularly in each school throughout the year.
- Kerry ETB Parents Forum met four times during the year where they were updated on all school developments and shared best practice.
- Feedback was taken at the end of every teach meet/workshop/in-service event, analysed and will be used to inform future planning.
- The annual DSEL Calendar of developmental in-service was provided to all relevant people.
- Met Teacher Unions and SNA Union three times during the year to address and prevent issues arising.
- Planned and implemented New Teacher Support Model.

GOAL 7 EFFECTIVENESS AND ACCOUNTABILITY IN GOVERNANCE AND LEADERSHIP

- Health and Safety Policy, Plan and staff in-service was placed on the calendar for 2018
- Six sessions of Reflective Practice was provided for Principals and Deputy Principals.
- In-service and Training was provided on Procurement, Financial Management, Child Protection, New School Admissions Act 2018 and GDPR.
- Kerry ETB Child Protection Oversight Committee met three times during the year.

GOAL 8 MARKETING, BRANDING & COMMUNICATION

- Prepared annual PR Plan for schools
- Kerry ETB Schools Week was held during the last week of September.

GOAL 9 ENHANCING THE WORKING AND LEARNING ENVIRONMENT

- DSEL Calendar of in-service and teach meets was prepared.
- Promoted Employee Assistance Programme.
- Wellbeing Programme was delivered in all schools.
- Wellbeing workshops took place at the Staff Day of Learning
- Followed up plan from 2017/18 Health and Safety Audits. Health and Safety Training plan was delivered for key staff in schools.
- Buildings and maintenance review and plan took place for all schools
- New Gaelcholáiste plans for 2020 were continued.
- Astroturf pitch developments in Castleisland Community College and Killarney Community College were progressed.

Inclusion

- Kerry ETB provided targeted and holistic support for students with special education needs. Teachers working with students with SEN were encouraged to avail of the Diploma in SEN which is funded by the DES, therefore ensuring that our students with SEN received the highest quality of service and support. SEN Coordinators met three times during the year to share practice and agree quality standards. All Kerry ETB schools implemented the new Junior Cycle L2LP Programme.
- Three schools have developed Autism Classes; Coláiste Gleann Lí Tralee, Coláiste na Ríochta Listowel and Killarney Community College. Coláiste na Sceilge has a SEN Class which includes students with all disabilities who are unable to access the full curriculum.

Irish Plan

Kerry ETB is currently implementing the Irish Language Scheme which includes the following priorities:

- TEG courses for staff.
- Kerry ETB has inputted to the Irish Planning Process in the Kerry Gaeltacht areas of Dingle, West Kerry and Iveragh.
- Kerry ETB has been approved as the lead agency to develop the Irish Language Plan for Tralee as a Gaeltacht servicing town.
- Summer courses for primary school pupils were provided in Tralee, Dingle and Ballinskelligs in July 2018.
- 7 Kerry ETB schools provided the Irish Oral option in the Junior Cycle.
- Kerry ETB provided a Silver Medal Award for the students receiving the highest grades in the Junior Cert Oral Irish exam at the Student Awards in January.
- Gaelcholáiste Chiarraí, Coláiste na Sceilge (Irish Aonad) and Pobalscoil Chorca Dhuibhne collaborated on a pen pal initiative (Cairde an Pheann) which culminated in a learning and social event in Ventry in May.

Music Development

Overview

- Kerry Music Education Partnership (KMEP) formed by Kerry ETB in 2010
- Main partners: Kerry ETB (lead), Kerry County Council, Institute of Technology, Tralee, Kerry Diocesan Youth Service, Ealaín na Gaeltachta
- KMEP Steering Committee oversees the Take Note Music Project Pilot
- Project coordination & administration led by Kerry ETB
- Resourced part-time
- Self-financing initiatives
- Partner funded initiatives (e.g. with Kerry County Council)

Objectives

- Broaden access to affordable, multi-genre, group tuition programmes for children and young people
- Provide a wider geographical access to music
- Develop and expand youth choral initiatives
- Further developed plan to provide access to instrument banks
- Continued to research increased performance opportunities within communities
- Worked towards improving employment, training and CPD opportunities for local musicians and tutors

Achievements

- The Musician-in-Residence programme commenced in April 2018 which is co-funded by The Arts Council and the National Parks and Wildlife Service and included the use of a cottage at Muckross by composer, Ian Wilson.
- Kerry Music Education Partnership was amongst the 31 successful applicants awarded capital funding from Music Network's Music Capital Scheme Award 1 in 2018.
- Youth Choral Mentorship Project launched across the four Municipal Districts of Kerry
- Gaeltacht Youth Music Project was hosted at Pobalscoil Chorca Dhuibhne in Dingle led by renowned vocalist, musician and TG4 presenter, Muireann Nic Amhlaoibh in 2018 (as Gaeilge),

- The launch of two Level 5 PLC programmes in Music and Sound Production in Kerry College of Further Education (KCFE).

Youth Work

Kerry ETB has a role to support the Department of Children and Youth Affairs (DCYA) in achieving its objectives in relation to youth policy. Funding is granted by DCYA.

Key areas of activity in 2018

- National Quality Standards Framework (NQS)
- Local Youth Club Grant Scheme
- Youth Capital Funding Scheme
- LGBTQ+ Grant
- SPY Tralee

National Quality Standards Framework (NQS)

The National Quality Standards Framework (NQS) is a support and development tool for the youth work sector. It provides organisations with an opportunity to articulate, through a common language, their youth work practice. It also provides a structured framework for organisations to assess, indicate and enhance their work.

The standards outlined in the framework are intended to be reflective of the work being carried out in youth work organisations. Therefore, there should be both a commonality and compatibility between the current youth work provision of an organisation and its services, and the core principles and standards.

Kerry ETB conducted an NQS External Review in May 2018. The findings have informed the Continuous Improvement Plan and Progress Report to DCYA.

Assessment

Self-assessment is the foundation stone of the National Quality Standards Framework, yet the external monitoring and assessment functions exist to enhance the self-assessment process.

External Assessment Process

The purpose of the external assessment is to validate KDYS's own positioning on the scale of attainment. The Youth Officer used three methods to do this. The documentary evidence covers all principles and standards. The observation on practice then selects a number of principles and standards to assess more closely. Finally the focus group with stakeholders takes a broader perspective and gathers evidence of quality service delivery. No one method enables the Youth officer to validate KDYS positioning on the scale of attainment. The assessment must be made based on the findings from all three elements of the external assessment.

Documentary Review dates: Monday & Tuesday, 14th May and 15th May 2018

Location: KDYS Tralee

Date & location of observations on practice: Friday, May 18th 2018

KDYS Castleisland Youth Centre & Rathoraigh Community Centre, Tralee.

Following the external assessment process, Quality Standards Officers make the External Assessment Report available to the organisation. Discuss same with the Implementation Team, and together with the Implementation Team re-visit the scale of attainment and determine if the positions on the scale are an accurate reflection of current status in relation to specific standards. Submitted the NQSF progress report to the DCYA in December 2018

Local Youth Club Grant Scheme (LYCGS)

The LYCGS supports club activities at a local level. The Scheme, which provides grant aid towards the costs of running clubs, is part-funded by the proceeds of the National Lottery. Funding for the Scheme is provided by DCYA and is administered locally by ETBs on behalf of DCYA. ETBs advertise the Scheme locally on an annual basis, outlining the purpose of the grant and the eligibility criteria.

The Scheme supports club activities for young people; with priority given to clubs, catering for young people aged 10–21. Each club received a grant of €810.91. However, new clubs such as Tralee Youth Club were allocated an extra €200, receiving a total of €1,010.91.

Youth Clubs in Receipt of Grant Allocation

1. 1st Kerry Scout Group Tralee	27. Sneem Youth Club
2. Ballymacelligott Youth Club	28. Tuosist Youth Club
3. 3rd Kerry Blennerville Scout Group	29. 15th Kerry Scouts Sneem
4. 2nd Kerry Scout Group Tralee	30. Annascaul Youth Club
5. Irish Red Cross	31. Le Chéile na n-Óg
6. Tralee No Name	32. Camp Youth Club
7. KDYS Fishing Club	33. 7th Kerry Dingle
8. Tralee Youth Club	34. Lispolle Youth Club
9. Cill Dubh Brownies	35. Ballybunion Youth Club
10. 6th Kerry Scouts Killarney	36. Ballybunion Youth Café
11. Killarney No Name	37. Ballybunion 6th Class Program
12. Muckross Youth Club	38. Listowel Youth Club
13. Fossa 8th Kerry Scouts	39. Moyvane Youth Club
14. 3rd Kerry Milltown Scout Group	40. Ballylongford Youth Club
15. Beaufort Youth Club	41. Tarbert Youth Club
16. 14th Kerry Killorglin	42. Foroige YC LISTOWEL
17. 30th Kerry Firies Scout Group	43. Ballyduff Youth Club
18. Action For Young People with Special Needs	44. Ballyheigue Youth Club
19. Killeentierna Youth Club	45. 8th Kerry Fenit
20. Scartaglen Youth Club	46. Ardfert Youth Club
21. Kilgarvan Youth Club	47. Fenit and Spa Youth Club
22. Caherdaniel Youth Club	48. Club ogras Lios Tuathail
23. Portmagee Junior Youth Club	49. Club Ogras Bhaile an Mhuilinn
24. Waterville Youth Club	50. Club Ogras Trá Lí
25. Kenmare Girl Guides	51. Club Ogras Ghniomh Go Leith
26. Kenmare Special Needs Group	52. Club Ogras Bhaile Ui Thaidhg

Youth Capital Funding Scheme

Capital funding scheme for small to medium capital grants for the DCYA funded youth projects under the following schemes.

- Special Projects for Youths
- Youth Information Centres
- Young Peoples Facilities and Services Funded
- Local Drugs Task Force (21 mainstreamed only)

In 2018, Kerry ETB was issued €35,000 from the DCYA. Listowel KDYS and Castleisland KDYS (Sliabh Luachra Project) received capital funding.

Listowel KDYS €17,000

Castleisland KDYS (Sliabh Luachra Project) €19,331

LGBTI+ Grant

In 2018, €5,000 was allocated to the KDYS to provide additional youth worker hours dedicated specifically to support LGBTI+ young people. KDYS TYFS Tralee contracted an artist to deliver an art project to u18 LGBTI+ young people. Kerry ETB received €5,000 to map LGBTI+ youth provision in the county which was completed in 2018.

Special Projects for Youth (SPY)

These grant-aided youth work initiatives aim to facilitate the personal and social development of participants to realise their potential. In addition, they present opportunities for young people to undertake actions corresponding to their own aspirations and to assume responsibilities within their local communities.

The SPY project also engages and works with parents, schools, and other local agencies and volunteers to enhance the quality of the youth service. The overall aims are to support young people to reach their full potential through personal development and raising awareness on issues that affect young people's lives. SPY also provides support & information and a safe space for young people to meet and be themselves. (<http://www.youthworkireland.ie/what-we-do/spy>).

SPY KDYS Tralee

€186,615

In 2018, Kerry ETB were allocated €186,615 for SPY KDYS Tralee.

The introduction of the reformed targeted youth funding scheme- 3 year scheme

The overall mission of the new scheme is to provide out of school supports to young people in their local communities to enable them to overcome adverse circumstances and achieve their full potential by strengthening their personal and social competencies. Young people aged 10 – 24 years of age who are described in the National Youth Strategy as marginalised, disadvantaged or vulnerable will be the primary target group for services available through the scheme. Five ETBs including Kerry ETB participated in the area profile, needs analysis and service requirements a 6 month trial for the new TYFS scheme (June –Dec 2018). The ETB Coordination team was established during this period to inform the process. Regular feedback was provided to DCYA and this informed the design of the final APNASR tool that would be used by all 16 ETBs in 2020.

Statement of Services – Director of Further Education & Training

Statement of Services – Director of Further Education & Training

FET Staffing & Infrastructure

FET staff work across the county (in circa 24 Kerry ETB Centres, over a hundred community outreach centres and also in co-operation with other organisations). Staff are employed in a range of FET facilities across ten towns around the county in Tralee, Killarney, Listowel, Dingle, Castleisland, Causeway, Killorglin, Caherciveen, Waterville and Kenmare.

Amongst these facilities are a Training Centre in Tralee, two PLC Further Education Colleges, 4 VTOS Centres, 4 Youthreach Centres, 7 Literacy & Adult

Basic Education Centres, 5 Rural FET Centres and one Outdoor Education Centre. FET is also delivered in over 100 community outreach locations.

2018 FET Budget and Beneficiaries

In 2018 Kerry ETB had a FET budget allocation from SOLAS of €27,529,085 for 10,933 planned beneficiaries across 23 individual FET Programmes and the final actual spend for 2018 was €27,901,979 for 11,754 actual beneficiaries.

The table below gives detail of beneficiaries by FET programme category.

Programme	2018 Planned	2018 Actual
2016+ Apprenticeship	21	20
Apprenticeship Phase 7	76	114
Apprenticeship Training (2,4,6)	438	432
Bridging and Foundation Training	44	43
BTEI Groups	1,685	2,308
Community Education	1,910	2,865
Community Training Centres	62	73
ESOL	502	409
Evening Training	889	837
FET Cooperation Hours	19	13
ITABE	66	53
PLC	1,701	1,608
Refugee Resettlement	0	0
RPL	0	17
Skills for Work	80	28
Specialist Training Providers	168	205
Specific Skills Training	719	588
Traineeship Training	440	359
Voluntary Literacy Tuition	80	66
VTOS Core	217	219
Youthreach	239	233
FET TOTAL	10,933	11,754

The table below shows the number of courses by skill cluster in 2018.

Kerry ETB FET Provision by Skills Cluster in 2018	Number of Instances for courses already started on 1st Jan 2018	Number of Instances for courses scheduled to start in 2018	Grand Total of Course Instances by Skill Cluster
Agriculture, Horticulture and Mari culture	2	11	13
Animal Science	3	3	6
Arts & Crafts	23	21	44
Built Environment	7	25	32
Business, Administration	25	33	58
Core ICT	9	22	31
Core Personal	75	299	374
Engineering	3	2	5
Engineering (Electrical)	7	10	17
Engineering (IT)	1	1	2
Engineering (Mechanical)	2	21	23
Engineering (Transport)	0	10	10
Entrepreneurship	0	0	0
Financial Services	1	2	3
Food and Beverage	7	14	21
General Learning	10	166	176
Hairdressing, Beauty & Complementary Therapies	6	15	21
Health, Family other Social Services	47	71	118
Information Technology	4	5	9
Language	0	0	0
Management	3	6	9
Manufacturing	0	1	1
Media Graphics Communications	6	11	17
Natural Resources	0	0	0
Research and Education-Training	1	1	2
Sales & Marketing	3	6	9
Science and Technology	2	3	5
Security, Guarding & Emergency Services	1	7	8
Skills Sampling	5	6	11
Sport and Leisure	11	11	22
Tourism	8	10	18
Transport, Distribution & Logistics	0	2	2
Web Development & Design	2	3	5
Total	274	798	1072

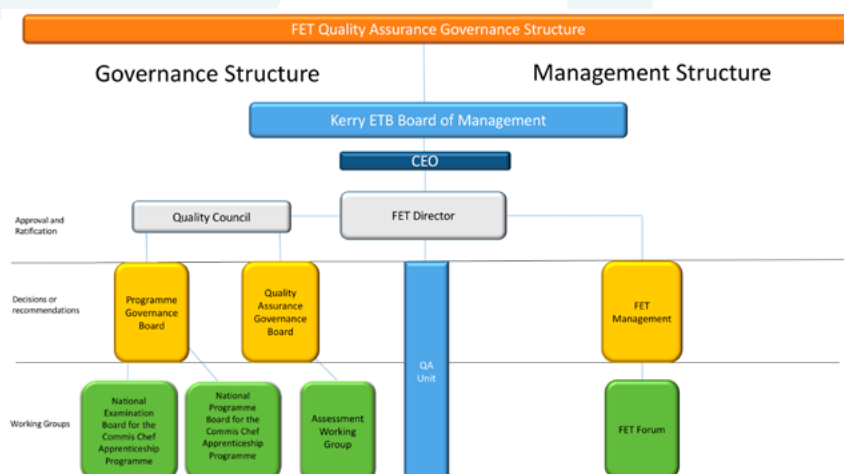
GOAL 1: NATIONALLY & INTERNATIONALLY RECOGNISED & QUALITY ASSURED PROGRAMMES

Focus: The design and delivery of education and training programmes that are nationally and internationally certified, recognised and quality assured.

Further Education and Training Quality Assurance (QA) Governance

Over the course of 2018, in compliance with QQI Core QA Guidelines Kerry ETB have established a revised QA Governance system to oversee the quality of education and training in FET provision, protect the integrity of academic processes and standards and manage risk. The overarching governance unit in Kerry ETB is the Quality Council. The Quality Council has two sub-committees – the QA Governance Board and the Programme Governance Board. Terms of Reference for all QA Governance Boards are published on the Kerry ETB website.

The Kerry ETB Quality Council was established on 15th June 2018 incorporating governance of new apprenticeships with all Kerry ETB FET provision. Kerry ETB has appointed an external Chairperson to Chair the Quality Council and membership of the council is published on the Kerry ETB website. The QA Council met on three occasions in 2018. The Programme Governance Board met on three occasions and the QA Governance Board met on five occasions.



The Examination Board for the National Commis Chef Apprenticeship was approved by the Quality Council on the 15th June 2018. The Terms of Reference for the Examination Board will be published on the new Kerry ETB Website.

A key goal for 2018 was the establishment of the new Kerry ETB QA & Curriculum Development Unit. The QA Unit reports directly to the Director of FET and has a key responsibility for development,

implementation and monitoring of all QA Policies and Procedures for Kerry ETB Further Education and Training Programmes. The QA Unit is responsible for monitoring and recording of all assessments and interacting with all Certifying Bodies for FET Programmes. The QA unit also leads and supports the development and validation of all new programs in FET.;

Kerry ETB continued the roll out nationally of the Commis Chef Apprenticeship and in 2018 commenced the development of a New Apprenticeship in Wind Turbine Maintenance.

GOAL 2: QUALITY TEACHING AND LEARNING

Focus: To continually enhance our teaching and learning capabilities and promote a culture of continuous improvement and organisational learning so that all stakeholders have confidence in the quality and relevance of our programmes and courses.

Quality Improvement Plan

The section below provides an update on progress in respect of the activities outlined in the Kerry ETB Quality Improvement Plan (QIP) 2017-2022, which was prepared in 2017 in response to an Executive Self Evaluation.

The QIP 2018-2022, defines:

- A. The structures holding authority for improvement planning and governance of quality and quality enhancement
- B. The structures conducting self-evaluation of programmes and services and how evidence emerging from the process informs improvement measures.

The Adult Education Officer with responsibility for the QA & Curriculum Development Unit, in consultation with the Kerry ETB QA Governance Board, coordinates the implementation of the QIP monitoring and reporting on its progress to the Kerry ETB Quality Council. The Director of FET holds responsibility for the approval for all associated activities and the allocation of resources regarding the implementation of the QIP.

The Executive Self Evaluation, focused on how policies, structures and processes can improve the quality of learning opportunities for all learners in Kerry ETB. A particular focus was put on governance arrangements specifically what was in place in 2017 and what is required of Kerry ETB arising from the QQI Core Statutory QA Guidelines April 2016 and Sector Specific QA Guidelines for the ETBs May 2017. The Kerry ETB Quality Improvement Plan 2017-2022 identifies priority actions under five themes:

1. Governance & Management of Quality
2. Delivery of FET
3. Learner Experience
4. Information & Data Management
5. Other Parties Involved in Education & Training

The plan is for the period October 2017 – December 2022. This document reports on the progress made in 2018, in respect of the identified priority actions and provides:

- a. Information on Kerry ETB's quality improvement activities in 2018
- b. Commentary on the main improvement achievements in 2018
- c. Commentary on challenges or barriers encountered in implementing particular priority actions outlines in the QIP
- d. Information on any changes to priority actions set out under the five themes.

New Focus in Course Designation

2018 saw a new innovation where courses at levels 5 and 6 were examined and then designated as being either primarily focused on progression to employment or progression to further and higher education. In line with national changes to the categorization of FET programmes, certain categories are now labour market focused with the express intent of progression to employment on course completion, or the acquisition of new skills for the workplace in the case of part time programmes. Courses designated as being employment focused

come under the following programme categories:

- Apprenticeship
- Traineeship
- Specific Skills Training
- PLC – Courses designated as being Employment Oriented or Pre-Apprenticeship PLCs
- Blended Training
- Bridging and Foundation Training
- Community Training Centres
- Specialist Training Providers (NLN)
- VTOS Core
- Evening Training

Within these programmes Kerry ETB provided further education and training opportunities to school leavers, people who are unemployed, as well as employees and employers. Below is a brief description of how FET provision supported the local, regional and national economy in 2018.

- **Regular Provision:** Kerry ETB provided a full suite of education & training opportunities across a variety of programmes in several centres around the county to ensure the labour force in Kerry is equipped to meet the needs of local business and industry.
- **Custom Designed Provision:** Kerry ETB linked directly with employers to design bespoke courses that met a specific industry need. One new example for 2018 was the development of a new Marine Engineering Technicians course, designed in collaboration with Industry nationally. This course will be ready for 2019 delivery. Other examples are the Fibre Installation Technician Courses with Transmission Links Ireland.
- **Upskilling for Employees:** An example here is the Traditional Stonewall Construction course which was delivered to upskill OPW restoration employees. In addition a wide range of Night Classes and Evening Training options were delivered in 2018 for people at work who wanted to upskill or retrain. Examples are: ICT (from ECDL to Web Design and CAD); Supervisory Management; Payroll & Accounts; Training & Development; Counselling; Animal Grooming; Beauty Services sector courses; Welding; Milling. Community Education offers foundation unaccredited courses to people in employment, such as: ICT Skills (From Smart Phones and iPads to Basic Computers); Retail Sales; Internet for Farmers and Maths for Parents. Literacy and Adult Basic Education provides courses in: Literacy, Numeracy, Basic ICT, English Language Skills, and Driver Theory. Its Skills for Work Programme provides basic education to employees. Skills for Work courses delivered by the Adult

Literacy and Basic Education Programme focused on delivering Workplace English Language, Workplace Communications and IT Skills for Farmers in 2018.

- **Regulation Led:** 2018 provision responded to regulation led demand for courses in: Healthcare; Childcare; Health & Safety; First Aid; Safe Pass; Security/Guarding; Bus Driving/HGV; etc., as well as regulation led accreditation embedded in courses.
- **Kerry ETB Training Centre:** delivered a wide range of industry specific training across multiple career clusters. The majority of courses led directly to sustainable employment. The Training Centre continued to address local and national skills gaps with a range of specialist Specific Skills Programmes.
- **Apprenticeship/Traineeships:** in line with the national priorities set out by SOLAS, in 2018 Kerry ETB expanded its suite of Apprenticeship and Traineeship provision. There were additional Apprenticeship intakes in Commis Chef, Electrical Phase 2, Carpentry & Joinery Phase 4 and Stone Masonry Phase 6. Broadcast Production Digital Media Skills Hairdressing Business Administration and Media Techniques Radio courses were all redeveloped as Traineeships in 2018.
- **Post Leaving Certificate Further Education Colleges,** Kerry College of Further Education (KCFE) in Tralee and North Kerry College of Further Education (NKCFE) in Listowel, both provided routes to employment across a range of courses, as well as to further or higher education. Kerry ETB research¹ demonstrates very strong progression directly into employment, particularly in the social care, retail, business administration and construction areas. PLC offered a range of provision across career clusters, providing skilled workers in the social care, retail, business and services sectors locally.
- **Health Life Sciences Centre of Excellence:** a new initiative in 2018 was the development of a new PLC College campus in Tralee Town Centre as a centre of excellence of allied health care courses and life sciences. This initiative is a result of extensive employer engagement with the sector.
- **Kenmare FET Centre:** A new industry standard kitchen was installed at this centre to facilitate the second iteration of the Commis Chef Apprenticeship in Kerry. As Kenmare is a busy tourist town with an epicurean focus this was an ideal location and industry support has confirmed the need for this training.
- **Specific new Measure to Support Long Term Unemployed People:** The Kerry ETB VTOS programme now provides more NFQ level 3 and 4 courses with a strong emphasis on literacy and numeracy integration, ICT skill development, skill sampling and employability skills. PLC provision has been adjusted to include foundation courses for pre-apprenticeship and for preparation for third level. 2018 saw more short courses such as Deciding Your Future (delivered countywide at the specific request of the Department of Employment Affairs and Social Protection (DEASP) and ITABE which have a strong adult guidance element integrated as a key element of the course. Career Planning features on all courses aimed at people who are long term unemployed. As a result of input from the DEASP to business planning courses targeted at Youth and Pre-Apprenticeship were delivered in 2018.
- **Youth Provision:** Kerry ETB through the Kerry Diocesan Youth Service provided education and training opportunities to 100 young people in Kerry. Kerry ETB provided direct Youthreach provision to 20 young people in South Kerry. This included the option to do Leaving Certificate Applied in Tralee. Kerry ETB Youthreach programmes have locations with centres in Tralee, Listowel, Killarney and Killorglin.
- **Community Training Centre (CTC)** is specialist vocational youth provision offering 40 young people in Kerry the opportunity to acquire

¹ PLC Telephone Tracking Survey conducted in 2018

vocational skills in hairdressing, catering, and construction or ICT technology.

- **Specialist Training Provision:** Kerry ETB provided 108 training places for supported specialist provision in Kerry through the National Learning Network.
- **Back to Education Initiative (BTEI) And Evening Training:** The Kerry ETB BTEI and Evening Training courses offered a part time route to skills. In 2018 these programs continued to provide key vocational skills in a flexible model to both job seekers and those within employment seeking to upskill.
- **Community Education:** Kerry ETB delivered a range of community education courses throughout Kerry in 2018. Courses were delivered to groups involved in biodiversity, disability, women's issues, active retired, peer mental health support, addiction recovery, culture, heritage, Irish language, parenting etc. Subjects taught ranged from drama, arts, creative writing, equality studies, basic computers, retail skills etc.
- **FET Centres:** Kerry ETB FET Centres have a role in sustaining rural communities and local economies and delivering education and training programmes. Each has its own particular area of expertise from the Arts, to Horticulture, Tourism and Hospitality. Centres are located in An Tóchar FET Centre Causeway, Dingle FET Centre, Tech Amergin FET Centre Waterville, The O'Connell FET Centre Caherciveen and the Kenmare FET Centre.

GOAL 3: INNOVATIVE EDUCATION AND TRAINING RESPONSES

Focus: The development of innovative and creative solutions and responses to the learning and developmental needs of young people and adults in a changing society.

West Kerry Smarter Living Project

2018 saw a new collaboration to scope out a smart technology project in West Kerry. Kerry ETB is collaborating with ESB Networks, Electric Ireland and The Dingle Hub to examine the impact of renewables, battery storage and greater use of electricity for heat and transport with the possible training and education opportunities. This project in Dingle will see ESB Networks deploy a range of technologies to future proof the electricity network for the benefit of homes, farms and businesses on the Dingle Peninsula. Kerry ETB plans to develop a model smart home and use it as a base to upskill qualified trades and crafts people for the installation of renewable energy storage and distribution devices for homes and cars.

Manufacturing & Engineering: Kerry ETB has developed a specialist industry led suite of provision for renewable and electrical energy transmission and distribution. These courses are the: Wind Turbine Maintenance Technician Traineeship; Overhead Lines Operative Traineeship, Fibre Installation Technician. Kerry ETB intends to strengthen provision in this area by creating interdisciplinary synergies with the ESB Networks Smart Living Project in West Kerry. Kerry ETB is engaging with representatives from across the wind turbine maintenance sector through a new Consortium Steering Group being established to develop a Wind Turbine Maintenance Technician Apprenticeship. Kerry ETB's participation in the South West Regional Skills Forum is among the key methods of employer engagement with this sector. A new initiative will be the EXPLORE digital skills project with Manufacturing operatives over the age of 35 years. This is a new innovation fund through the SW Regional Skills Forum, now at pilot stage but is likely to be up-scaled and extended to other industry sectors. An increase in Welding provision is being explored in response to demand from Diarmaster and other local companies.

Health Sciences: In 2018 Kerry ETB established a new Health Science PLC Campus in Tralee after collaboration with the HSE, Nursing Homes, Physiotherapists and Dentists. Formal consultation and engagement has already taken place with a range of health services.

ICT: Over 2018 Kerry ETB engaged with IT companies in Tralee and regionally for advice on programming languages and industry requirements to ensure our programmes are fit for purpose, gaps are addressed and our graduates are work ready. This process also aided in identifying the need for new programmes and scoping out their content. Kerry ETB plans to deliver both new FIT ICT Associate Professional Tech Apprenticeships.

Kerry ETB is involved in a number of innovative education and training responses that have a social inclusion focus. Four 2018 projects are:

1. **TEAM:** : This is an addiction recovery Community Education (CE) scheme in Tralee. It is an interagency project under the national Drug & Alcohol Strategy with DEASP and Kerry ETB as key partners along with North, East & West Kerry Development (NEWKD). An intensive tuition model has been put in place. Over the course of 2018 there was excellent progression to further and higher education as well as employment. Thirteen of the original seventeen participants have successfully and sustainably progressed.
2. **Peer Support Network:** this group was initiated by the Community Education Programme and continued to be supported in 2018. The group provide community support to people recovering from mental health issues. Group members have an opportunity to gain new learning and develop new skills. A number of the participants have since progressed to full or part time employment.
3. **Countywide Horticulture Delivery:** A countywide system initiative has been put in place to train CE participants involved in horticulture. This involves over 80 people pursuing a Major Award in horticulture at Level 4. The majority of Kerry ETB rural FET centres are involved in this project. Many of the CE participants are early school leavers, or unemployed and older, and the majority had never experienced lifelong learning.
4. **TEG:** Irish language classes to support learners to take the TEG (Teastas Eorpach na Gaeilge) exams were organised by Kerry ETB in both the Uíbh Ráthaigh and Corca Dhuibhne Gealtacht areas in Kerry in an effort to support the Irish language.

Developing our Further Education and Training Centres: As a rural county, outreach is a key part of strategy at Kerry ETB. The 2018 Service Plan set out to look at the following goals related to rural FET Centres and towns during 2018:

- In Dingle during 2018 Kerry ETB explored the needs of seasonally employed workers; the needs of business in the area; social inclusion issues in West Kerry; and the protection of the Irish language. As a result course delivery is scheduled around the tourist season with some courses, such as Frontline Office & Reception Skills, Food Prep & Culinary Arts, Digital Media Technology, provision in Creative Arts and in Horticulture, all being closely related to the needs of entrepreneurs and businesses in the West Kerry area. In terms of social inclusion an Empowering Parents course was delivered under the Service Level Agreement with DESSA. Irish Language provision was also organised for parents living in this Gaeltacht area. This work is on-going.
- In Kenmare Kerry ETB set out to explore the development of new Professional Cookery facilities in advance of the Commis Chef Apprenticeship roll out. This was achieved and the second iteration of the Commis Chef was planned for Kenmare.

GOAL 4: ACCESS AND PROGRESSION

Focus: Supporting students and learners to access and sustain participation in education and training opportunities and to achieve progression in education, employment and/or personal development.

A key FET goal in 2018 was to support learners to access education and training opportunities, sustain their participation to completion and to aid their progression to further education and training, employment and/or personal development/community participation. Actions in this area included:

Access

- Provision of Adult Guidance to FET learners.
- Initial screening at recruitment stage, followed up by assessment and supports in literacy, numeracy, ESOL to aid literacy learners.
- Ongoing implementation of the DES Plan for Adult Literacy and Numeracy (2013) strategy
- Increase in Intensive Tuition in Adult Basic Education (ITABE) provision
- Work with SOLAS to implement new employee development policy framework to make FET accessible to employees for lifelong learning.
- Work on childcare and transport learner barriers in collaboration with CYPSC and Local Link Kerry.

- New modes of access through RPL procedures were developed for the Commis Chef Apprenticeship and Tour Guiding courses. RPL policies, procedures and processes were expanded to cover all programmes.

Supports

- Open Learning Centres were maintained and further developed in the Kerry ETB PLC Colleges
- Learner supports were made available at the Kerry ETB Training Centre, offering literacy and numeracy supports for Trainees and Apprentices at the Kerry ETB Training Centre.
- The high quality learner supports throughout VTOS and Youthreach were sustained
- Ongoing support and development of mental health & addiction recovery groups
- Increased counselling services across FET Centres
- Continued improvement of Reasonable Accommodation in all our programmes

Progression

- **Guidance:** The Kerry ETB Internal Progression Strategy starts with adult guidance. Prospective learners availed of psychometric testing to assess their motivations, interest and aptitudes in planning their education, training and progression pathways through Kerry Adult Guidance and Information Service (KAGIS).
- **Internal Progression:** The suite of Kerry ETB provision offered options starting with literacy, numeracy, ESOL and basic education, from unaccredited to QQI levels 2 and 3. The Kerry ETB Training Centre also provided a number of Bridging and Foundation courses that were specifically designed to allow learners to progress to higher level programmes and Apprenticeships within the organisation. The next rung on the ladder was VTOS at QQI Levels 3 and 4, as well as Leaving Certificate options, providing essential bridging courses that led to PLC or Training Centre provision with accreditation at levels 5 & 6 as well as a number of bespoke industry certification opportunities or progression to Higher Education. There

was also specific special interest provision. This ranged from Community Education, Arts in Hospital, and FET Cooperation hours for people with disabilities, to National Learning Network specialist training provision as well as Community Training Centre and Youthreach provision for early school leavers.

- **Kerry Adult Guidance & Information Service (KAGIS)** is a key access point for people seeking opportunities through Kerry ETB. KAGIS offers a professional adult guidance and information service to eligible people in Kerry. The KAGIS team is based in Tralee and also provides outreach guidance to learners throughout Kerry. In 2018 there were 1,305 KAGIS beneficiaries. 817 Information Clients were supported, generating 1177 different queries. 250 Guidance Clients were supported in 649 separate 1-1 guidance sessions. 36 different groups requested and received guidance and information support. 92 on-site group guidance and information sessions delivered.

A number of programmes have a specific remit in the area of access and progression. Some are more focused on aiding the learner to develop individual transversal skills, while others have the aim of developing and sustaining communities while promoting equality and diversity. The following are the programmes under this area of activity:

- **Adult Literacy & Basic Education Service:** After significant restructuring in 2018 the service was reorganised with provision covering the county to ensure that the people of Kerry have access to literacy, numeracy and basic IT skills development opportunities. In 2018 the ABE service offered 125 courses leading to certification on the NFQ and 202 non certified courses. The organisation continued to encourage more learners to embrace certification so that they gain qualifications for life. The service also delivered courses through ESOL, FET Cooperation Hours, ITABE and Voluntary Literacy Tuition.

- **Supporting Apprentices:** In 2018 the Tralee Adult Literacy & Basic Education Service was relocated within the Kerry ETB Training Centre. This service now also provides literacy and numeracy supports to Apprentices within the Training Centre.
- **Open Learning Centres:** In 2018 Kerry ETB PLC colleges continued to build on their student support services. The Open Learning Centres provide personal and academic supports to learners with a view to increasing retention rates while also teaching learners how to become more personally effective.

GOAL 5: DEVELOP PRODUCTIVE PARTNERSHIPS

Focus: Developing new and enhancing existing partnerships with relevant bodies at local, community, national and international level to optimise our capability to meet education, training and youth work needs in Kerry.

A key focus of 2018 was on developing more partnerships with employers and industry leaders. Below is an overview of work in this area.

- **South West Regional Skills Forum:** Kerry ETB continued to collaborate with the SW Regional Skills Forum. One initiative was the EXPLORE programme which delivered foundation digital skills to manufacturing operatives.
- **Institute of Technology Tralee:** Kerry ETB continues to develop links with the IT Tralee across a range of initiatives including access and progression routes for Kerry ETB Learners.
- **Skills to Advance:** This new SOLAS initiative, designed for low skilled employees over 50 years of age in vulnerable sectors, was launched in 2018. In Q4 Kerry ETB started to examine how this initiative might be planned for in Kerry. Under strand 2 Kerry ETB set about scoping out the needs of the Health Care Sector. As a result of extensive consultation with private organisations in the home care sector it was found that there is a collective need for a new bespoke Dementia Care component award. This need will be addressed by the ETB sector when the relevant Health Care Programmes are reviewed.
- **Employer Engagement:** Kerry ETB continued to build on its employer engagement strategy with a special focus on bringing industry into more courses for inputs, as well as creating new and improved work experience opportunities. Employer engagement happened in a number of ways during the year:
 - Individual teaching and learning practitioners developing their own employer relationships

- Programme and Centre Managers scoped out local skill gaps
 - Apprenticeship Services and Service to Business at the Training Centre work with employers daily
 - The Adult Literacy & Basic Education Programme continued to roll out Skills for Work, mainly offering workplace English language skills to the hospitality sector
 - Kerry ETB continues to work with employers in developing new programmes.
- **Programme Development & Employer Engagement.** Kerry ETB is the coordinating provider for the National Commis Chef Apprenticeship programmes and is leading the development of a second National Apprenticeship for Wind Turbine Maintenance Technicians. In respect of planning these new National Apprenticeships, decisions about the design of the programme emerge from an industry led collaborative process by a Consortium Steering Group formed from industry. Apprenticeships prepare participants for a new job role and the Consortium Steering set out an occupational profile for the role, this informs the design and delivery of the programme. Consortium Steering Groups also assist Kerry ETB to review the impact of future developments on the industry. Direct engagement with employers (through the CSG), ensures that updates to the programme are in line with changing industry needs and trends.

Kerry ETB has also developed two National Programmes for Tour Guiding, the National Tour Guiding and Regional Tour Guiding courses. These programmes were subsequently shared with the ETB sector and are now delivered nationally. Kerry ETB, through its links with Fáilte Ireland the National Tourism Development Authority of Ireland, draws from the work of relevant employer groups in the sector to ensure that updates to National and Regional Tour Guiding programmes are in line with changing industry needs and trends

- **Department of Employment Affairs and Social Protection (DEASP)**
The DEASP continued to be a key partner in 2018. Meetings and business planning over the year focused on monitoring the needs of those on the Live Register and developing appropriate responses for this cohort as well as monitoring the level of referrals from Case Officers to ETB courses.
- **Local Development Companies**
Kerry ETB continued to collaborate with both South Kerry Development Partnership (SKDP) and North, East and West Kerry Development (NEWKD). The focus of this work is to dovetail the community development efforts of local development and local communities with the services and opportunities available from Kerry ETB.

GOAL 6: STAKEHOLDER ENGAGEMENT

Focus: Communicating with learners, staff, employers, partners, the community and other agencies and education providers to enhance the quality, focus and relevance of our services.

Further Education Board of Management

A new Further Education Board of Management A new Further Education Board of Management was established in Q4 2018. The Kerry ETB Further Education Board of Management is a sub committee of the overall Kerry ETB Board. The Further Education Board of Management composition includes five Local Authority representative who are nominees from the main Kerry ETB Board; Chamber Alliance as a business representative and the Public Participation Network as the Community Representative; DEASP as the agency representative and its primary role is one of governance.

Learner Feedback and research: A dedicated resource is continually contacting and tracking learner graduates from FET programmes to gather placement and progression data and provide feedback for continual improvement.

Employer and Key Stakeholder Engagement: Kerry ETB is continually engaging with a range of Employers and Employer representatives to

identify skill needs for the local economy. Kerry ETB also has regular engagement and MOU's with a range of Key Government agencies and Community Groups to identify local and national Education and Training needs.

GOAL 7: EFFECTIVENESS AND ACCOUNTABILITY IN GOVERNANCE AND LEADERSHIP

Focus: Ensuring our strategic goals are effectively supported by our management and administrative processes to ensure the highest standards of accountability, compliance and transparency.

PLSS, FARR and FETCH

A key goal for 2018 was to expand the level of data input on the PLSS and FARR systems and also to expand the use of FETCH accounts for learners who wished to apply and register for courses.

Strategic Performance Agreement

Kerry ETB signed a Strategic Performance Agreement with SOLAS during 2018. The Agreement sets out the Kerry ETB contribution to the 6 national targets for FET. This forms the basis of FET funding at Kerry ETB for the period 2018 – 2020. The targets are:

- **Target 1 Employment:** 22% (over 3 years) more learners securing employment from provision primarily serving the labour market. This means 1,554 learners that will have progressed to Employment by the end of 2020. This target involves most skill clusters, excluding Core ICT, Core Personal, General Learning & Skill Sampling. The following programmes are included in this target: Apprenticeship Phase 7, Blended, PLC, LTI, SST, Traineeship, VTOS, Evening Training, eCollege
- **Target 2 Progression:** 15% (over 3 years) more learners progressing to other FET/HET from provision primarily focused on this. This translates to a target of 3,162 Kerry ETB learners progressing to FET/HET by the end of 2020. The following programmes are included in this target; Youthreach, Bridging and Foundation, Community Training Centre, Specialist Training Provision at NLN, BTEI and Skills for Work.
- **Target 3 Certification:** 83% (over 3 years) increase in the rate of certification on courses primarily focused on transversal (social mobility) skills development. This translates to a target of 780 learners gaining qualifications in Transversal Skills by the end of 2020. Transversal Skills are core competencies such as communication skills, the capacity to be personally effective that are the focus of the following skills clusters: Core ICT, Core Personal, General Learning & Skill Sampling. The programmes

included in this target are: Adult Literacy, ESOL, FET Cooperation Hours, ITABE, Refugee Resettlement and Voluntary Literacy.

- **Target 4 Lifelong Learning:** 10% increase in adults (over 25 years) seeking FET level provision engaging in lifelong learning interventions. This translates to a target of 25,646 people (over the age of 25) in Kerry having started a lifelong learning course by the end of 2020. All skill clusters are included here and most programmes, excluding those that focus on people under the age of 25 such as the CTC, Youthreach and PLC. Other programmes excluded from this target are: Apprenticeship, FET Cooperation Hours, ESOL and Other Funding.
- **Target 5 Learners in Key Areas:** 48% increase in learners securing relevant qualifications in growth/skills needs sectors. This translates to a target of 5,078 Kerry ETB learners gaining qualifications in the relevant areas by the end of 2020. The skills clusters involved here are those deemed by government to be areas of employment growth or where there are skill gaps: Built Environment, Engineering, Entrepreneurship, Food & Beverage, Health, Family & Social Services, ICT, Manufacturing, Media, Graphics & Communications, Sales & Marketing, Science & Technology, Sport & Leisure, Tourism and Web Design & Development. The following programmes are involved in this target: Apprenticeship, Blended learning, PLC, Specific Skills Training, Traineeship, VTOS, and Evening courses.
- **Target 6 Traineeships:** 830 new Traineeship registrations over 3 years in the period 2018 to 2020.

Overarching FET policies

The organisation has robust policies in place and is continuing to revise, develop and implement overarching policies for FET.

Health & Safety Report 2018

As part of the overall approach to quality a new Safety Management System was put in place over the course of 2018. All centres were audited from a health and safety perspective and a plan was put in place for each one based on this exercise. Safety statements and procedures were reviewed. Over the course of the year the following actions were taken as part of the implementation plan:

Stage 1 Safety Management System Review, Audit Program & Implementation Plan

- The audit programme was developed and agreed across the entire organisation
- Existing Kerry ETB H&S Procedures were reviewed
- Meetings took place with School Principals & FET Centre Managers
- FET Centre Audits were completed
- An Implementation Plan was developed based on the findings of the audits
- The Implementation Plan was agreed across Kerry ETB Management and staff

Stage 2 Kerry ETB Central Procedures

- An overall Safety Management System Structure was put in place across Kerry ETB
- Health and safety roles and responsibilities of Kerry ETB staff and management were agreed
- The Kerry ETB Central Safety Statement was revised and published
- Priority Kerry ETB central H&S procedures and guidance documents were developed
- A number of meetings took place with Principals, Programme Coordinators and FET Centre Managers

Training Completed

- Woodwork teachers/instructors job specific safety training and manual handling training
- Metalwork teachers/instructors job specific safety training and manual handling training

GOAL 8: MARKETING, BRANDING AND COMMUNICATION

Focus: Effectively marketing our services, developing our brand and communicating with all of our stakeholders.

PR, Media and Marketing

In 2018 Kerry ETB continued to work on the standing of FET, to create a high profile for FET as a quality pathway to skills and careers. The 2018 strategy for this included the FET Fair, digital screens countywide, print and broadcast media promotion, producing Course Directories, promoting FETCH, working with schools, parents and guidance practitioners to promote the standing of FET as a first choice. Fine tuning this to distil and effectively communicate our unique selling points was part of our work in 2018. In particular promoting FETCH the new ETB national online course search and learner application facility.

FET Fair 2018

A FET Fair was held in April 2018 with all Kerry ETB FET Colleges, Centres and programmes coming together for the annual showcase event. Over a thousand members of the public called in to get information, participate in skills demonstrations and talk to staff and learners.

Staff, learners and trainees engaged in skill demonstrations ranging from stonecutting, 3D printing, culinary arts, tour guiding, hairdressing, beauty, healthcare and childcare, animal grooming, art and photography, TV, film and radio production, wind turbine maintenance, motor mechanics, CAD, administration and finance. Talks and workshops outlined FET skill development opportunities as well as supports, from how to apply for a SUSI grant, to the Back to Education Allowance, as well as academic and personal supports available including Adult Guidance. There was an on-site pop up restaurant, beauty and hair salon, and dog grooming parlour as installations for the public to interact with.

The FET Fair was not only a tool in course recruitment, but also a contribution to the national goal of improving the standing, and understanding of FET. The event involved extensive media coverage targeting school leavers, job seekers but also employers and employees. The goal of the day was to create a positive image of FET and inform the public about the opportunities that are available to them within the county.

Employer Engagement

Kerry ETB piloted an Occupational Skills Profiling and Course Request System for Employers seeking training for staff which is beginning to bear fruit. Employer Engagement plans for 2018 changed over the course of the year with the launch of Skills to Advance by SOLAS. Kerry ETB met with employers over the year to outline to them the range of opportunities for upskilling staff.

Community & Interagency Meetings

A number of meetings were organised during the year to brief CE Supervisors, DEASP Case Officers and Local Development Company staff on FET provision and outcomes for learners.

Commis Chef Apprenticeship

There was substantial marketing and PR around the new Commis Chef Apprenticeship which was driven by Kerry ETB as the National Coordinating Provider. The aim of the marketing strategy was to increase awareness amongst employers of FET provision within the sector. The programme is supported by the Irish Hotels Federation (IHF), the Restaurants Association of Ireland (RAI), the Irish Hospitality Institute (IHI), Euro-toques Ireland, Catering Management Association of Ireland (CMAI), Fáilte Ireland, SOLAS, Education and Training Boards (ETBs) and Institutes of Technology (IOTs).

GOAL 9: ENHANCING THE WORKING AND LEARNING ENVIRONMENT

Focus: Developing and enhancing the training and development opportunities and facilities available to staff, to improve the environment that staff work in and learners learn in.

Professional Development in 2018

Staff Professional Development is a key part of our quality assurance. In total staff participated in 132 professional develop courses across seven priority strategic areas in 2018. The Strategic themes mirror the SOLAS national FET Professional Development Strategy.

In 2018 a new system to track professional development across all of FET was put in place. This was developed as part of the planning process, both to complete the SOLAS PD planning template and so that internally at Kerry ETB there would be a clear PD strategy related to the organisational goals and the needs of learners.

The below are the main areas in which professional development was undertaken in 2018.

- Quality Assurance
- ICT
- Technology Enhanced Learning (TEL)
- Management
- Working With and Supporting FET Learners
- Vocational Upskilling and Reskilling
- Enterprise Engagement

Technology Enhanced Learning (TEL) Baselines Project

As part of FET quality initiatives and to prepare for the implementation of the SOLAS TEL Strategy staff and centres participated in a baseline survey to establish a clear picture on the TEL skill levels, practices and resources for all staff – from those involved in teaching and learning to those involved in support, administration and management role. The baseline also investigated the Kerry ETB ICT infrastructure and equipment in use across the county.

Organisation Support & Development (OS&D)

Organisation Support & Development (OS&D)

The Director of OS&D is responsible for the Governance and Management of the ETB's administration and oversees the management of the ETB's resources across the FET administration, Human Resources, Finance, Procurement, Corporate Services and Capital Development, and ICT functions.

Kerry ETB Strategy Statement 2018–2022

In 2018 the Kerry ETB Strategy Statement 2018–22 was launched. The Strategy Statement identified nine strategic goals:

1. Nationally and Internationally Recognised and Quality Assured Programmes
2. Quality Teaching and Learning
3. Innovative Education and Training Responses
4. Access and Progression
5. Develop Productive Partnerships
6. Stakeholder Engagement
7. Effectiveness and Accountability in Governance and Leadership

8. Marketing, Branding and Communication
9. Enhancing the Working and Learning Environment

Implementation reporting templates were developed for each of the three pillars. These templates allow the organisation to plan, record and publish annually our progress in implementing the strategy.

Policies And Procedures

The development of detailed policies and procedures for Kerry ETB as a large geographically dispersed organisation is a key priority. Policies and procedures are essential in setting organisation tone and enabling the organisation maintain high quality service delivery and ensure compliance with corporate governance requirements.

Detailed administrative procedures guide managers and staff in meeting organizational objectives, reinforcing organisations values and goals

and clearly set out expectations in terms of behaviour. Utilising policies and procedures as part of staff training assists the ETB in embedding understanding and ensuring consistency of practice in financial and non-financial areas and to maintain high standards.

Kerry ETB Policies and procedures enable the organisation to strengthen internal controls and determine if processes are being followed appropriately. The review of existing policies and procedures serves as an opportunity to review current practices, incorporate lessons learnt and to ensure that processes add value.

The following Policies and Procedures were adopted by the Board of Kerry ETB in 2018:

Policy & Procedure Adopted:	Date Adopted:
Garda Vetting Student REVISED	26/02/2018
Email Communication Policy	22/05/2017
Motor Vehicle Usage Policy & Procedure	10/07/2018
Risk Management Policy & Procedure	10/04/2018
Corporate Procurement Plan	28/05/2018
Lease Protocols – New and Renewal	28/05/2018
Customer Charter	10/07/2018
CCTV Head Office	28/05/2018
Data Breach Management	22/01/2018
Records Management & Retention Schedule	22/01/2018
CCTV Privacy Statement	04/12/2018
CCTV Template Policy for Schools/Centres	04/12/2018
Data Protection Policy	04/12/2018
Data Breach Protocol	04/12/2018
Accident Reporting & Investigation H&S Policy & Procedure	25/09/2018
Health & Safety Action Tracking – H&S Policy & Procedure	25/09/2018
Emergency Evacuation – H&S Policy & Procedure	25/09/2018
Risk Assessment Procedure – H&S Policy & Procedure	25/09/2018
Purchasing Card Policy & Procedure	25/09/2018
Procurement for purchases up to €25,000 Policy & Procedure	25/09/2018

Further Education & Training Services Department (FETS)

The FETS department function is to support the Director of OS&D and the Director of FET in ensuring the administration of functions and resources are managed effectively and in line with the Code of Governance requirements.

FETS administration staff supports the Director of FET in ensuring compliance with the “The Funding Agreement” and the provision of services as set out in the annual funding allocation Grant Approval Letter from SOLAS. The FETS Department supports the Director of FET in the preparation of the annual Further Education & Training Funding Proposal Bid (FAR 4), the Mid-year and October financial reviews along with the preparation of the End of Year Accounts as per the SOLAS Overarching Planning and Funding Parameters Document. Department Staff monitor the budgetary status of the FET Centres to ensure compliance with the relevant funding conditions.

The Department supports the Director of OS&D with the development and implementation of improved structures and processes to enhance the effectiveness of the organisation and ensure robust corporate governance systems and procedures in accordance with the Code of Practice for ETB’s CL002/2019.

Achieved in 2018 by the FETS Department in line with Kerry ETB Strategic Goals

Goal	Focus	What we will do	Achieved in 2018
GOAL 3 Innovative Education and Training Responses	The development of innovative and creative solutions and responses to the learning needs of young people and adults in a changing society.	1. Continually respond to the changing demographics in Kerry and plan our service provision accordingly, where possible.	Provided the necessary administrative support to enable the ETB to immediately respond to the arrival of approximately 70 refugees in Kenmare. Supporting ALO with delivery of specialised programmes
GOAL 5 Develop Productive Partnerships	Developing new and enhancing existing partnerships with relevant bodies at local, community, national and international level to optimise our capability to meet education, training and youth work needs in Kerry.	2. Continue to work in close partnership with the Department of Education and Skills, Department of Children and Youth Affairs, Department of Social Protection, TUSLA, SOLAS, QQI and ETBI.	Engaged with the ESF Managing Authority to ensure full compliance with new ESF reporting requirements and regulations. Returning all required financial and statistical data for 2014 to 2017.
GOAL 6 Stakeholder Engagement	Communicating with learners, staff, employers, partners, the community and other agencies and education providers to enhance the quality, focus and relevance of our services.	3. Continue to develop and implement customised and inclusive consultation mechanisms with all of our stakeholders.	Responding to the needs of the ESF Managing Authority and shared services. Training and support to FE management and tutors re DCS on-line part time claims system and ESF.
		8. Engage effectively with our staff to enhance service quality, build competencies and capabilities and achieve excellence in our people management.	BTEI conversion process – supporting implementation.
		9. Measure our stakeholder engagement activities to encourage joined-up planning and delivery of programmes and services to meet needs in Kerry.	Administrative and financial support and oversight of Part-time Programmes. Assisting Adult Education Officers with planning and delivery of FE programs.
GOAL 7 Effectiveness & Accountability in Governance and Leadership	Ensure our strategic objectives are effectively supported by our management and administrative processes to ensure the highest standards of accountability, compliance and transparency.	2. Review and enhance structures and processes to enhance the effectiveness of our organisation and how well we communicate with all stakeholders.	Part-time Programme Procedures reviewed to reflect changes necessitated by the introduction of DCS On-line part-time claims system, including roles and responsibilities.
		3. Enhance our management information systems to provide up-to-date, relevant and accurate data throughout our organisation to enhance planning, service provision and fit with our strategy.	Introduction of DCS On-line part-time claims system provides for significantly enhanced management information through enhanced reporting capabilities.

Human Resources Department (HR)

The primary functions of the HR Department include Recruitment and Selection, Pay Administration, Superannuation, Employment Services, Resource Planning, Attendance Management. Kerry ETB employs circa 1,100. These staff are employed in locations across the County (circa 33 Kerry ETB Centres and over 100 Outcentres and also in co-operation with other Organisations).

Achieved in 2018 by the HR Department in line with Kerry ETB Strategic Goals

Goal	Focus	What we will do	Achieved in 2018
GOAL 3 Innovative Education and Training Responses	The development of innovative and creative solutions and responses to the learning needs of young people and adults in a changing society.	1. Continually respond to the changing demographics in Kerry and plan our service provision accordingly, where possible.	Workforce planning to ensure Kerry ETB had the required staffing levels. Ongoing monitoring of recruitment policy and procedures to ensure best practice in line with relevant legislation.
		3. Develop our capability to be responsive to the challenges of a multicultural society.	Recruitment of additional staff for the first Kerry ETB Community National School.
GOAL 5 Develop Productive Partnerships	Developing new and enhancing existing partnerships with relevant bodies at local, community, national and international level to optimise our capability to meet education, training and youth work needs in Kerry.	2. Continue to work in close partnership with the Department of Education and Skills, Department of Children and Youth Affairs, Department of Social Protection, TUSLA, SOLAS, QQI and ETBI.	Developed a suite of documents as part of an ETBI working group to support ETBs in the transfers and redeployment process.
		3. Continue to work in close partnership with relevant unions to enhance the quality of services that we deliver.	Joint Consultative Fora with the relevant unions: TUI, Fórsa SNA, Fórsa Admin. Consulted with Unions on relevant Policies and Procedures.
		4. Continue to review and amend where appropriate our partnership processes, protocols and procedures.	Managed the transition of Youthreach Programme to direct delivery by Kerry ETB under TUPE legislation.
GOAL 6 Stakeholder Engagement	Communicating with learners, staff, employers, partners, the community and other agencies and education providers to enhance the quality, focus and relevance of our services.	3. Continue to develop and implement customised and inclusive consultation mechanisms with all of our stakeholders.	Joint Consultative Fora with the relevant unions: TUI, Fórsa SNA, Fórsa Admin. WorkPositive Survey conducted to assess workplace stressors and employee psychological wellbeing. This was a risk management process involving a 'whole workforce' approach'.
		5. Continue to utilise the feedback from stakeholders to inform the types of services we provide and to enhance current provisions.	Feedback from managers, staff and unions utilised in reviewing structures and processes to enhance the effectiveness of our organisation.



Goal	Focus	What we will do	Achieved in 2018
GOAL 6 Stakeholder Engagement (continued)		8. Engage effectively with our staff to enhance service quality, build competencies and capabilities and achieve excellence in our people management.	Implemented the new Leadership and Management structure in all Kerry ETB schools. Induction process for all new staff. Process for management and leadership training for senior and middle management commenced. Review of absence management procedures and introduction protocols to highlight cumulative sick leave balances and raise awareness. Provision of pension training for relevant staff. Commenced the BTEI conversion process
GOAL 7 Effectiveness and Accountability in Governance and Leadership	Ensure our strategic objectives are effectively supported by our management and administrative processes to ensure the highest standards of accountability, compliance and transparency.	1. Review current internal communications, refine and develop a coherent internal communication strategy that communicates our strategic goals, clarifies organisational structures, roles and responsibilities at all levels and highlights decision making processes. 2. Review and enhance our current human resources practices and policies to meet the strategic needs of Kerry ETB. 3. Develop our leadership, management and supervisory capabilities and competencies to realise our strategic goals. 4. Enhance our management information systems to provide up-to-date, relevant and accurate data throughout our organisation to enhance planning, service provision and fit with our strategy.	Reviewed and updated HR areas of responsibility and contact details document for distribution to all staff. Commenced the roll-out of electronic contracts and on-line claim system for part-time tutors. Researched the introduction of e-filing to commence in 2019 Developed and reviewed the necessary policies and procedures in light of the Child First Act. Participated in Kerry ETB Child Protection Oversight Committee. Implemented the new Leadership and Management structure in all Kerry ETB schools. Introduction of DCS on-line claims system providing enhanced reporting capabilities and greater management information – facilitating planning, monitoring and ensuring legislative compliance.

Goal	Focus	What we will do	Achieved in 2018
GOAL 7 Effectiveness and Accountability in Governance and Leadership (continued)		5. To promote a culture of continuous improvement and reflective practice.	Developed and reviewed Policies and Procedures in conjunction with other Departments to complement existing HR Policies and Procedures to improve role clarity and expectations of staff and management.
GOAL 8 Marketing, Branding and Communication	Effectively market our services, develop our brand and communicate with all of our stakeholders.	5. 4. Implement the Kerry ETB Scéim Teanga	Implemented process to facilitate Irish summer courses for students.
GOAL 9 Enhancing the Working and Learning Environment	Continually develop and enhance the training and development opportunities and facilities available to staff, to improve the environment that staff work in and learners learn in.	1. Achieve Excellence Through People accreditation across the organisation.	Excellence Through People presentation OS&D staff day.
		2. Conduct an organisational review focusing on policies, structures and roles to ensure a good fit with the education and training strategy for Kerry ETB.	HR Policies and Procedures were reviewed and developed to ensure good fit with Kerry ETB structures.
		4. Continue to support staff welfare scheme and support staff career development and job transfer opportunities.	On-going promotion of Kerry ETB Staff Welfare supports available. Developed leaflet to mark Workplace Wellbeing day showcasing wellbeing supports available.
		5. Continue to develop programmes and a range of preventative and proactive strategies to enhance the positive mental health of students, learners and staff.	WorkPositive Survey conducted to assess workplace stressors and employee psychological wellbeing for each pillar: OS&D, FET, Schools.

Finance Department

The objective of the Finance function is to support the Board in the achievement, within budget, of objectives set out in the Letter of Determination from the DoES, the allocation letter from SOLAS and other sources. Kerry ETB is funded primarily by the DoES for the delivery of its Post Primary provision and SOLAS and DoES for Further Education and Training Programmes.

The publication of the financial statements is a primary expression of public accountability for Kerry ETB. The Finance Department is responsible for keeping the accounts of the ETB and the preparation of the annual financial statements. The financial statements must comply with legislation, with the accounting policies laid down by the Minister for Education and Skills and with any relevant DoES guidelines. Kerry ETB is required to forward the financial statements to the Comptroller and Auditor General by 1st April, 2019. Kerry ETB is also subject to audit by the Internal Audit Unit (IAU-ETB).

The Finance Department's primary functions include Audit Management, Procurement, Fixed Asset Management, Creditors, Expenditure Analysis, Treasury Management and Payroll Processing.

Achieved in 2018 by the Finance Department in line with Kerry ETB Strategic Goals

Goal	Focus	What we will do	Achieved in 2018
GOAL 5 Develop Productive Partnerships	Developing new and enhancing existing partnerships with relevant bodies at local, community, national and international level to optimise our capability to meet education, training and youth work needs in Kerry.	2. Continue to work in close partnership with the Department of Education and Skills, Department of Children and Youth Affairs, Department of Social Protection, TUSLA, SOLAS, QQI and ETBI.	• Finance Department staff collaborated with a number of working groups in ETBI. • Transition Lead identified for ESBS Payroll Project as liaison for Kerry ETB.
GOAL 7 Effectiveness and Accountability in Governance and Leadership	Ensure our strategic objectives are effectively supported by our management and administrative processes to ensure the highest standards of accountability, compliance and transparency.	1. Review current internal communications, refine and develop a coherent internal communication strategy that communicates our strategic goals, clarifies organisational structures, roles and responsibilities at all levels and highlights decision making processes.	Procurement • Corporate Procurement Plan 2018–2019 developed. • In-Service for Senior Managers delivered in August 2018 with a strong emphasis on Procurement. • Procurement for Purchases up to €25,000 Policy and Procedure developed. • Purchase Card Policy and Procedure developed. • Procurement bulletin developed and circulated quarterly. • All procurement and financial policies and procedures, developed, clearly outline the role of the Line Manager and the role of the staff member in relation to each policy and procedure. • Procedures developed in the areas of Creditors Payments, Travel and Subsistence to clearly flag in writing all non-compliance issues, however, minor to staff and managers as they occur. With the aim of raising awareness and addressing inconsistent practices. Fixed Asset Management • Fixed Asset Management reviews continued in Schools and Centres. • Training carried out in the use of online Fixed Asset Management system.

Goal	Focus	What we will do	Achieved in 2018
GOAL 7 Effectiveness and Accountability in Governance and Leadership (continued)		6. Enhance our management information systems to provide up-to-date, relevant and accurate data throughout our organisation to enhance planning, service provision and fit with our strategy.	The reporting capacity of the DCS on-line part-time claims system has increased the standard of management information available.
		7. Continue to develop the strategic compliance and governance capabilities of our Board and associated committees.	Presented as and when requested by the Audit & Risk Committee and the Finance Committee in relation to Financial and Procurement issues.

Information Communication Technology (ICT) Department

The ICT Department provides infrastructure development and technical support to Kerry ETB Head Office and manages the technical support contract for all schools and FET centres in Kerry ETB. The Department supports and manages Kerry ETB's management information systems and their support. The Department manages an email solution for the entire organisation staff as well as a separate HQ email solution. The Department centrally purchases all ICT equipment for the entire scheme. The Department manages a centralised mobile communications infrastructure and supports the enhanced use of technology in administration and communication across the Organisation.

Achieved in 2018 by the ICT Department in line with Kerry ETB Strategic Goals

Goal	Focus	What we will do	Achieved in 2018
GOAL 2 Quality Teaching and Learning	Continually enhancing our teaching and learning capabilities and promoting a culture of continuous improvement and organisational learning so that all stakeholders have confidence in the quality and relevance of our programmes and courses.	4. Promote a culture of innovation and reflective practice including the development of learning networks, communities of practice and the sharing of best practice.	- Continued roll out of Wi-Fi solution to Kerry ETB Schools - Developed online learning platform using office 365 for Outdoor Activity Traineeship.
		9. Ensure that all Kerry ETB students and learners can learn in a safe, modern learning environment.	- New centralised ICT support Contract to provide the most up to date ICT advice and support to Schools and Centres. - School Profile of ICT Infrastructure and Hardware continued to be developed. - Development and setup of new working environment for three centres for the direct delivery of Youthreach by Kerry ETB.

Goal	Focus	What we will do	Achieved in 2018
GOAL 3 Innovative Education and Training Responses	The development of innovative and creative solutions and responses to the learning needs of young people and adults in a changing society.	4. Continue to renew and develop new responses to enhance the engagement in education and training activities.	Developed a Windows Hybrid Framework for use by schools and centres
GOAL 6 Stakeholder Engagement	Communicating with learners, staff, employers, partners, the community and other agencies and education providers to enhance the quality, focus and relevance of our services.	5. Continue to utilise the feedback from stakeholders to inform the types of services we provide and to enhance current provisions. 8. Engage effectively with our staff to enhance service quality, build competencies and capabilities and achieve excellence in our people management.	- ICT Questionnaire distributed to staff to identify training deficits and areas where additional training is required - ICT Clinic provided at staff day to assist staff on an individual basis to utilise the communication tools available to them. - Series of training videos developed and made available to staff via the Kerry ETB website. - Process for issuing all staff email addresses completed. - Electronic payslips now issued to all staff via all staff email.
GOAL 7 Effectiveness and Accountability in Governance and Leadership	Ensure our strategic objectives are effectively supported by our management and administrative processes to ensure the highest standards of accountability, compliance and transparency.	1. Review current internal communications, refine and develop a coherent internal communication strategy that communicates our strategic goals, clarifies organisational structures, roles and responsibilities at all levels and highlights decision making processes. 6. Enhance our management information systems to provide up-to-date, relevant and accurate data throughout our organisation to enhance planning, service provision and fit with our strategy.	- Continued to develop the Kerry ETB Policy SharePoint as a central repository for all Kerry ETB Policies and Procedures to improve transparency, consistency of practice and knowledge sharing. - On-going promotion of SharePoint usage by all staff to imbed good governance through increased awareness of Kerry ETB Policies & Procedures. - Policy SharePoint continued to be enhanced. - DCS on-line part-time claims system introduced providing enhanced management information to the organisation.

Corporate Services and Capital Development Department (CS&CD)

The key areas of responsibility of the CS&CD Department are Capital Projects, Insurance, administrative support for the ETB Audit and Finance Committees, Freedom of Information, Data Protection, Protected Disclosures and Health & Safety, Kerry ETB Annual Report, Implementation of the new Code of Practice for the Governance of Education and Training Boards – Circular Letter 0002/2019. A primary goal of the Department is to ensure, within the resources provided, that each of our buildings are appropriate to and meet the needs of the particular service provided and that the ETB maximises the use of our facilities.

Achieved in 2018 by the CS&CD Department in line with Kerry ETB Strategic Goals

Goal	Focus	What we will do	Achieved in 2018
GOAL 3 Innovative Education and Training Responses	The development of innovative and creative solutions and responses to the learning needs of young people and adults in a changing society.	1. Continually respond to the changing demographics in Kerry and plan our service provision accordingly, where possible.	Schools Reconfiguration for Diversity process • Kerry ETB as the locally based education authority managed the identification phase – and selected Kenmare-Sneem as the initial pilot area. • Kerry County Childcare conducted surveys in the Kenmare-Sneem area • Kerry ETB then analysed the survey results and drew up a comprehensive report on the position in relation to the pilot area for submission to the DoES.
GOAL 5 Develop Productive Partnerships	Developing new and enhancing existing partnerships with relevant bodies at local, community, national and international level to optimise our capability to meet education, training and youth work needs in Kerry.	2. Continue to work in close partnership with the Department of Education and Skills, Department of Children and Youth Affairs, Department of Social Protection, TUSLA, SOLAS, QQI and ETBI.	The following capital projects were assigned to Kerry ETB by the DoES under the Major Devolved Projects scheme: • Listellick National School Design Team appointed • St Oliver's Primary School extension
GOAL 6 Stakeholder Engagement	Communicating with learners, staff, employers, partners, the community and other agencies and education providers to enhance the quality, focus and relevance of our services.	3. Continue to develop and implement customised and inclusive consultation mechanisms with all of our stakeholders.	• Customer Charter reviewed and approved by Kerry ETB Board. • Kerry ETB website reviewed and tender for development progressed. • OS&D Staff Day took place in June agenda included forum on Communications. • A safety training needs analysis was completed in consultation with all staff of Kerry ETB and a safety training plan for the academic year 2018–2019 was commenced.

Goal	Focus	What we will do	Achieved in 2018
GOAL 6 Stakeholder Engagement (continued)		5. Continue to utilise the feedback from stakeholders to inform the types of services we provide and to enhance current provisions.	• Extensive consultation process with board members, parents, staff and students, learners and external partners took place in the development of the Kerry ETB Strategy Statement. • Input from Communications forum, OS&D Staff Day, led to development of a Communications Implementation Plan to improve communications.
		8. Engage effectively with our staff to enhance service quality, build competencies and capabilities and achieve excellence in our people management.	OS&D staff day included presentation from Excellence Through People. Communication criteria utilised in establishing Communications Implementation Plan.
GOAL 7 Effectiveness and Accountability in Governance and Leadership	Ensure our strategic objectives are effectively supported by our management and administrative processes to ensure the highest standards of accountability, compliance and transparency.	1. Review current internal communications, refine and develop a coherent internal communication strategy that communicates our strategic goals, clarifies organisational structures, roles and responsibilities at all levels and highlights decision making processes.	Ongoing development of Policies and Procedures to standardise practice and ensure effectiveness and accountability in Governance and leadership: • Development of the Kerry ETB Policy SharePoint as a central repository for all Kerry ETB Policies and Procedures. • CEO's Memos continued to be issued to Line Managers to explain Policies and Procedures and highlight changes in practices. • CEO's Memos also designed to encourage Line Managers to discuss Policies and Procedures developed and to test understanding, raise awareness and seek feedback from staff in relation same. • Health & Safety Roles and Responsibilities document developed.
		2. Review and enhance structures and processes to enhance the effectiveness of our organisation and how well we communicate with all stakeholders.	• Data Protection Policies & Procedures revised and approved by the Board. • Data Breach Management • Records Management and Retention Schedule • CCTV Policy and Procedure Head Office • CCTV Template Policy for Schools/ Centres • Data Protection Policy • Data Breach Protocol • Quarterly Data Protection Newsletter

Goal	Focus	What we will do	Achieved in 2018
GOAL 7 Effectiveness and Accountability in Governance and Leadership (continued)		5. Enhance our resource planning and operational management capacity at all levels of the organisation. We will utilise training, CPD and more appropriate organisational structures.	• General Data Protection Regulation (GDPR) Training provided for all Management Staff in October. • Staff encouraged and take up monitored in relation to ETBI on-line GDPR Training. • A Safety Organisational chart was developed outlining the reporting and consultation structure in relation to safety. • The health and safety roles and responsibilities were defined and incorporated into the Kerry ETB safety statement. • Health & Safety Training provided • Woodwork and Metalwork Teachers' job specific safety training and manual handling training
GOAL 8 Marketing, Branding and Communication	Effectively market our services, develop our brand and communicate with all of our stakeholders.	2. Establish a dedicated communications function within Kerry ETB to enhance internal and external communications.	A dedicated Marketing and Communications Officer was appointed to enhance internal and external communications.
		3. Develop a Kerry ETB public relations and marketing strategy to enhance advertising, branding and learner recruitment	A dedicated Marketing and Communications Officer was appointed to the ETB in March 2018 as part of the Strategy to enhance advertising, and branding. For Kerry ETB Schools Week an article featuring all our schools' achievements was placed in the local media. Following planning meetings with the local media Kerry ETB has weekly articles across all platforms.
		4. To implement the Kerry ETB Scéim Teanga.	Kerry ETB offer its services when required in the Irish Language. Our publications are printed and available to all both in Irish and English. Irish classes are made available to staff. An Irish steering committee has been established to discuss ways to improve, encourage and support both students/learners and staff in the use of the Irish language.
		5. Develop a strategy to make more effective use of social media technology to brand and promote the organisation.	The new Communications and Marketing Officer utilised several social media platforms to promote all aspects of school/centre programme activities as they occurred. The redesign of the Kerry ETB website was put out to tender, with work commencing in August 2018. Launch scheduled for 1st quarter of 2019. Staff meetings were held to highlight the new focus on advertising and branding of the ETB, with all staff being encouraged to 'tag' the ETB on any relevant posts.
		9. Enhance the overall internal and external communications approach.	• OS&D Staff day took place in June – agenda included forum on Communications. • Expressions of Interest sought for OS&D Communications Group membership. • Communications Section added to Kerry ETB Policy SharePoint. • Kerry ETB website reviewed and tender for development progressed.



Goal	Focus	What we will do	Achieved in 2018
GOAL 9 Enhancing the Working and Learning Environment	Continually develop and enhance the training and development opportunities and facilities available to staff, to improve the environment that staff work in and learners learn in.	2. Conduct an organisational review focusing on policies, structures and roles to ensure a good fit with the education and training strategy for Kerry ETB.	• Twenty-one Policies and Procedures were revised or newly developed in 2018. • Also seventeen CEO's Memos were produced and circulated.
		6. Maximise and improve the use of our facilities and undertake regular health and safety audits to maximise the quality of the work and learning environments.	• Health and safety audits were carried out on all Kerry ETB premises. An action plan was developed and a tracking system put in place to monitor improvements in safety in the organisation.

Kerry ETB Capital/Building Programme

Goal	Focus	What we will do
GOAL 2 Quality Teaching and Learning	Continually enhancing our teaching and learning capabilities and promoting a culture of continuous improvement and organisational learning so that all stakeholders have confidence in the quality and relevance of our programmes and courses.	9. Ensure that all Kerry ETB students and learners can learn in a safe, modern learning environment.
GOAL 9 Enhancing the Working and Learning Environment	Continually develop and enhance the training and development opportunities and facilities available to staff, to improve the environment that staff work in and learners learn in.	5. Ensure, within the resources provided, that each of our buildings is appropriate to the needs of the services provided. 9. Prioritise capital/building projects that support greater integration on the delivery of Further Education and Training Programmes.

Achieved in 2018 – The following Projects were progressed in 2018:

Coláiste Gleann Lí

Extension to school of a two classroom ASD Unit, funding provided by the DoES under the Additional Accommodation Scheme

Kerry College of Further Education (KCFE) / Town Centre Campus

Development and fit-out of new Town Centre Campus located in Denny Street, Tralee

Extension to existing car park located at the rear of the Clash Campus to accommodate student parking

Separation of KCFE and Coláiste Gleann Lí to provide two separate entities, i.e. Mainstream provision and PLC provision

Design, refurbishment and Commissioning of a Science Lab and Store at the Clash Campus

Castleisland Community College

Refurbishment to accommodate a new Science Laboratory

Development of a new Astroturf pitch at the rear of the school. This was a joint venture between Kerry ETB and Castleisland AFC

Causeway Comprehensive School

Refurbishment and upgrade of equipment in Metalwork / Engineering Room

Coláiste na Sceilge Cahirciveen

Upgrade to school's heating system

Gaelcholáiste Chiarraí Nua

Site Remediation Works commenced

Approval from the Department of Education and Skills to proceed to Stage 2B which includes Detailed Design including Planning Permission and Tender Documents)

Killarney Community College

Progressing the project of an extension of a 2 classroom ASD Unit

Roof repairs to main school and the Gymnasium

Coláiste na Ríochta

Boiler replacement works

Universal Access Works comprising of automated doors and screens, levelling of entrance path and ramp

Tralee Youthreach

Minor Refurbishment Works

Listowel Youthreach

Fit out of new centre

Kenmare Further Education & Training Centre

Development of a Professional Training Kitchen to accommodate the new Commis Chef Apprenticeship

Two Mile Community National School

Development of an Astroturf play area

Corporate Governance and Finance

Corporate Governance and Finance

In 2017 the first Strategy Statement of Kerry ETB was developed and launched in March 2018. The development of the Strategy involved a comprehensive consultation process. The consultation consisted of focus groups involving the Kerry ETB Board, Boards of Management, managers, staff and parents. An online survey was made available to students and learners. Key community partners were also consulted and feedback sought on the draft strategy.

Ethics In Public Office Act 1995 And Standards In Public Office Act 2001

Board members and designated staff are required to provide annual Disclosures of Interests in respect of issues that could materially influence the performance of functions. Disclosures for 2017 were completed and where relevant forwarded to the Standards in Public Office Commission.

Board Structure

Membership of the Kerry ETB Board is comprised as follows:

- 12 Local Authority Representatives
- 2 Parent Representatives
- 2 Staff Representatives
- 5 Special Interest Members

The Board has a formal schedule of reserved functions as set out in Section 12 of the ETB Act 2013. The Executive is responsible for implementation of plans, day to day management and functions not reserved for the Board.

The Kerry ETB Board met for ten meeting in 2018. A register of attendance was maintained. A record of Member's attendance at the Board Meetings and details of their expenses are set out on page 50 of this report. Members received agenda and documents in advance of meetings. Minutes are maintained and adopted in support of ETB meetings all meeting presentations are circulated electronically to Members, following the meetings, for reference purposes. Minutes of the Board Meetings are also made available on the Kerry ETB website.

Committees

The Board has established an Audit and Risk Committee and Finance Committees as per the requirements of Section 45 of the ETB Act 2013.

Audit & Risk Committee

Audit & Risk Committee Members during 2018

Ms. Maria O’Gorman	Kerry ETB
Cllr. Niall Kelleher	Kerry ETB
Mr. Donal Fitzgibbon – Chair	External
Mr. John O’Connor	External
Mr. Tim Buckley	External
Mr. Ted Fitzgerald	External

MEETINGS – The Audit & Risk Committee met on the following dates in 2018

15/01/2018	06/09/2018
15/03/2018	30/10/2018
29/03/2018	06/11/2018
12/06/2018	07/12/2018

REPORTS – The Audit & Risk Committee reported to the ETB Board on the following dates in 2018:

- 22/01/18 report dated 04/12/17
- 04/12/18 reports dated 11/06/18, 25/09/18, 04/12/18
- 26/02/19 (presented Annual report of the Audit Committee for 2018)

Finance Committee

Finance Committee members during 2018

Mr. John O’Connor – Chair	External
Cllr. Séamus Cosáí Fitzgerald	Kerry ETB
Cllr. Jim Finucane	Kerry ETB
Cllr. Jimmy Moloney	Kerry ETB
Ms. Hilary Scanlan	External – resigned 12/11/18
Cllr. Norma Moriarty	Kerry ETB – appointed 4/12/18

MEETINGS – The Finance Committee met on the following dates in 2018:

21/02/2018
28/03/2018
27/11/2018

REPORTS – The Finance Committee reported to the ETB Board on the following dates in 2018:

- 10/04/2018 report of 26/03/2018
- 04/12/2018 reports of 09/10/2018 & 27/11/2018

Protected Disclosures Annual Report 2018

The Protected Disclosures Act 2014 came into effect on 15 July 2014. This Act provides a framework within which workers can raise concerns regarding potential wrongdoing that has come to their attention in the workplace in the knowledge that they can avail of protections if they are penalised by their employer or suffer any detriment for doing so.

Kerry ETB has put in place a policy, which in tandem with the legislation, will encourage workers to report potential wrongdoing in the knowledge that their concerns will be taken seriously and investigated, where appropriate, and that their confidentiality will be respected.

The policy highlights that it is always appropriate to raise concerns when they are based on a reasonable belief, irrespective of whether any wrongdoing is in fact subsequently identified. The policy also provides workers with guidance on how to raise concerns.

As required under Section 22 of the Protected Disclosures Act 2014 Kerry ETB confirms that no protected disclosures were received to the end of 2018. Consequently no action was required to be taken by Kerry ETB in relation to Protected Disclosures.

Chief Executive’s Pay

In accordance with pay scales approved by the DoES the Chief Executive Officer’s salary was €121,908 (excluding employer’s PRSI) in the year ended 31st December 2018. Employer’s PRSI of € 2,638.62 was also paid.

The CEO did not undertake any foreign travel for ETB business purposes during the period.

The CEO is a member of an unfunded defined benefit public sector Superannuation Scheme and the pension entitlements do not extend beyond the standard entitlements available under the scheme.

Key management personnel in Kerry Education and Training Board consist of the Chief Executive and the Director of Schools, Youth and Music, Director of Further Education and Training, and Director of Organisation Support and Development.

In accordance with pay scales approved by the DoES the Directors' salaries were as follows: the Director of Schools, Youth and Music €103,228.32 (Employers PRSI of €10,368.75), the Director of Further Education and Training €95,166.96 (Employers PRSI of €9,585.92) and the Director of Organisation Support and Development €101,100.42 (Employers PRSI of €10,162.09)

Board Members Expenses

In accordance with the requirements of DoES Circular Letter 0018/2015, the following table outlines ETB Members' expenses and meetings attended.

Board Member	Statutory Meetings	Interview Boards	Attendances at Conferences/Seminars	Other	Total	Board Meetings Attended
	€	€	€	€	€	
Cllr. Jim Finucane (Chair)*	32	1,583	1,191	5,334	8,140	10
Mr. Joseph Brennan	104				104	3
Cllr. Michael Cahill	273		536	301	1,110	7
Cllr. Pa Daly					0	10
Cllr. Seamus Cosai Fitzgerald	258				258	2
Cllr. John Francis Flynn	98				98	3
Cllr. Norma Foley					0	8
Ms. Maria O'Gorman	676	2,945	839	134	4,594	8
Mr. Noel Keenan	591		652	1,828	3,071	10
Cllr Niall Kelleher	371				371	6
Ms. MaryAnn Slattery	98				98	8
Ms. Brid McElligott					0	5
Ms. Mary McGillicuddy	1,109	1,044		298	2,451	6
Cllr. Norma Moriarty	1,390	3,709		108	5,207	9
Cllr. Jimmy Moloney	319	1,595	545		2,459	7
Mr. Eugene Moriarty	188	2,017			2,205	8
Cllr. Terry O'Brien	239	147		6	392	5
Mr. Michael O'Mahony	270		517	240	1,027	9
Cllr. Damien Quigg	145	322	525		992	5
Cllr. Aoife Thornton					0	6
Ms. Francis Walsh	48		656	1,763	2,467	10
Total	6,209	13,362	5,461	10,012	35,044	

*Cllr. Jim Finucane was a member of the ETBI Reserve Members Forum in 2018

Mr. Leonard O'Donnell, male staff representative, on the ETB Board sadly passed away on Tuesday 12th December 2017 and elections were conducted in June 2018 to appoint a male staff representative which resulted in the appointment of Mr. Joe Brennan on Wednesday 13th June 2018.

Operation Of The Board

Reserved and Executive Functions

The division of responsibilities between the Board and Chief Executive are set out in the Education and Training Boards Act, 2013

Reserved Function –

Performed by the Board of Kerry ETB

The Board (being elected and appointed members of the ETB) of Kerry ETB is collectively responsible for the proper direction and control of the organisation. Section 12 of the ETB Act sets out the formal schedule of matters reserved to the Board for decision or approval. Subject to sections 44 and 45, of the ETB Act 2013, the Board shall perform by resolution of its members, such of its functions as are declared by or under the ETB Act to be reserved functions.

The board members are required to bring an informed independent judgement to bear on issues of strategy, performance, resources and standards of conduct.

Executive Functions – Performed by the Chief Executive

As per section 13 of the ETB Act 2013 every function of an ETB that is not a reserved function shall be an executive function of the board. The Chief Executive is required in the performance of an executive function to act in accordance with the policies for the time being of the education and training board for which he or she is the Chief Executive. Section 15 of the ETB Act 2013 requires that the Chief Executive shall provide such information to the board, regarding the performance of his or her functions, as that board may from time to time require. The Chief Executive shall provide such information to the Minister regarding the performance of his or her functions as the Minister may from time to time require. The Chief Executive is accountable to the board for the due performance of his or her functions.

Delegation of functions of the Chief Executive

Under Section 16 of the ETB Act the Chief Executive may in writing, subject to such terms and conditions as he or she considers appropriate and any directions that may be given by the Minister, delegate any of his or her functions to a specified member of staff of the board, and that member of staff shall be accountable to the Chief Executive for the performance of the functions so delegated.

Finance Strategy

The objective of the Finance function is to support the Board in the achievement, within budget, of objectives set out in the Service Plan. Finance support includes decision-making support, corporate control of public money, transaction processing and statutory accountability.

Statutory Accountability

Strict accountability requirements apply to Kerry ETB. These requirements include the preparation of annual financial statements in a form prescribed by the Minister for Education and Skills with the consent of the Minister for Finance and the Minister for Public Expenditure and Reform and the audit of these accounts by the Comptroller and Auditors General. They consist of a Statement of Accounting Policies, an Operating Account, a Statement of Current Assets and Current Liabilities and notes to the financial statements.

Financial control systems are in place to ensure compliance with these requirements and to ensure the effective achievement of objectives.

Kerry ETB complies with its obligations under taxation laws and ensures that all tax liabilities are paid on or before the relevant due dates, as set out under Section 27 of the Code of Practice for the Governance of ETBs.

Financial Summary

Kerry ETB is funded primarily by the DoES for the delivery of its post-primary provision and SOLAS and DoES for further education and training programmes.

Gifts

Kerry ETB received no gifts in 2018.

Kerry Education & Training Board

Operating Statement for the Year Ended 31st December, 2018

	Year ended 31/12/2018 €
RECEIPTS	
Post Primary Schools & Head Office Grants	26,911,065
Primary School Grants	20,780
Further Education and Training Grants	27,680,559
Student Support Services Grants	5,310
Youth Services Grants	340,527
Agencies & Self-Financing Projects	3,091,438
Capital Grants	1,354,426
Joint Venture	-
	<u>59,404,105</u>
PAYMENTS	
Post Primary Schools & Head Office	26,615,399
Primary School Payments	39,143
Further Education and Training	27,952,715
Student Support Services	1,905
Youth Services	343,992
Agencies & Self-Financing Projects	3,334,668
Capital	2,489,934
Joint Venture	-
	<u>60,777,756</u>
Cash Surplus / (Deficit) for the year	(1,373,651)
Movement in Other Net Current Assets	<u>1,531,853</u>
Accrual Revenue Surplus/(Deficit) for the year	158,202
Revenue Surplus / (Deficit) at 01/01/2018	<u>(122,197)</u>
Revenue Surplus / (Deficit) at 31/12/2018	<u>36,005</u>

Chairperson's Statement to the Department of Education and Skills pursuant to Section 6.8 of the Code of Practice for the Governance of Education and Training Boards (Circular 0002/2019)

I, Cllr. Jim Finucane, as Chairman of Kerry Education and Training Board, in accordance with the provisions of Circular Letter 0002/2019 (Code of Practice for the Governance of Education and Training Boards) submit the following report to the Minister of Education and Skills, Mr. Joe McHugh, T.D.

The following confirmations are given to the best of my knowledge and belief, on behalf of Kerry Education and Training Board, for the year ending 31st December 2018.

1. I acknowledge the statutory responsibility of the Board in respect of the Financial Statements. All transactions undertaken by the ETB in 2018 have been properly reflected and recorded in the accounting records. All receipts and expenditure associated with all activities of the ETB for the period have been included in the Draft Financial Statements for the period ended 31st December 2018.
2. No circumstances have arisen or events occurred between the date of the Draft Financial Statements and the date of this Report in respect of matters, which would require adjustments to, or disclosure in, the Financial Statements or, which should be disclosed through some other medium other than those brought to notice.
3. Kerry Education and Training Board has complied with all aspects of contractual agreements that could have a material effect on the Financial Statements.
4. I confirm that there were no financially significant developments affecting Kerry Education and Training Board for the financial year ended 31st December 2018.
5. I confirm that all appropriate procedures for financial reporting, internal audit, travel, procurement and assets disposal were carried out.
6. A Statement on the System of Internal Control is contained in the Draft Financial Statements for the period ended 31st December 2018. The Statement on the System of Internal Control was approved by the Kerry Education and Training Board of Management on 29th March 2019.
7. There were no off-Balance Sheet financial transactions undertaken in the financial year ended 31st December 2018.
8. I confirm that Codes of Conduct for members of the Board and Staff have been put in place and are being adhered to.
9. I confirm that Government policy on pay is being complied with.
10. I confirm that Government Guidelines on the payment of Board member's fees are being complied with.
11. I confirm there were no Post Balance Sheet events. No transactions were entered into shortly before the accounting date with the intention that they would be reversed shortly after that date, as not to present a true and fair view of the state of affairs of Kerry Education and Training Board.
12. I confirm that the appropriate requirements of the Department of Public Expenditure and Reform Public Spending Code are being complied with.
13. I confirm that written approval was received before any capital expenditure was incurred.
14. I confirm that procedures are in place for the making of protected disclosures in accordance with section 21(1) of the Protected Disclosures Act 2014 and confirm that the Annual Report required under section 22(1) of the Act has been published.

15. I acknowledge that written approval must be received from the Minister before any disposal of land/property took place and that, in such cases the correct disposal procedures must be complied with. I confirm there were no purchases or disposals of land or buildings during the year.
16. I confirm that the Guidelines for the Appraisal and Management of Capital Expenditure Proposals and the Capital Works Management Framework are being adhered to, where appropriate.
17. I confirm there were no disposal of assets or grant of access to property or infrastructure for commercial arrangements with third parties which have not been subject to auction or competitive tendering process.
18. I confirm that written approval was received before any leases were entered into.
19. I confirm that Kerry Education and Training Board has complied with its obligations under tax law.
20. I confirm that Kerry Education and Training Board formally approved its first Corporate Procurement Plan on 28/05/2018. The Corporate Procurement Plan outlines Kerry Education and Training Board's Procurement objectives for the period April 2018 to December 2019.
21. Details of Procurement Non Compliance on a Scheme wide basis are contained in the Statement on the System of Internal Control contained in the 2018 Draft Financial Statements.
22. I confirm that Government travel policy requirements are being complied with in all respects and that the ETB travel policy is being implemented in full.
23. I confirm that the "Revised Code of Practice for the Governance of Education and Training Boards" (Circular Letter 0002/2019) was adopted by the Board on 26th February 2019 and Kerry Education and Training Board has commenced an implementation process for the Code.
24. I confirm there were no material matters which, in the opinion of the Chairperson, warrant the attention of the Minister.
25. I confirm that there were no legal disputes involving Kerry Education and Training Board and any other State Bodies in 2018.



26. I confirm that there were no commercially sensitive developments in the preceding six months nor are there any anticipated commercially sensitive developments for the remainder of the year.
27. I confirm that Kerry Education and Training Board has measures in place to counter fraud and any occurrence of irregularities, including suspected fraud, will be reported to the Department of Education and Skills. I confirm that there were no incidents of Fraud to report for the financial year ended 31st December 2018.
28. I confirm that the appropriate procedures for child protection and safeguarding have been adopted for all aspects of the ETB's activities in line with DES guidelines and relevant legislation.

Signed: _____
Chairperson

Date: _____

26. Dearbháim nár tharla aon chor nua a bheadh íogair ó thaobh cúrsaí tráchtála de le sé mhí annas agus nach bhfuil aon chor nua a bheadh íogair ó thaobh cúrsaí tráchtála de á thuair roimh dheireadh na bliana.

27. Dearbháim go bhfuil bearta ar bun ag Bord Oideachais agus Oiliúnaí Chialraí chun cur in aghaidh eachtraí calaoise agus go gcuirfear aon mhíreir, cásanna ina meastai calaois a bheith ar bun san áireamh, in iúl don Roinn Oideachais agus Scileanna. Dearbháim nach bhfuil aon eachtra Calaoise le cur in iúl maidir leis an mbliain airgeadais dar críoch an 31 Nollaig 2018.

28. Dearbháim gur cuirfeadh gnáis chuí maidir le cosaint agus slánchumhdach leanaí ar bun de réir threoirínte DóES agus i gcomhréir leis an reachtáilocht a bhaineann le hábhar i ndáil le gach gné de bheartáilocht an BOO.

Síniú:

Cathaoirleach

Dáta:

15. Admhaím gur gá aontú i scríbhinn a fháil ón Aire sula ndéantar aon díúsairt maidir le talamh/maoin agus, ina leithéid de chás, gur gá déanamh de réir na ngnáis oibre cuí. Dearbhaím nár tharla aon cheannach ná díúsairt ar thalamh ná ar fhoirgnimh i rith na bliana.

16. Dearbhaím go gcloítear leis na Treoirínte maidir le Breithmheas agus le Bainistíocht i ndáil le Tograí Cateachais Caipitil agus leis an gCreat Bainistíochta maidir le hOibreacha Caipitil.

17. Dearbhaím nár tharla aon díúsairt sócmhainní ná rochtain a dheonú do mhaoin ná do ghnéithe infreastruchtúir mar gheall ar shocrúithe tráchtála leis an treas pháirtí nár tháinig faoi réir ceantála nó próiseas tairiscintí iomaíochta.

18. Dearbhaím go bhfuarthas aontú i scríbhinn sular síníodh aon léas.

19. Dearbhaím gur chomhlíon Bord Oideachais agus Oiliúna Chiarrai a leagtar de dhualgas ar an mbord faoi dhíl an chánachais.

20. Dearbhaím go ndearna Bord Oideachais agus Oiliúna Chiarrai an chéad Phlean Soláthair Corparáide de chuid an Bhoird a aontú go foirmeálta an 28 Bealtaine 2018. Leagtar amach sa Phlean Soláthair Corparáide na haidhmeanna soláthair atá ag Bord Oideachais agus Oiliúna Chiarrai i ndáil leis an treimhse ó Aibreán 2018 go mí na Nollag 2019.

21. Luaitear mionsonraí maidir le Neamhchomhlíonadh ar fud Scéime i ndáil le cúrsaí Soláthair sa Ráiteas faoin gCóras maidir le Rialáil Imhēanach atá ina chuid den Dréacht de Ráitis Airgeadais 2018. Dearbhaím go gcloítear le gnéithe uile choimhiollacha pholasai an Rialtais maidir le cúrsaí taistil agus go bhfuil polasai taistil an BOO á chur i bhfeidhm go hiomlán.

23.]Dearbhaím gur ghlac an Bord ar an 26 Feabhra 2019 leis an gCód Rialachais leasaithe maidir le Boird Oideachais agus Oiliúna (Ciorclán 0002/2019) agus go bhfuil tús curtha ag Bord Oideachais agus Oiliúna Chiarrai le próiseas fortheidhmiúcháin an Chóid sin.

24. Dearbhaím nach bhfuil, de réir thuairim an Chathaoirigh, aon ábhar ar cheart aird an Aire a dhíriú air.

25. Dearbhaím nár tharla aon díospóid dlí i ndáil le Bord Oideachais agus Oiliúna Chiarrai agus aon Chomhlacht eile Stáit i rith na bliana 2018.

Ráiteas an Chathaoirígh leis an Roinn Oideachais agus Scileanna de bhun Alt 6.8 den Chód Rialachais maidir le Boird Oideachais agus Oiliúna (Ciorclán 0002/2019)

1. Admhaím a leagtar de dhuallgas ar an mBord faoin reachtatóocht maidir leis na Ráitis Airgeadais. Rinneadh na hidirbharta ar fad de chuid an BOO i rith na bliana 2018 a léiriú go cuí agus a lua sna taifid chunatasáochta. Tugtar iomlán na bhfáltais agus an chaiteachais a bhaineann le beartáiocht uile an BOO i rith na tréimhse faoi chaibidil san áireamh leis an Dreacht de Ráitis Airgeadais i leith na tréimhse dar críochnaigh an 31 Nollaig 2018.
2. Níor tharla cor ná eachtra ar bith idir dáta an Dreacht de Ráitis Airgeadais agus dáta na Tuarascála seo i ndáil le hábhar a d'fhágfadh gur gha coigeartú a dhéanamh nó a lua sna Ráitis Airgeadais nó a fhoilsiú trí mhéad eile seachas an méid atá curtha in iúl.
3. Chloígh Bord Oideachais agus Oiliúna Chiarraí le gach gné de chomhaontuithe conartha a bhféadfadh cur isteach ábhartha a bheith acu ar na Ráitis Airgeadais.
4. Dearbhaím nár tharla aon chor suntasach maidir le cúrsaí airgeadais a chuirfeadh isteach ar Bhord Oideachais agus Oiliúna Chiarraí i ndáil leis an mbliain airgeadais dar críochnaigh an 31 Nollaig 2018.
5. Dearbhaím go ndearnadh de réir gach gnás oibre cuí maidir le tuairiscíocht airgeadais, iniúchadh inmheánach, taiséal, soláthar agus diúscairt sócmhainní.
6. Tá Ráiteas faoin gCóras maidir le Rialáil Inmheánach ina chuid den Dreacht de na Ráitis Airgeadais maidir leis an tréimhse dar críochnaigh an 31 Nollaig 2018. D'aontaigh Bord Bainistíochta Bhord Oideachais agus Oiliúna Chiarraí an Ráiteas faoin gCóras maidir le Rialáil Inmheánach ar an 29 Márta 2019.
7. Ní dhearnadh aon idirbheart airgeadais seachas a bhfuil ar an gClár Comhardaithe i rith na bliana airgeadais dar críochnaigh an 31 Nollaig 2018.
8. Dearbhaím go bhfuil na Cóid Iompair do chomhaltai an Bhoird agus do bhaill na fóirne curtha ar bun agus go bhfuiltear ag cloí leo. Dearbhaím go bhfuiltear ag cloí le polasai an Rialtais maidir le cúrsaí pá.
9. Dearbhaím go bhfuiltear ag cloí le Treoirínte an Bhoird maidir le táillí chomhaltai an Bhoird a íoc.
10. Dearbhaím go bhfuiltear ag cloí le Treoirínte an Bhoird maidir le táillí chomhaltai an Bhoird a íoc.
11. Dearbhaím nár tharla aon chor nua ó dháta an Chláir Comhardaithe. Níor tugadh faoi idirbharta go gairid roimh an dáta cuntasáochta le rún iad a oibriú droim ar ais gairid i ndiaidh an dáta sin ionas nach mbeadh léargas cruinn cóir ar ríocht ghnóthaí Bhord Oideachais agus Oiliúna Chiarraí á chur i láthair.
12. Dearbhaím go bhfuiltear ag cloí leis na coinníollacha cuí faoi Chód Caiteachais Phoiblí na Roinne Caiteachais Phoiblí agus Athchóirithe.
13. Dearbhaím go bhfuarthas aontú i scríbhinn sula ndearnadh aon chaiteachas caipitil a thabht.
14. Dearbhaím go bhfuil gnás oibre ar bun maidir le nochtaidh cosanta a dhéanamh i gcomhréir le hAlt 21(1) den Acht um Nochtaidh Cosanta 2014 agus dearbhaím go ndearnadh an Tuarascáil Bhliantúil atá dlite faoi alt 22(1) den Acht sin a fhoilsiú.

Comhlíonann BOO Chiarrái gach dualgas maidir le dlí an chánachais agus cinntítear go n-íoctar gach dliteanas cánach ar an dáta atá dlite nó roimhe sin, faoi mar a leagtar amach in Alt 27 den Chód Rialachais maidir le Boird Oideachais agus Oiliúna.

Achoimre Maidir Le Cúrsaí Airgeadais

An DOES den chuid is mó a dhéanann maoiniú ar BOO Chiarrái i ndáil leis an soláthar iarbhunscolaíochta a thabhairt i gcrích agus SOLAS agus an DOES den chuid is mó i ndáil le cláir breisoideachais agus cláir oiliúna.

Bronntanais

Níor tugadh aon bhronntanas do BOO Chiarrái i rith na bliana 2018.

Bord Oideachais & Oiliúna Chiarrái Ráiteas Oibriúcháin i leith na Bliana dar críoch an 31 Nollaig 2018

Ní féidir le BOO Chiarrái na cuntais iniúchta a chur faoi bhráid ó tharla nach bhfuil na ráitis airgeadais iniúchta tugtha chun críche ag an Ard-Reachtair Cuntas agus Ciste.

Déanfaidh BOO Chiarrái na ráitis airgeadais iniúchta a rhoilsiú laistigh d'aon mhí amháin ón tráth a bhfaighthear iad ó Oifig an Ard-Reachtair Cuntas agus Ciste.

cuid feidhmeanna, a bheadh de dhíth ó thráth go chéile ar an mbord. Cuirfidh an Príomhoifigeach Feidhmiúcháin gach eolas maidir le déanamh a chuid nó a cuid feidhmeanna ar fáil don Aire a iarrann an tAire ó am go chéile. Tá an Príomhoifigeach Feidhmiúcháin freagrach don bhord as déanamh a chuid nó a cuid feidhmeanna.

Feidhmeanna a tharmilgean ón bPríomhoifigeach

Feidhmiúcháin

Faoi Alt 16 den Acht BOO, is féidir leis an bPríomhoifigeach Feidhmiúcháin, faoi réir na dtéarmaí agus na gcoinníollacha sin a mhéasann an CEO a bheith oiriúnach agus faoi réir aon treoir a thugann an tAire, aon chuid d'fheidhmeanna an CEO a tharmilgean i scríbhinn do bhall sonracha d'fhoireann an bhoird, agus beidh an ball fóirne sin cuntasach don Phríomhoifigeach Feidhmiúcháin as déanamh na bfeidhmeanna a tharmilgítear ar an gcaoi sin.

Straitéis Airgeadais

Tá d'aithne leis an bhfeidhm Airgeadais cuidiú leis an mbord na haidhmeanna a leanar amach sa Phlean Seirbhíse a thabhairt i gcrích de réir an bhuiséid. Aithítear ar an gcúnamh taca maidir leis an bhfeidhm Airgeadais, cúnaimh taca maidir le cinnti a dhéanamh, rialaíl corparáide i ndáil le cistí poiblí, próiseáil ar idirbhéarta agus cuntasacht faoin reachtáilocht.

Cuntasacht Faoin Reachtáilocht

Tá coinníollacha diana cuntasachta i bhfeidhm maidir le BOO Chiarraí. Aithítear ar na coinníollacha sin ráitis airgeadais bhliantúla a ullmhú ar an gcuma a fhorordáil an tAire Oideachais agus Scileanna le toiliú an Aire Airgeadais agus an Aire Caitreachais Phoiblí agus Athchóirithe agus iniúchadh ar na cuntais sin ag an Ard-Reachtáire Cuntas agus Ciste. Tá Ráiteas faoi na Polasaithe Cuntasaiochta, Cuntas Oibritiúcháin, Ráiteas faoi Shócmhainní Reatha agus faoi Dhiliteanas Reatha ina gcuid de n cuntais sin chomh maith le nótaí leis na ráitis airgeadais.

Tá córais maidir le rialú airgeadais ar bun ionas go gcinntítear na coinníollacha sin a shásamh agus na haidhmeanna a leanar amach a thabhairt i gcrích go héifeachtúil.

Fuair Leonard O'Donnell Uasal, ionadaí fóirne ar bhord BOO Chiarraí bás Dé Máirt an 12 Nollaig 2017 agus eagraíodh toghchán i mí Meitheamh 2018 chun ball fóirne eile de chuid na fóirne a cheapadh. Rinneadh dá thoradh sin an tUasal Joe Brennan a cheapadh ar an mbord Dé Céadaoin an 13 Meitheamh 2018.

Feidhmiú An Bhoird

Feidhmeanna Forchoimeáda agus Feidhmeanna

Feidhmiúcháin

Leagtar amach san Acht um Boird Oideachais agus Oiliúna, 2013 an dealú idir a leagtar de fhreagracht ar an mbord agus a leagtar de chúram ar an bPríomhoifigeach Feidhmiúcháin.

Feidhmeanna Forchoimeáda – arna ndéanamh

ag Bord BOO Chiarraí

Tá Bord BOO Chiarraí (comhaltai den BOO arna dtoghadh agus arna gceapadh) freagrach in éineacht as stiúradh agus rialú na heagraíochta mar is cóir. Leagtar amach in Alt 12 den Acht BOO an sceideal foirmeála de nithe a fhorchoimeádtar ag an mbord maidir le cinneadh nó aontú ina leith. Faoi réir ag alt 44 agus alt 45 den Acht BOO 2013, an Bord a dhéanfaidh, trí rún á rith ag na comhaltai, na feidhmeanna sin a dhearbhaítear san Acht BOO nó faoin Acht BOO a bheith ina bfeidhmeanna forchoimeáda.

Eilítear ar chomhaltai an bhoird breithiúnas

neamhspleách lán eolais a oibriú maidir le ceisteanna straitéise, feidhmiúchta, acmhainní agus caighdeán iompair.

Feidhmeanna Feidhmiúcháin – arna ndéanamh ag an

bPríomhoifigeach Feidhmiúcháin

Faoi réir alt 13 den Acht BOO 2013, is feidhm feidhmiúcháin de chuid an bhoird gach feidhm de chuid an BOO nach feidhm fhorchoimeáda í. Tá ceangailte ar an bPríomhoifigeach Feidhmiúcháin, le linn feidhm feidhmiúcháin a dhéanamh, déanamh i gcomhréir leis na polasaithe atá i bhfeidhm an tráth sin ag an mbord oideachais agus oiliúna ag a bfuil sé nó sí ina Phríomhoifigeach Feidhmiúcháin. Eilítear faoi Alt 15 den Acht BOO 2013 go gcuireann an Príomhoifigeach Feidhmiúcháin gach eolas ar fáil don bhord, maidir le déanamh a chuid nó a

Níor thaisil an CEO thar lear maidir le gnó BOO i rith an tréimhse faoi chaibidil.

Tá an CEO ina bhall de Scéim Aoisiúntais sochair shainithe neamh-mhaoinithe de chuid na hearnála poiblí agus níl na teidlíochtaí pinsin dá bharr sin níos mó ná na teidlíochtaí caighdeánacha atá ar fáil faoin scéim.

Is iad na bainisteoirí príomhthábhachta i mBord Oideachais agus Oiliúna Chiarrai an Príomhoifigeach Feidhmiúcháin, an Stiúrtóir Scoileanna, Oige agus Ceoil, an Stiúrtóir Breisoidreachais agus Oiliúna agus an Stiúrtóir maidir le Tacáiocht agus Forbairt Eagraíochta.

I gcomhréir leis na scálaí pá atá ceadaithe ag an DOES, bhí tuarastail na Stiúrtóirí mar seo a leanas: the Directors' salaries were as follows: an Stiúrtóir Scoileanna, Oige agus Ceoil €103,228.32 (PRSI an Fhostóra €10,368.75), an Stiúrtóir Breisoidreachais agus Oiliúna €95,166.96 (PRSI an Fhostóra €9,585.92) agus an Stiúrtóir maidir le Tacáiocht agus Forbairt Eagraíochta €101,100.42 (PRSI an Fhostóra €10,162.09).

Costais Chomhaltai An Bhoird

I gcomhréir lena n-éilítear faoi Chiorclán 0018/2015 ón DOES, leagtar amach sa tábla seo a leanas costais Chomhaltai BOO Chiarrai agus na críinnithe ar ar fhreastail siad.

An Comhaltai Boird		Cruinnithe	Reachtála	Boird Chomhlálaimh	Freastal ar Chomhlálacha / Seimínéir	Eile	Iomlán	Líon na gCruinnithe Boird
		€	€	€	€	€	€	
An Comh. Jim Finucane (Cath.)*	32	1,583	1,191	5,334	8,140	10	104	10
Joseph Brennan Uasal	104					3	104	3
An Comh. Michael Cahill	273				536	7	1,110	7
An Comh. Pa Daly						10	0	10
An Comh. Seamus Cosai Fitzgerald	258					2	258	2
An Comh. John Francis Flynn	98					3	98	3
An Comh. Norma Foley						8	0	8
Maria O'Gorman Uasal	676	2,945	839	134	4,594	8	4,594	8
Noel Keenan Uasal	591		652	1,828	3,071	10	3,071	10
An Comh. Niall Kelleher	371					6	371	6
MaryAnn Slattery Uasal	98					8	98	8
Brid McElligott Uasal						5	0	5
Mary McGillycuddy Uasal	1,109	1,044		298	2,451	6	2,451	6
An Comh. Norma Moriarty	1,390	3,709		108	5,207	9	5,207	9
An Comh. Jimmy Moloney	319	1,595	545		2,459	7	2,459	7
Eugene Moriarty Uasal	188	2,017			2,205	8	2,205	8
An Comh. Terry O'Brien	239	147		6	392	5	392	5
Michael O'Mahony Uasal	270		517	240	1,027	9	1,027	9
An Comh. Damien Quigg	145	322	525		992	5	992	5
An Comh. Aoife Thornton					0	6	0	6
Francis Walsh Uasal	48		656	1,763	2,467	10	2,467	10
Iomlán	6,209	13,362	5,461	10,012	35,044			

*Bhí an Comh. Jim Finucane ina chomhaltai d'Fhóram Chomhaltai Bhoird Oideachais agus Oiliúna Éireann i rith na bliana 2018

TUAIRISCI – Chuir an Coiste Airgeadais tuairiscí faoi bhráid Bhord BOO Chiarraí ar na dátaí seo a leanas i rith na bliana 2018:

- 10/04/2018, tuairisc dar data an 26/03/2018
- 04/12/2018, tuairiscí dar data an 09/10/2018 & an 27/11/2018

Tuairisc Bhliantúil Maidir Le Nochtadh Cosanta 2018

Tháinig an tAcht um Nochtadh Cosanta 2014 i bhfeidhm ar 15 Iúil 2014. Foráiltear faoin Acht do chreat oibre trínar féidir le hoibrithe ábhar buartha maidir le mí-obair atá tugtha faoi deara acu san ionad oibre a chur in iúl ar an tuiscint go mbeidh cosaint ar fáil acu sa chás go ngearrann an fostóir piónós orthu as ucht sin a dhéanamh nó go mbítear thíos leis ar bhealach ar bith.

Tá polasáí curtha i bhfeidhm ag BOO Chiarraí arb é toradh a bheidh air, in éineacht leis an reachtaíocht, oibríthe a spreagadh chun aon mhí-obair measta a chur in iúl agus a fhios acu go bpleítear go dáiríre leis an ábhar imní agus go ndéanfar imscrúdú ina leith, de réir mar is cuí sin, agus go mbeidh meas ar chúrsaí rúndachta ina leith. Tugtar ar aird sa pholasáí go bhfuil sé cuí i gcoiní imní a thabhairt chun solais nuair atá sin bunaithe ar thuairim réasúnach beag beann a n-aithnítear ina dhiaidh sin go raibh éagóir á dhéanamh. Tugtar treoir do na hoibrithe sa pholasáí freisin maidir le modhanna chun imní a chur in iúl.

Faoi mar atá dlite ar an mBord faoi Alt 22 den Acht um Nochtadh Cosanta 2014, dearbhaíonn BOO Chiarraí nach ndearnadh aon nochtadh cosanta roimh dhéireadh na bliana 2018. Dá réir sin, ní raibh gá aon bheart a dhéanamh i ndáil le Nochtadh Cosanta. **Pá An Phríomhoifigigh Feidhmiúcháin Agus Pá Na Stiúrthóirí**

I gcomhréir leis na scálaí pá atá ceadaithe ag an DOE, bhí tuarastal an Phríomhoifigigh Feidhmiúcháin cothrom le €121,908 (gan PRSI a áireamh) i rith na bliana go dtí an 31 Nollaig 2018. Iocadh € 2,638.62 freisin mar rannchuid PRSI an fhostóra.

Coisti

Tá Coiste Iniúchóireachta agus Riosca agus Coiste Airgeadais curtha ar bun ag an mBord de réir mar a éilítear faoi Alt 45 den Acht BOO 2013.

An Coiste Iniúchóireachta Agus Riosca

Comhaltai an Choiste Iniúchóireachta agus Riosca 2018

Maria O'Gorman Uasal	BOO Chiarraí
An Comh. Niall Kelleher	BOO Chiarraí
Donal Fitzgibbon Uasal – Cathaoirleach	Seachtarach
John O'Connor Uasal	Seachtarach
Tim Buckley Uasal	Seachtarach
Ted Fitzgerald Uasal	Seachtarach

CRUINNITHE – Tionóladh cruinníú den

Choiste Iniúchóireachta agus Riosca ar na dátaí seo a leanas i rith na bliana 2018:

- 22/01/18, tuairisc dar data an 04/12/17
- 04/12/18, tuairiscí dar data an 11/06/18, an 25/09/18 agus an 04/12/18
- 26/02/19 (tuairisc bhliantúil an Choiste Iniúchóireachta i leith na bliana 2018)

An Coiste Airgeadais

Comhaltai an Choiste Airgeadais 2018

John O'Connor Uasal – Cathaoirleach	Seachtarach
An Comh. Séamus Cosá Fitzgerald	BOO Chiarraí
An Comh. Jim Finucane	BOO Chiarraí
An Comh. Jimmy Moloney	BOO Chiarraí
Hilary Scanlan Uasal	External – déirígh as oifig an 12/11/18
An Comh. Norma Moriarty	BOO Chiarraí – ceapadh an 4/12/18

CRUINNITHE – Tionóladh cruinníú den Choiste Airgeadais ar na dátaí seo a leanas i rith na bliana 2018:

21/02/2018
28/03/2018
27/11/2018

Rialachas Corparáide agus Cúrsaí Airgeadais

Rinneadh an chéad Ráiteas Straitéis de chuid BOO Chiarrái a chur le chéile i rith na bliana 2017 agus a sheoladh i mí Márta 2018. Bhain próiseas cuimsitheach comhairliúcháin leis an Straitéis a chur i dtoll a chéile a bhi bunaithe ar ghrúpaí fócais a raibh comhaltai boird BOO Chiarrái, na Boird Bainistíochta, bainistíochtaí, bailí foirne agus tuismitheoirí páirteach ann. Cuirteadh suirbhé ar líne ar fáil do na daltaí agus do na foghlaimíochtaí. Chuathas i gcomhairle freisin le páirtneoirí pobail agus lorgaíodh tuairimí faoin dréacht den straitéis.

An tacht um eitic in oifigi poiblí 1995 agus an tacht um chaighdeán in oifigi poiblí 2001

Tá dlíte ar chomhaltai an bhoird agus ar bhailí ainmnithe den fhoireann Nochtadh Leasanna a chur ar fáil gach bliain maidir le ceisteanna a d'fhéadadh dul i bhfeidhm go hábhartha ar dhéanamh na bhfeidhmeanna. Rinneadh gach Nochtadh i ndáil leis an mbliain 2017 a líonadh isteach agus, nuair ba chuí sin, a chur ar aghaidh chuig an gCoimisiún um Chaighdeán in Oifigi Poiblí.

Struchtúr An Bhoird

Leagtar comhaltai boird BOO Chiarrái amach mar seo a leanas:

- 12 Ionadaí de chuid an Udarais Aitiúil
- 2 Ionadaí de chuid na dTuismitheoirí
- 2 Ionadaí de chuid na Foirne
- 5 Chomhaltai Sainleasa

Tá sceideal foirneála d'fheidhmeanna forchoimeáda a leagtar ar an mbord faoi Alt 12 den Acht um BOO 2013. An Feidhmeanna atá freagrach as pleananna a chur i bhfeidhm, as an ngnáthbhfháinistíocht ó lá go lá agus as na feidhmeanna sin nach bhfuil forchoimeáda don Bhoird.

Tionóladh deich gcinn de chruinnithe de chuid Bhoird BOO Chiarrái i rith na bliana 2018. Rinneadh rolla tinnimh a choimeád. Leagtar amach tuairisc ar fhreastal na gComhaltai ar na Cruinnithe Boird ar leathanachpage 54 den tuarascáil seo chomh maith le sonraí faoi chostais. Cuirteadh clár an chruinnithe agus doiciméid eile ar fáil do na comhaltai roimh ré. Déantar miontuairiscí a choimeád agus a aontú i ndáil leis na cruinnithe BOO agus déantar gach cur i láthair a dhéantar os comhair na gcruinnithe a scaipeadh go leictreonach ar na Comhaltai ina ndiaidh mar lón tagartha. Cuirtear miontuairiscí na gcruinnithe Boird ar fáil freisin ar láithreán gréasáin BOO Chiarrái.

Rialachas Corparáide agus Cúrsaí Airgeadais

Obair na bliana 2018 – Cuirleadh na Tograí seo chun cinn i rith na bliana 2018:

Coláiste Gleann Lú	Sineadh leis an scoil maidir le hAonad ASD dhá sheomra ranga le maoiniú á chur ar fáil ag an DOES faoin Scéim maidir le Cóiríocht Bhreise
Coláiste Breisoidéachais Chiarraí (KCFE) / Campas Lár an Bhaile Mhoir	Campas nua Lár an Bhaile Mhoir a fhorbairt agus a fheistiú i Sraid Deini, Trá Lú
	Sineadh leis an gcarrollas atá suite ar chúl Champus na Claise ionas go ndéantar freastal do spásanna páirceála do dhaltai
	KCFE agus Coláiste Gleann Lú a dhealú óna chéile ionas go mbíonn dhá eintiteas faoi leith ar fáil, i.e. soláthar den ghnathchineál agus soláthar PLC
	Saotharlann Eolaíochta agus Stór a dhearadh, a athchóiriú agus a fheistiú ar Champas na Claise
Coláiste Pobail Oileán Chiarraí	Obair athchóiriúcháin maidir le Saotharlann nua Eolaíochta a chur ar fáil
	Páirc imeartha nua AstroTurf ar chúl na scoile. Fiontar i gcomhar a bhí anseo idir BOO Chiarraí agus Castleisland AFC
Scoil Chuimsitheach an Tóchair	Obair athchóiriúcháin agus forfheabhsú trealamh maidir leis an Seomra Miotalóireachta / Innealtóireachta
Coláiste na Sceilge, Cathair Saidhbhín	Forfheabhsú ar chóras teasa na scoile
Gaelcholáiste Chiarraí Nua	Cuireadh tús le hObair Fheabhsúcháin ar an Láithreán
	Fuarthas aontú na Roinne Oideachais agus Scileanna maidir le dul ar aghaidh go dtí Céim 2B lena mbaineann Dearadh Mionsonraithe agus Cáipéisíocht maidir le Cead Pleanála agus Tairiscintí)
Coláiste Pobail Chill Airne	Cuireadh an togra a bhaineann le sineadh Aonad ASD dhá sheomra ranga leis an scoil chun cinn
	Obair dheisiúcháin ar dhíon na scoile agus ar an ngíomnáisiam
Coláiste na Ríochta	Obair maidir le malairt coire a chur isteach
	Obair maidir le háisiúlacht don Vile Dhuine lena mbaineann doirse agus scáthlín uathoibreacha, leibhéil ar an gcosán isteach agus rampa
Ogtheagmháil Thrá Lú	Obair bheag athchóiriúcháin
Ogtheagmháil Lios Tuathail	Ionad nua a fheistiú
Ionad Breisoidéachais & Oiliúna an Neidín	Cistin don Oiliúint Ghairmiúil a fhorbairt don Phrintíseacht nua Commis Chef
Pobalscoil Náisiúnta an Dá Mhíle	Láthair sùgartha AstroTurf a fhorbairt

Clár Caipitil / Tógála BOO Chiarrar

Sprioc	SPRIOC 2	SPRIOC 9	Fócas	A ndéanfar
Teagasc agus Foghlaim ar Ardchaighdeán	Feabhas leánúnach a chur ar an acmhainn teagaisc agus foghlama agus cultúr a chur chun cinn lena mbaineann feabhas leánúnach agus foghlaim eagraíochta ionas go mbíonn muinín ag gach geallsealbhoir as ardchaighdeán agus ábharthacht na gclár agus na gcúrsaí.	Forbairt agus feabhsú leánúnach ar na deiseanna oiliúna agus forbairtha agus ar na háiseanna atá ar fáil don fhoireann ionas go bhfeabhsaítear an timpeallacht ina n-oibríonn baili na foirne agus ina bhfoghlaimíonn foghlaiméoirí	9. A chinntiú gur féidir le gach mac léinn agus foghlaiméoir de chuid Bhord Oideachais agus Oiliúna Chiarrarí foghlaim a dhéanamh i dtimpeallacht foghlama atá sábháilte nua-aimseartha.	5. A chinntiú, de réir na n-acmhainní atá ar fáil, go bhfuil foirgnimh uile an Bhoird oiriúnach do na seirbhísí a chuirtear ar fáil iontu.
Foghlama a Oibre agus Ehabhsú	SPRIOC 9	An Timpeallacht	9. Trís áite a thabhairt do thionscadail caipitil/ tógála a chuidíonn le comhtháthú breise maidir le Clár Breisoideachais agus Oiliúna a chur ar fáil.	

A ndearnadh 2018	A ndéanfar	Fócas	Spirioc
Bhain an tOifigeach nua Cumarsáide agus Margadóchta leas as ardáin éagsúla de chuid na meán sóisialta chun gnéithe uile chláir gníomhaíochta na scoileanna/n-ionad a chur chun cinn an tráth a raibh siad ar síúl. Cuirteadh an obair athdhearthaíochta ar láithreán gréasáin BOO Chiarraí amach ar tairiscint agus cuirteadh tús leis an obair i mí Lúnasa 2018. Tá sé le seoladh i rith an ráithe tosaigh den bhliain 2019. Eagraíodh cruinnithe foirne chun aird a dhíriú ar an mbéim nua ar fhógraíocht agus ar bhrandáil agus spreagtar na baili foirne ar fad 'tagáil' a dhéanamh ar an BOO maidir le postáil a bhaineann le hábhar.	5. Straitéis a thabhairt chun cinn maidir le húsáid níos éifeachtaí as teicneolaíocht na meán sóisialta ar mhaithe leis an eagraíocht a bhrandáil agus a chur chun cinn.		SPRIOC 8 Margadóchta, Brandáil agus Cumarsáid
- Eagraíodh Lá Foirne OS&D i mí Meithimh le plé ar fhóram Cumarsáide ar chlár an lae. - Lorgaíodh léiriú speise maidir le balltraíocht i nGrúpa Cumarsáide OS&D. - Cuirteadh an Brainse Cumarsáide le SharePoint Polasaí BOO Chiarraí. - Rinneadh láithreán gréasáin BOO Chiarraí a bhreithniú agus cuirteadh próiseas tairiscceana maidir le hathfhorbairt air chun cinn.	9. An cur chuige forghinearálta maidir leis an gcumarsáid inmheánach agus sheachttrach a fheabhsú.		SPRIOC 9 An Timpallacht Oibre agus Foghlama a Fheabhsú
- Rinneadh athbhreithniú agus leasú nó dreachtadh as an nua ar 21 Polasaí agus Gnás Oibre i rith na bliana 2018. - Rinneadh seacht gcinn déag de mheamraim ón CEO a chur le chéile agus a scaipeadh.	2. Athbhreithniú eagraíochta a dhéanamh lena ndíreofar ar pholasaithe, ar chórais agus ar rólanna ionas go gcinntítear iad a bheith ag teacht go maith le straitéis oideachais agus oiliúna Bhord Oideachais agus Oiliúna Chiarraí.	Forbairt agus feabhsú leanúnach ar na deiseanna oiliúna agus forbartha agus ar na haiseanna atá ar fáil don fhoireann ionas go bhfeabhsáítear an timpallacht ina n-oibríonn baili na foirne agus ina bhfoghlaimíonn foghlaiméoirí	
Rinneadh iniúchadh sláinte agus sábháilteachta ar áitribh uile BOO Chiarraí. Cuirteadh plean gníomhaíochta le chéile agus cuirteadh córas tuairiscíochta ar bun don mhonatóireacht ar bhearta feabhsaíochta maidir le cúrsaí sábháilteachta san eagraíocht.	6. An úsáid is mó agus is fearr is féidir a bhaint as aiseanna BOO Chiarraí agus tabhairt faoi iniúchadh rialta maidir le cúrsaí sláinte agus sábháilteachta ionas go mbíonn an timpallacht oibre agus foghlama ar chaighdeán chomh maith agus is féidir.		

Sprioc	Fócas	A ndéanfar	A ndearnadh 2018
SPRIOC 7	A chinntiú go mbíonn na próisis bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna straitéise a thabhairt i gcrích agus na caighdeáin is airde cuntasachta, comhlíontais agus follasachta á mbaint amach.	5. Cur leis an gcumas pleanála maidir le hacmhainní agus leis an gcumas bainistíochta maidir le cúrsaí oibriúcháin ar gach leibhéal den eagraíocht. Bainfead leas as oiliúint agus as forbairt ghairmiúil leánúach agus as struchtúir eagrúcháin níos oiriúnaí.	• Cuirteadh oiliúint i ndáil leis an Rialachán Ginearálta maidir le Cosaint Sonraí (GDPR) a chur ar fáil don lucht bainistíochta ar fad i mí Deireadh Fómhair. • Spreagadh an lucht foirne chun leas a bhaint as Oiliúint ar líne GDPR á chur ar fáil ag EFTBI agus rinneadh monatóireacht ar an úsáid. • Rinneadh Cairt Eagraíochta maidir le cúrsaí Sábháilteachta a fhorbairt ina leagtar amach an córas tuairiscíochta agus comhairliúcháin i ndáil le ceisteanna sábháilteachta. • Rinneadh na rólanna agus na cúraimí sláinte agus sábháilteachta a leagan amach go mion agus a thabhairt san áireamh mar chuid de ráiteas sábháilteachta BOO Chiarraí. • Cuirteadh Oiliúint maidir le Cúrsaí Sláinte agus Sábháilteachta ar fáil • Oiliúint i gcúrsaí sábháilteachta ar Mhúinteoirí Adhmadóireachta agus Miotadóireachta i ndáil le gnéithe faoi leith den phost sin agus oiliúint maidir le láimhseáil agus iomparmháil ábhair
SPRIOC 8	Margaiócht éifeachtúil a dhéanamh ar na seirbhísí, an branda a fhorbairt agus cumarsáid a dhéanamh leis na geallsealbhoirí go léir.	2. Feidhm cumarsáide faoi leith a bhunú laistigh de BOO Chiarraí d'fhonn feabhas ar an gcumarsáid inmheánach agus sheachtarach.	Ceapadh Oifigeach Margaióchta agus Cumarsáide faoi leith chun feabhas a chur ar an gcumarsáid inmheánach agus sheachtarach.
		3. Straitéis margaióchta agus caidrimh phoiblí a fhorbairt do BOO Chiarraí chun fógraíocht, brandáil agus earcaíocht foghlaiméoirí a fheabhsú.	Ceapadh Oifigeach Margaióchta agus Cumarsáide faoi leith i mí Márta 2018 mar chuid den Straitéis maidir le feabhas ar chúrsaí fógraíochta agus brandála. Cuirteadh alt maidir le scoileanna uile BOO Chiarraí ar na meáin áitiúla ar fad i rith Sheachtain na Scoileanna. Tar éis cruinnithe pleanála a eagrú leis na meáin áitiúla, bíonn alt seachtainiúil ag BOO Chiarraí ar fud na n-ardán ar fad.
		4. Scéim Teanga Bhord Oideachais agus Oiliúna Chiarraí a chur i bhfeidhm.	Cuireann BOO Chiarraí seirbhís ar fáil i nGaeilge nuair a iarrtar sin. Déantar na foilseacháin a chur i gcló i nGaeilge agus i mBéarla. Cuirtear ranganna Gaeilge ar fáil don fhoireann. Tá coiste stiúrtha Gaeilge curtha ar bun chun plé a dhéanamh ar mhodhanna inar féidir úsáid na Gaeilge i measc na ndaltaí/foghlaiméoirí agus bhaill na foirne a fheabhsú, a spreagadh agus a chothú.

A ndearnadh 2018	A ndéanfar	Fócas	Sprioc
• Tugadh faoi phróiseas forleathan comhairliúcháin le comhaltaí an bhoird, tuismitheoirí, baill foirne agus daltaí, foghlaiméoirí agus páirtneoirí seachtracha i ndáil le Ráiteas Straitéise BOO Chiarrat a chur le chéile. • Mar gheall ar thuairimí a cuireadh i láthair ag Fóram Cumarsáide i rith Lá Foirne OS&D, rinneadh Plean Forheidhmiúcháin Cumarsáide a fhorbairt d'fhonn feabhas ar an gcumarsáid.	5. Leanuint d'úsáid a bhaint as an aiseolas ó gheallsealbhoirí mar lón eolais maidir le cineálacha na seirbhísí a chuittear ar fáil agus feabhas a chur ar an soláthar reatha.	Cumarsáid a dhéanamh le foghlaiméoirí, le baill foirne, le fostóirí, le compháirtithe, leis an bpobal agus le agus soláthraithe eile oideachais chun feabhas a chur ar cháilíocht, fócas agus ábharthacht ar gcuid seirbhísí.	Rannpháirtíocht Geallsealbhoirí
• Bhí cur i láthair maidir le Sárshreibhs ó Shárthostaithe mar chuid den Lá Foirne OS&D. Cuireadh critéir cumarsáide i bhfeidhm maidir le Plean Forheidhmiúcháin Cumarsáide a chur ar bun.	8. Caidreamh éifeachtach a chothú leis an bhfoireann ionas go bhfeabhsaítear caighdeán na seirbhíse, go gcuirtear leis an inniúlacht agus leis an acmhainn feidhme agus go mbaintear barr feabhais amach maidir leis an mbealach a bpléitear le daoine.	A chinntiú go mbíonn na próisis bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna straitéise a thabhairt i gcrích agus na caighdeáin is aird cuntasachta, comhlíontais agus follasachta á mbaint amach.	Eifeachtacht agus Cuntasacht i gcuirsáil Rialachais agus Ceannaireachta
Forbairt leanúnach ar Pholasaithe agus ar Ghnais oibre chun gnais chaighdeánacha a thabhairt i bhfeidhm agus éifeachtacht agus cuntasacht i gcuirsáil Rialachais agus Ceannaireachta a chinntiú: • SharePoint Polasaithe BOO Chiarrat a fhorbairt mar thaisce iarnach maidir le Polasaithe agus Ghnais uile BOO Chiarrat. • Leanadh de mheamraim ón CEO a eisiúint le Bainisteoirí Líne chun Polasaithe agus Ghnais Oibre a mhinú agus aird a tharraingt ar aithriú gnais. • Baintear úsáid freisin as Meamraim ón CEO le Bainisteoirí Líne a spreagadh chun ple a dhéanamh ar na Polasaithe agus ar na Ghnais Oibre a thugtar chun cinn agus chun an tuisctint ina leith a thástáil, eolas orthu a chothú agus féachaint le tuairimí lucht na foirne ina leith a fháil. • Cuireadh cáipéis le chéile maidir le Rólanna agus Cúraimí Sláinte agus Sábháilteachta.	1. Athbheithniú a dhéanamh maidir leis an gcumarsáid imheánach reatha, straitéis chomhleánúnach maidir leis an gcumarsáid imheánach a fhorbairt agus a ndéantar na spriocanna a dhíririú ar phróisis cinnteoireachta.	2. Athbheithniú agus feabhsú a dhéanamh ar chórais agus ar phróisis chun cur le heifeachtúlacht na heagraíochta agus leis an gcumarsáid a dhéantar leis na geallsealbhoirí go léir.	SPRIOC 7
• Leasú ar na Polasaithe agus na Ghnais Oibre maidir le Cosaint Sonraí agus a n-aontú ag an mBord. • Bainistíocht maidir Sáru Rialacha i ndáil le Sonraí • Bainistíocht Tairfead agus Sceideal Coimeáda • Polasat agus Gnás Oibre maidir le Teilifís Chiorcaid Iata (CCTV) sa Cheannofíig • Polasat agus Gnás Oibre maidir le CCTV do na Scoileanna / Ionaid • An Polasat maidir le Cosaint Sonraí • Prótocal sa chás go dtarlaimn Sáru ar rialacha maidir le Sonraí • Nuachtlitr maidir le Cosaint Sonraí gach ráithe			

An Roinn Seirbhísí Corparáide agus Forbraíochta Caipitil (CS&CD)

Tá Tograí Caipitil, Arachas, cunamh riaracháin do Choisti Iniúchóireachta agus Airgeadais BOO Chiarraí, Saoráil Faisnéise, Cosaint Sonraí, Nochtadh Cosanta agus cúrsaí Sláinte agus Sábháilteachta, Tuarascáil Bhliantúil BOO Chiarraí, Cód Rialachais nua na mBord Oideachais agus Oiliúna – Ciorclán 0002/2019 – a chur i bhfeidhm ar na príomhréimsí freagrachta a leagtar ar an Roinn CS&CD. Tá ar cheann de phríomhchuspóirí na Roinne a chinntiú, de réir mar a bhíonn acmhainní ar fáil chuige, go mbíonn gach foirgneamh de chuid an Bhoird oiriúnach don tséirbhís a chuittear ar fáil ann agus go mbaineann BOO Chiarraí an leas is fearr is féidir as na háiseanna atá ar fáil.

Ar éirigh leis an Roinn CS&CD a thabhairt i gcrích i rith na bliana 2018 ag teacht le Spriocanna Straitéiseacha BOO Chiarraí

Sprioc	Fócas	A ndéantar	A ndearnadh 2018
SPRIOC 3 Bearta Nuálacha Oideachais agus Oiliúna	Seifteanna agus bearta den nuál agus den chruithaithneacht a churthaíthneacht a fhorbairt chun freastal ar riachtanais foghlama atá ag daoine óga agus ag daoine fásta i sochaí atá faoi shiorathrú.	1. Freagairt go leaúnach d'athrú déimeagrafaíochta i gClarraí agus an soláthar seirbhísi a phleanáil dá réir sin chomh mór agus is féidir.	• Rinne BOO Chiarraí, an t-údarás oideachais sa limistéar, an bhainistíocht ar an gcéim sonrúcháin – agus roghnaíodh an Neidín – an tsnaidhm mar limistéar píoitach. • Rinne Curam Leanaí Chontae Chiarraí suibhíreacht i gceantar an Neidín agus na Snaidhma • Chuir BOO Chiarraí torthaí na suibhíreachta faoi anailís ina dhiaidh sin agus cuireadh tuarascáil chuimsitheach le chéile faoin gcás maidir leis an limistéar píoitach le cur faoi bhráid an DOES.
SPRIOC 5 Compháirtíochtaí Bisúla a Fhorbairt	Forbairt a dhéanamh ar chomhar páirtíochtaí nua agus feabhas a chur ar an gcomhar páirtíochta reatha le comhlachtaí ábhartha ar an leibhéal áitiúil, pobail, náisiúnta agus idirnáisiúnta d'fhonn an acmhainn is mó a thabhairt i gcrích.	2. Leanúint den dlúthobair i gcomhar leis an Roinn Oideachais agus Scileanna, leis an Roinn Leanaí agus Gnóthaí Oige, leis an Roinn Coimirce Sóisialaí, le TUSLA, le SOLAS, le Dearbhú Cailíochta agus Cailíochtaí Éireann (QQI) agus ETBI.	• Leag an DOES curam maidir leis na tograí caipitil seo a leanas ar BOO Chiarraí faoin scéim maidir le Mórthograí Tharmilgthe: • Scoil Náisiúnta Lios Teilic • Ceapadh Meitheal Dearthóireachta • Scoil Náisiúnta • Naomh Oilibhéir – sineadh
SPRIOC 6 Rannpháirtíocht Geallsealbhoirí	Cumarsáid a dhéanamh le foghlaiméirí, le baill foirne, le fostóirí, le compháirtithe, leis an bpobal agus le gníomhaireachtaí agus soláthraithe eile oideachais chun feabhas a chur ar cháilíocht, fócas agus ábharthacht ar gcuid seirbhísi.	3. Leanúint den fhorbairt ar mhodhanna saincheaptha comhairliúcháin den uilechumarsítheacht leis na geallsealbhoirí ar fad agus dá gcóir i bhfeidhm.	• Rinneadh athbhreithniú ar Chairt an Chustaiméara agus d'aontaigh Bord BOO Chiarraí an leagan leasaithe. • Rinneadh láithreán gréasáin BOO Chiarraí a bhreithniú agus cuireadh próiseas tairiscéana maidir le hathfhorbairt air chun cinn. • Eagraíodh Lá Foirne OS&D i mí Meithimh le fóram Cumarsáide ar an gclár oibre. • Rinneadh anailís riachtanais maidir le hoiliúint sábháilteachta i gcomhairle le foireann uile BOO Chiarraí agus cuireadh tús le plean oiliúna faoi chúrsaí sábháilteachta don bhliain scoile 2018–2019.

Sprioc	Rannpháirtíocht Geallsealbhoirí	Fócas	A ndéanfar	A ndearnadh 2018
SPRIOC 6 Rannpháirtíocht	Le foghlaiméoirí, le fostóirí, le compháirtíthe, leis an bpobal agus le gníomhaireachtaí agus soláthraithe eile oideachais	Chun feabhas a chur ar cháilíocht, fócas agus ábharthacht ár gcuid seirbhísí.	Cumarsáid a dhéanamh le foghlaiméoirí, le fostóirí, le compháirtíthe, leis an bpobal agus le gníomhaireachtaí agus soláthraithe eile oideachais	Leaunúint d'úsáid a bhaint as an aiseolas ó gheallsealbhoirí cineálacha na seirbhísí a chuirtear ar fáil agus feabhas a chur ar an soláthar reatha.
SPRIOC 7 Éifeachtacht agus Cuntasacht i gcuirsai Rialachais agus Ceannaireachta	A chinntiú go mbíonn na próisis bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna strateise a thabhairt i gcrích agus na caighdeáin is airde cuntasachta, comhliontais agus follasachta á mbaint amach.	8. Caidreamh éifeachtach a chothú leis an bhfoireann ionas go bhfeabhsáítear caighdeán na seirbhíse, go gcuirtear leis an inniúlacht agus leis an acmhainn feidhme agus go mbaintear barr feabhais amach maidir leis an mbealach a bpléitear le daoine.	1. Athbheithniú a dhéanamh maidir leis an gcumarsáid inmheánach reatha, strateise chomhleánúnach maidir leis an gcumarsáid inmheánach a thorbairt agus a chaomhchóiriú trína ndéantar na spriocanna strateiseacha a chur in iúl, struchtúir eagrúcháin, ról agus treagrachtaí ar gach leibhéal a shoiléiriú agus aird a dhíriú ar phróisis cinnteoireachta.	1. Leanadh den fhorbairt ar SharePoint Polasaithe BOO Chiarrái mar thaisce iarnach maidir le Polasaithe agus Gnáis uile BOO Chiarrái ar mhaithe le feabhas maidir le follasacht, comhleánúnchas agus scaipeadh eolais. 2. Úsáid as SharePoint ag an bhfoireann ar fad a chothú go leánúnach ar mhaithe le dea-rialachas a thabhairt chun cinn trí eolas agus aird breise ar Pholasaithe agus ar Ghnáis Oibre BOO Chiarrái.
SPRIOC 6 Cumarsáid a dhéanamh	Le foghlaiméoirí, le fostóirí, le compháirtíthe, leis an bpobal agus le gníomhaireachtaí agus soláthraithe eile oideachais	Chun feabhas a chur ar cháilíocht, fócas agus ábharthacht ár gcuid seirbhísí.	5. Leaunúint d'úsáid a bhaint as an aiseolas ó gheallsealbhoirí cineálacha na seirbhísí a chuirtear ar fáil agus feabhas a chur ar an soláthar reatha.	6. Na córais faisnéise bainistíochta a fheabhsú ionas go soláthraítear sonraí reatha atá ábhartha cruinn ar fud na heagraíochta, ar mhaithe le feabhas maidir leis an bpleanáil, leis an soláthar seirbhísí agus le strateis na heagraíochta a thabhairt i bhfeidhm.
SPRIOC 7 Éifeachtacht agus Cuntasacht i gcuirsai Rialachais agus Ceannaireachta	A chinntiú go mbíonn na próisis bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna strateise a thabhairt i gcrích agus na caighdeáin is airde cuntasachta, comhliontais agus follasachta á mbaint amach.	Chun feabhas a chur ar cháilíocht, fócas agus ábharthacht ár gcuid seirbhísí.	5. Leaunúint d'úsáid a bhaint as an aiseolas ó gheallsealbhoirí cineálacha na seirbhísí a chuirtear ar fáil agus feabhas a chur ar an soláthar reatha.	6. Na córais faisnéise bainistíochta a fheabhsú ionas go soláthraítear sonraí reatha atá ábhartha cruinn ar fud na heagraíochta, ar mhaithe le feabhas maidir leis an bpleanáil, leis an soláthar seirbhísí agus le strateis na heagraíochta a thabhairt i bhfeidhm.

Roinn Theicneolaíocht an Eolais agus na Cumarsáide (ICT)

Cuireann an Roinn ICT forbairt infreastruchtúir agus cúnaimh teicniúil ar fáil do Cheannofig BOO Chiarrái chomh maith le bainistíocht a dhéanamh ar an gconradh maidir le cúnaimh teicniúil do na scoileanna ar fad agus na hionaid FET a thagann faoi scáth BOO Chiarrái. Is í an Roinn a choinníonn bonn treise faoi chórais faisnéise bainistíochta BOO Chiarrái agus a dhéanann an bhainistíocht ina leith. Déanann an Roinn an bhainistíocht ar chóras ríomhphoist d'fhoireann iomlán na heagraíochta chomh maith le córas ríomhphoist faoi leith sa Cheannofig. Déanann an Roinn ceannach lárnach ar an trealamh ICT ar fad ar fud na scéime. Déanann an Roinn bainistíocht ar infreastruchtúir lárnaithe maidir le gléasra cumarsáide so-íompair chomh maith le bonn treise a choimeád faoi úsáid níos mó as an teicneolaíocht maidir le cúrsaí riaracháin agus cúrsaí cumarsáide ar fud na heagraíochta.

Ar éirigh leis an Roinn ICT a thabhairt i gcrích i rith na bliana 2018 ag teacht le Spriocanna Straitéisacha BOO Chiarrái

Sprioc	Fócas	A ndéanfar	A ndearnadh 2018
SPRIOC 2 Teagasc agus Foghlaim ar Ardchaighdeán	Feabhas leanúnach a chur ar an acmhainn teagaisc agus foghlama agus cultúr a chur chun cinn lena mbaineann feabhas leanúnach agus foghlaim eagraíochta ionas go mbíonn muinín ag gach geallsealbhoir as ardchaighdeán agus ábharthacht na gclár agus na gúrsal.	4. Cultúr nuálaíochta agus gnás athmhachnaimh a chothú, lena n-áirítear líonraí foghlama agus pobail cleachtais a fhorbairt agus scaipeadh an tsárchleachtais.	• Leanadh de chóras WJ-EI a chur ar fáil i Scoileanna BOO Chiarrái • Rinneadh ardaíon foghlama ar líne lena n-úsáidtear Office 365 a fhorbairt maidir le hOlllúnaíocht i nGníomhaíocht faoin Aer.
SPRIOC 3 Bearta Nuálaíochta Oideachais agus Oiliúna	Seifteanna agus bearta den nuál agus den chruthaithéacht a fhorbairt chun freastal ar riachtanais foghlama atá ag daoine óga agus ag daoine fásta i sochaí atá faoi shiorathrú.	9. A chinntiú gur féidir le gach mac léinn agus foghlaiméoir de chuid Bhord Oideachais agus Oiliúna Chiarrái foghlaim a dhéanamh i dtimpeallacht foghlama atá sábháilte nua-aimseartha.	• Rinneadh timpeallacht nua oibre a fhorbairt agus a fheistiú maidir le hOgtheagmháil a chur ar fáil go díreach ag COO Chiarrái i dtí cinn d'ionaid. • Rinneadh Creat Hibridéach Windows a fhorbairt le húsáid i scoileanna agus in ionaid



Spríoc	SPRIOC 7	Éifeachtacht go mbíonn na próisis bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna straitéise a thabhairt i gcrích agus na caighdeáin is airde cuntasachta, comhlíontais agus follasachta a mbaint amach.
Fócas	Fócas	A chinntiú go mbíonn na próisis bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna straitéise a thabhairt i gcrích agus na caighdeáin is airde cuntasachta, comhlíontais agus follasachta a mbaint amach.
A ndéanfar	A ndéanfar	1. Athbhreithniú a dhéanamh maidir leis an gcumarsáid inmheánach reatha, straitéis chomhleánúnach maidir leis an gcumarsáid inmheánach a fhorbairt agus a chaomhchóiriú trína ndéantar na spríocanna straitéiseacha a chur in iúl, struchtúir eagrúcháin, ról agus freagrachtaí ar gach leibhéal a shoiléiriú agus aird a dhíriú ar phróisis cinnnteoireachta.
A ndearnadh 2018	A ndéanadh 2018	• Leagtar amach go soiléir maidir le gach polasaí agus gnás oibre maidir le cúrsaí soláthair agus gnóthaí airgeadais an ról atá ag an mBainisteoir Líne agus an ról atá ag an mball fóirne i ndáil le gach polasaí agus gnás oibre faoi seach. • Leagadh amach gnás oibre maidir le hÍoc Creidiúnaithe, Taisteal agus Cothabháil ionas go dtarraingítear aird bhaili na fóirne agus na mbainistíoirí go soiléir i scríbhinn ar aon cheist neamhchomhlíontais, is cuma cé chomh fánach, de reir mar a thagann siad i gceist. Tá de chuspóir leis seo go gcuirfí leis an aird ar mhíreir níosmháireachta agus go ndéanfaí a leigheas. Bainistíocht maidir le Sócmhainní Seasta • Leanadh den athbhreithniú i ndáil leis an mBainistíocht i leith Shócmhainní Seasta sna Scoilleana agus sna hionaid. • Cuirteadh oiliúint ar fáil maidir le leas a bhaint as an gcóras ar líne maidir le Bainistíocht i leith Shócmhainní Seasta. • Tá curtha le caighdeán na faisnéise bainistíochta atá ar fáil mar gheall ar an acmhainn tuairiscíochta a ghabhann leis an gcóras ar líne DCS maidir le héilimh pháirtitaimseartha. • Rinneadh cur i láthair maidir le ceisteanna Airgeadais agus ceisteanna Soláthair de reir mar a d'iarr an Coiste Iníúcháireachta agus Riosc nó an Coiste Airgeadais sin.
		6. Na córais faisnéise bainistíochta a fheabhsú ionas go soláthraítear sonraí reatha atá ábhartha cruinn ar fud na heagraíochta, ar mhaithe le feabhas maidir leis an bpleanáil, leis an soláthar seirbhísí agus le straitéis na heagraíochta a thabhairt i bhfeidhm.
		7. Leanúint d'inniúlacht straitéiseach an Bhoird agus na gcoistí gaolmhara maidir le cúrsaí comhlíontais agus rialachais a thabhairt chun cinn.

An Roinn Airgeadais

Tá d'aidhm leis an bhfeidhm Airgeadais cunamh taca a thabhairt don Bhord maidir leis na haidhmeanna a leagtar amach sa Litr Cinnidh ón DOFS, sa litir leithroinnt 6 SOLAS agus i bhfoinsi eile a bhaint amach de réir an bhuiséid. An DOFS den chuid is mó a dhéanann maoiniú ar BOO Chiarraí i ndáil leis an soláthar tarbhunscolaíochta agus SOLAS agus an DOFS a dhéanann an maoiniú maidir le Cláir Breisoideachais agus Oiliúna. Tá foilsiú na ráiteas airgeadais ar na príomhbhealaí inar féidir le BOO Chiarraí an chuntasacht phoiblí a chur in iúl. Tá an Roinn Airgeadais freagrach as cuntais an BOO a choimeád agus as na ráitis airgeadais bhliantúla a ullmhú. Ní mór na ráitis airgeadais a bheith sa chaol is go sáraithe ar reachtaíocht, na polasaithe cuntasatíochta atá leagtha síos ag an Aire Oideachais agus Scileann agus na treoirlinnte ar fad de chuid an DOFS a bhaineann le hábhar. Tá dlíte ar BOO Chiarraí na ráitis airgeadais a chur faoi bhrí an Ard-Reachtair Cuntas agus Ciste faoin 1 Aibreán 2019. Tagann BOO Chiarraí faoi réir iniúchóireacht freisin a dhéanamh ag an Aonad Iniúchóireachta Immhéanach (AI-BOO).

Airítear ar phríomhfheidhmeanna na Roinne Airgeadais Bainistíocht Iniúchóireachta, Soláthar, Bainistíocht i ndáil le Sócmhainní Seasta, Creidiúnaithe, Anailís ar Chaitheachas, Bainistíocht Cistíochta agus Príoiseáil Párlaia.

Ar éirigh leis an Roinn Airgeadais a thabhairt i gcrích i rith na bliana 2018 ag teacht le Spríocanna Straitéisacha BOO Chiarraí

Spríoc	Fócas	A ndéanfar	A ndearnadh 2018
SPRIOC 5 Compháirtíochtaí agus feabhas a chur ar an gcomhar páirtíochtaí nua agus feabhas a chur ar an gcomhar páirtíochtaí reatha le comhlachtaí ábhartha ar an leibhéal áitiúil, pobail, náisiúnta agus idirnáisiúnta d'fhonn an acmhainn is mó a thabhairt i gcrích.	Forbairt a dhéanamh ar chomhar páirtíochtaí nua agus feabhas a chur ar an gcomhar páirtíochtaí reatha le comhlachtaí ábhartha ar an leibhéal áitiúil, pobail, náisiúnta agus idirnáisiúnta d'fhonn an acmhainn is mó a thabhairt i gcrích.	2. Leanúint den dlúthobair i gcomhar leis an Roinn Oideachais agus Scileanna, leis an Roinn Leanaí agus Gnóthaí Óige, leis an Roinn Coimirce Sóisialaí, le TVSLA, le SOLAS, le Dearbhú Cailíochta agus Cailíochtaí Éireann (QQI) agus le ETBI.	- D'obrígh baill fóirne na Roinne Airgeadais le grúpaí oibre éagsúla de chuid ETBI. - Sonraíodh Ceanntódaí Aistríocháin mar ghníomhaire comhchaidrimh ag BOO Chiarraí maidir le Togra Párlaia ESBS.
SPRIOC 7 Éifeachtacht agus Cuntasacht i gcuirsal Rialachais agus Ceanntreacht	A chinntiú go mbíonn na próisis bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna straitéise a thabhairt i gcrích agus na caighdeáin is airde cuntasachta, comhlíontais agus follasachta a mbaint amach.	1. Athbhreithniú a dhéanamh maidir leis an gcumarsáid immhéanach reatha, straitéis chomhleánúnach maidir leis an gcumarsáid immhéanach a fhorbairt agus a chaomhchóiriú trína ndéantar na spríocanna straitéisacha a chur in iúl, struchtúr eagrúcháin, ról agus freagrachtaí ar gach leibhéal a shoiléiriú agus aird a dhíriú ar phróisis cinníochreacht.	- Plean Soláthair Corparáide 2018-2019. - Cúrsa oiliúna inseirbhíse do Bhainistíoirí Sinsearach a mí Lúnasa 2018 le béim mhór ar chúrsal Soláthair. - Polasáí agus Gnás Oibre maidir le Soláthar i gcás Ceanntacháin suas le luach €25,000. - Polasáí agus Gnás Oibre maidir le Cártaí Ceanntacháin. - Nuachtlitr soláthair a chuirtear le chéile agus a scaiptear uair sa ráithe.



A ndéanfar	A ndéarnadh 2018	Fócas	Sprioc
5. Cultúr a chothú lena ngabhann feabhsú leannúnach agus nós athmhachnaimh. Rinneadh forbairt agus athbhreithniú ar Pholasaithe agus ar Ghnáis Oibre i gcomhar le Ranna eile chun cur leis na Polasaithe agus Gnáis Oibre AD reatha ionas go mbeineann soiléire níos fearr leis an ról atá leis an mbainistíocht agus leis an bhfoireann agus a mbeifí ag tnúth leis uathu.	4. Scéim 'Teanga BOO Chiarrai a chur i bhfeidhm Cuireadh próiseas i bhfeidhm maidir le cúrsaí samhraidh sa Ghaeilge do dháltaí.	A chinntiú go mbíonn na próisis bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna straitéise a thabhairt i gcrích agus na cáighdeáin is airde cuntasachta, comhlíontais agus follasachta á mbaint amach.	SPRIOC 7 Eifeachtacht agus Cuntasacht i gcúrsaí Rialachais agus Ceannaireachta
1. An creidiúnú 'Sársheirbhís ó Shárfhostaithe' a bhaint amach ar fud na heagraíochta. Rinneadh na Polasaithe agus Gnáis Oibre AD a athbhreithniú agus a fhorbairt ionas go gcinntítear oiriúnacht maidir le córais BOO Chiarrai.	2. Athbhreithniú eagraíochta a dhéanamh lena ndíreofar ar pholasaithe, ar chórais agus ar rólanna ionas go gcinntítear iad a bheith ag teacht go maith le straitéis oideachais agus oiliúna Bhord Oideachais agus Oiliúna Chiarrai.	Forbairt agus feabhsú leannúnach ar na deiseanna oiliúna agus forbartha agus ar na háiseanna atá ar fáil don fhoireann ionas go bhfeabhsaítear an timpallacht ina n-oibríonn baill na foirne agus ina bhfoghlaimíonn foghlaiméoirí	SPRIOC 8 Margaíocht, Brandáil agus Cumarsáid
4. Leannúint de chuidiú le scéim leasa na foirne agus le forbairt ghairme agus aistriú poist. 4. Leannúint de chlár agus de straitéisí coiscitheacha agus réamhghníomhacha a fhorbairt chun dea-shláinte meabhrach a chothú i measc na ndáltaí, na bhfoghlaiméoirí agus na mball foirne.	4. Leannúint de chlár agus de straitéisí coiscitheacha agus réamhghníomhacha a fhorbairt chun dea-shláinte meabhrach a chothú i measc na ndáltaí, na bhfoghlaiméoirí agus na mball foirne.	5. Leannúint de chlár agus de straitéisí coiscitheacha agus réamhghníomhacha a fhorbairt chun dea-shláinte meabhrach a chothú i measc na ndáltaí, na bhfoghlaiméoirí agus na mball foirne.	SPRIOC 9 An Timpallacht Oibre agus Foghlama a Fheabhsú

A ndearnadh 2018	A ndéanfar	Fócas	Sprioc
Rinneadh athbhreithniú agus leasú maidir le réimsí freagrachta AD agus cáipéis sonraí comhfhreagrais le dáileadh ar an bhfoireann go léir.	1. Athbhreithniú a dhéanamh maidir leis an gcumarsáid inmheánach reatha, straitéis chomhleánúnach maidir leis an gcumarsáid inmheánach a fhorbairt agus a chaomhchóiriú trína ndéantar na spricanna straitéiseacha a chur in iúl, struchtúr eagrúcháin, tóil agus freagrachtaí ar gach leibhéal a shoilleiriú agus aird a dhíriú ar phrósais cinnnteoirachta.	A chinntiú go mbíonn na próis bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna straitéiseacha a thabhairt i gcrích agus na caighdeáin is airde cuntasachta, comhlíontais agus foliásachta á mbaint amach.	Eifeachtacht agus Cuntasacht i gcúrsaí Rialachais agus Ceannaireachta
Cuirteadh tús le conarthaí leictreonacha agus córas éilimh ar líne do theagascóirí páirtaimseartha a thabhairt i bhfeidhm. Rinneadh tairghe maidir le córas r-thuairisceáin a thabhairt isteach i rith na bliana 2019 Rinneadh forbairt agus athbhreithniú ar na polasaithe agus na gnáis oibre is gá mar gheall ar an Acht um Thús Aite do Leanaí. Bhíodhas páirteach ar Choiste Maoirseachta BOO Chiarráí maidir le Cosaint Leanaí.	2. Athbhreithniú agus forfheabhsú a dhéanamh ar na gnáis agus na polasaithe reatha maidir le hacmhainní daonna d'fhonn riachtanais straitéiseacha BOO Chiarráí a shásamh.		
Cuirteadh an córas nua Ceannaireachta agus Bainistíochta i bhfeidhm i ngach scoil de chuid BOO Chiarráí.	3. An cumas agus an inniúlachta ceannaireachta, bainistíochta agus maoirseachta a fhorbairt chun na spricanna straitéiseacha a bhaint amach.		
Tugadh isteach córas éilimh DCS ar líne lena mbaineann acmhainn tuairiscíochta níos fearr agus faisnéis bainistíochta níos mine – ionas go gcuidir le hobairt phleanála agus monatóireachta agus go gcinntítear dualgas faoin reachtáilocht á sásamh.	4. Na córais faisnéise bainistíochta a fheabhsú ionas go soláthraítear sonraí reatha atá ábhartha cruinn ar fud na heagraíochta, ar mhaithe le feabhas maidir leis an bpleanáil, leis an soláthar seirbhísí agus le straitéis na heagraíochta a thabhairt i bhfeidhm.		

A ndearnadh 2018	A ndéanfar	Fócas	Sprioc
Comhfhóiraim Comhairliúcháin in éineacht leis an cearrchumainn ábhartha: Aontas Múinteoirí Éireann, Fórsa SNA, Fórsa Riar. Chuathas i gcomhairle leis na cearrchumainn maidir le Polasaithe agus Gnáis Oibre a bhaineann le hábhar.	3. Leanúint den dlúthobair i gcomhar le cearrchumainn ábhartha chun feabhas a chur ar chaighdeán na seirbhísi a chuirtear ar fáil.	Forbairt a dhéanamh ar chomhar páirtíochtaí nua agus feabhas a chur ar an gcomhar páirtíochta reatha le comhlachtaí ábhartha ar an leibhéal áitiúil, pobail, náisiúnta agus idirnáisiúnta d'fhonn an acmhainn is mó a thabhairt i gcrích.	Compháirtíochtaí Bisúla a Fhorbairt
Rinneadh an bhaainistíocht maidir le an gClár Ogteagmhála a aistriú go dtí soláthar díreach ag BOO Chiarraí faoin reachtaíocht maidir le Ceartha Fostaithe a Chosaint ar Ghnóthais a Aistriú.	4. Leanúint den athbhreithniú, agus den leasú de réir mar is cuí, ar na próisis, na prótacail agus na gnáis oibre atá ar bun againn maidir le cúrsaí compháirtíochta.	Cumarsáid a dhéanamh le foghlaiméoirí, le baill fóirne, le fostóirí, le compháirtithe, leis an bpobal agus le gníomhaireachtaí agus soláthraithe eile oideachais chun feabhas a chur ar cháilíocht, fócas agus ábharthacht ar gcuid seirbhísi.	Rannpháirtíocht Geallsealbhoirí
Fóiraim Comhairliúcháin i gcomhar leis na cearrchumainn ábhartha: Aontas Múinteoirí Éireann, Fórsa SNA, Fórsa Riar. Eagraíodh suirbhéireacht WorkPositive d'fhonn foinsí struis sa láthair oibre agus sláinte síceolaíochta na bhfostaithe a mhéas. Próiseas maidir le bainistíocht ar ábhar baol a bhí á rith agus cur chuíge 'an lucht saothair uile' i gceist leis.	3. Leanúint den fhorbairt ar mhodhanna saincheaptha comhairliúcháin den uilechumarsáid leis na geallsealbhoirí ar fad agus dá gcuid i bhfeidhm.	5. Leanúint d'úsáid a bhaint as an aiseolas ó gheallsealbhoirí mar lón eolais maidir le cineálacha na seirbhísi a chuirtear ar fáil agus feabhas a chur ar an soláthar reatha.	8. Caidreamh éifeachtach a chothú leis an bhfoireann ionas go bhfeabhsaítear caighdeán na seirbhíse, go gcuirtear leis an inniúlacht agus leis an acmhainn feidhme agus go mbaintear bairt feabhais amach maidir leis an mbealach a bpleítear le daoine.
Cuireadh an struchtúr nua Ceannaireachta agus Bainistíochta ar bun i ngach scoil de chuid BOO Chiarraí. Próiseas ionduchtúcháin don uile bhall nua den fhoireann. Cuireadh tús le próiseas maidir le hoiliúint sa bhainistíocht agus sa cheannaireacht ar bhainistíocht sinsearachta agus ar bhainistíocht meánleibhéil. Athbhreithniú ar ghnáis bainistíochta maidir le baill fóirne a bheith as láthair agus prótacail nua chun aird a tharraingt ar líon carnach laethanta saoire breoiteachta agus dul i ngleic leis sin. Oiliúint i gcúrsaí pinsin do na baill fóirne lena mbaineann. Cuireadh tús le próiseas aistríocháin ETBI.			

SPRIOC 7 Eifeachtacht agus cuntasacht i gcuirsaí rialachais agus ceannaireachta	A chinntiú go mbíonn na próisis bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna straitéise a thabhairt i gcrích agus na caighdeáin is airde cuntasachta, comhlíontais agus follasachta á mbaint amach.	2. Athbhreithniú agus feabhsú a dhéanamh ar chórais agus ar phróisis chun cur le héifeachtúlacht na heagraíochta agus leis na gcumarsáid a dhéantar leis na geallsealbhoirí go léir.	Rinneadh athbhreithniú ar Ghnáis maidir leis an gClár Páirteimseartha i ndáil le hathruithe ba gha mar gheall ar chóras éilimh páirteimseartha ar líne DCS a thabhairt isteach, rólanna agus freagrachtaí san áireamh. 3. Na córais faisnéise bainistíochta a fheabhsú iomras go soláthrítear sonraí reatha atá ábhartha cruinn ar fud na heagraíochta, ar mhaithe le feabhas maidir leis an bpleanáil, leis an soláthar seirbhísi agus le straitéis na heagraíochta a thabhairt i bhfeidhm. Fágann córas éilimh páirteimseartha ar líne DCS a thabhairt isteach gur féidir faisnéis bhainistíochta i bhfad níos fearr a chur ar fáil mar gheall ar acmhainn tuairiscíochta níos fearr.
---	--	--	---

An Roinn Acmhainní Daonna (AD)

Airítear Earcaíocht agus Roghnú, Riarachán Pá, Cúrsaí Aoisliúntais, Seirbhísi Fostaíochta, Pleanáil Acmhainní, Bainistíocht Tírimh ar na príomhfhéidhmeanna a leagtar ar an Roinn AD. Bíonn isteach is amach le 1,100 duine fostaithe ag BOO Chiarraí. Bíonn na bailí foirne sin fostaithe in ionaid ar fud an Chontae (tuairim is 33 Ionad de chuid BOO Chiarraí agus líon is mó ná 100 Ionad Seachtarach agus roinnt trí chomhoibriú le hEagraíochtaí eile).

Ar éirigh leis an Roinn AD a thabhairt i gcrích i rith na bliana 2018 ag teacht le Spriocanna Straitéiseacha BOO Chiarraí

Sprioc	Fócas	A ndéanfar	A ndearnadh 2018
SPRIOC 3 Bearta Nuálacha Oideachais agus Oiliúna	Seirteanna agus bearta den nuál agus den churthaithneacht a fhorbairt chun freastal ar riachtanais foghlama atá ag daoine óga agus ag daoine fásta i sochaí atá faoi shíorathrú.	1. Freagairt go leanúnach d'athrú déimeagrafaíochta i gClártaí agus an soláthar seirbhísi a phleanáil dá réir sin chomh mór agus is féidir. 3. Cur leis an inniúlacht beart a dhéanamh i ndáil le réimsí dúshláin i sochaí ilchultúrtha.	Pleanáil maidir leis an Iucht saothair ionas go gcinntítear go bhfuil na leibhéil foirne riachtanacha ag BOO Chiarraí. Monatóireacht leanúnach maidir le polasaithe agus gnáis oibre earcaíochta ionas go gcinntítear an sábhleachtas i gcomhréir leis an reachtaíocht. Bailí foirne breise a earcú don chéad Phobalscoil Náisiúnta de chuid BOO Chiarraí.
SPRIOC 5 Compháirtíochtaí Bisíúla a Fhorbairt	Forbairt a dhéanamh ar chomhar páirtíochtaí nua agus feabhas a chur ar an gcomhar páirtíochtaí reatha le comhlachtaí ábhartha ar an leibhéal áitiúil, pobail, náisiúnta agus idirnáisiúnta d'fhonn an acmhainn is mó a thabhairt i gcrích.	2. Leanúint den dlúthobair i gcomhar leis an Roinn Oideachais agus Scileanna, leis an Roinn Leanaí agus Gnóthaí Óige, leis an Roinn Coimirce Sóisialaí, le TVSLA, le SOLAS, le Dearbhú Cáilíochta agus Cáilíochtaí Éireann (QQI) agus le Boird Oidea.	Cuireadh sraith cáipéisí le chéile mar chuid de ghrúpa oibre ETBI d'fhonn cuidiú le Boird Oideachais agus Oiliúna a athlonnaithe.

Cuidíonn an Roinn leis an Stiúrtóir OS&D maidir le córais agus próisis níos fearr a fhorbairt agus a chur i bhfeidhm chun cur le héifeachtúlacht na heagraíochta agus a chinntiú go mbíonn córais agus gnáis dhochta maidir le rialachas corparáide ar bun i gcomhréir leis an gCód Rialachais maidir le Boird Oideachais agus Oiliúna i gCiorclán CL002/2019.

Ar éirigh leis an Roinn FETS a thabhairt i gcrích i rith na bliana 2018 ag teacht le Spríocanna Straitéiseacha BOO Chiarrai

Spríoc	Fócas	A ndéanfar	A ndearnadh 2018
SPRIOC 3 Bearta Nuálacha Oideachais agus Oiliúna	Seifreanna agus bearta den nuáil agus den chruathaitheacht a fhorbairt chun freastal ar riachtanais foghlama atá ag daoine óga agus ag daoine fásta i sochaí atá faoi shíorathrú.	1. Freagairt go leanúnach d'athrú déimeagrafaíochta i gCiarrai agus an soláthar seirbhísi a phleanáil dá réir sin chomh mór agus is féidir.	Cuireadh an cúnaimh taca ba gha ar fáil ionas gur théad an BOO beart a dhéanamh gan mhoill i ndáil le tuairim is 70 dídeanaí a theacht go dtí an Neidín. Cuidíodh le ALO maidir le clár speisialta a chur i gcrích
SPRIOC 5 Compháirtíochtaí Bisiúla a Fhorbairt	Forbairt a dhéanamh ar chomhar páirtíochtaí nua agus feabhas a chur ar an gcomhar páirtíochtaí reatha le comhlachtaí ábhartha ar an leibhéal áitiúil, pobail, náisiúnta agus idirnáisiúnta d'fhonn an acmhainn is mó a thabhairt i gcrích.	2. Leanúint den dlúthbhairt i gcomhar leis an Roinn Oideachais agus Scileanna, leis an Roinn Leanaí agus Gnóthaí Óige, leis an Roinn Coimírce Sóisialaí, le TUSLA, le SOLAS, le Dearbhú Cálíochta agus Cálíochtaí Éireann (QQI) agus le ETBI. ó 2014 go 2017 ar fáil.	Cothaíodh caidreamh leis an Udarás Bainistíocht ESF d'fhonn comhlíonadh iomlán na gcoinníollacha tuairiscíochta nua agus na rialachán maidir le ESF a chinntiú. Cuitreadh tuairiscéain maidir leis na sonraí ar fad i leith na mblianta ó 2014 go 2017 ar fáil.
SPRIOC 6 Rannpháirtíocht Geallsealbhoirí	Cumarsáid a dhéanamh le foghlaimoírí, le bailí foirne, le fostóirí, le compháirtithe, leis an bpobal agus le gníomhaireachtaí agus soláthraithe eile oideachais chun feabhas a chur ar cháilíocht, fócas agus ábharthacht ár gcuid seirbhísi.	3. Leanúint den fhorbairt ar mhodhanna saincheaptha comhairliúcháin den uillechuimsitheacht leis na geallsealbhoirí ar fad agus dá gcuid i bhfeidhm.	Freastal do riachtanais maidir le hUdarás Bainistíochta ESF agus comharshéirbhísi. Oiliúint agus cúnaimh taca maidir le bainistíocht FE agus teagascóirí i ndáil le córas éilimh pháirtaimseartha DCS agus ESF.
		8. Caidreamh éifeachtach a chothú leis an bhfoireann ionas go bhfeabhsítear caighdeán na seirbhíse, go gcuirtear leis an inniúlacht agus leis an acmhainn feidhme agus go mbaintear barr feabhais amach maidir leis an mbealach a bpléitear le daoine.	Proiseas eadramhach BTEI – cuidiú leis an gcuid i bhfeidhm.
		9. An obair maidir le rannpháirtíocht geallsealbhoirí a mheas d'fhonn pleanáil chónasctha a spreagadh chomh maith le clár agus seirbhísi a sháslaim riachtanais i gCiarrai.	Cúnaimh riaracháin agus airtgeadais agus maoinseacht ar Chláir Pháirtaimseartha. Cuidiú le hOifigeigh Oideachais do Dhaoiné Fásta maidir leis an bpleanáil ar chláir BO agus a gcuid i gcrích.

D'aontaigh Bord BOO Chiarrat na Polasaithe agus Gnáis Oibre leasaithe agus nuacheaptha seo a leanas i rith na bliana 2018:

An Dáta Aontaithe:	Polasaithe agus Gnáis Oibre
26/02/2018	Grinnfhiosrúcháin an Gharda Síochána maidir le Daltaí LEASAITHE
22/05/2017	Polasat maidir le Comhfhreagras Ríomhphoist
10/07/2018	Polasat & Gnás Oibre maidir le Mótairfheithicil a Úsáid
10/04/2018	Polasat & Gnás Oibre maidir le Bainistíocht ar Réimsí Baoil
28/05/2018	Plean Soláthair Corparáideach
28/05/2018	Prótacail Leasana - Nua nó Athnuachaint
10/07/2018	Cairt an Chustaiméara
28/05/2018	CCTV An Cheannóifig
22/01/2018	Bainistíocht i gCás Coinníollacha maidir le Cosaint Sonraí a Sháru
22/01/2018	Bainistíocht Tairfead & Scéideal Coimeáda
04/12/2018	Ráiteas Pribháideachta maidir le CCTV
04/12/2018	Teimpléad de Pholasat CCTV do na Scoileanna/Ionaid
04/12/2018	An Polasat maidir le Cosaint Sonraí
04/12/2018	Prótacail i gCás Coinníollacha maidir le Cosaint Sonraí a Sháru
25/09/2018	Tuairiscócht & Fiosrúcháin maidir le Tionóisc - Polasat & Gnás Oibre H&S
25/09/2018	Tuairisc ar Bhearta Sláinte & Sábháilteachta - Polasat & Gnás Oibre H&S
25/09/2018	Bailiú i gCás Eigeandála - Polasat & Gnás Oibre H&S
25/09/2018	Gnás Oibre maidir le hAbhar Baoil a Mheas - Polasat & Gnás Oibre H&S
25/09/2018	Polasat & Gnás Oibre maidir le Cártaí Ceannacháin
25/09/2018	Soláthar maidir le ceannach mífearna ar luach suas le €25,000
25/09/2018	Polasat & Gnás Oibre

a bhaineann leis an eagraíocht. Tá buntabacht le polasaithe agus le gnáis oibre maidir le meon na heagraíochta a leagan síos agus a chur ar chumas na heagraíochta seirbhís ar ardchaighdeán a choinneáil ar bun chomh maith lena chinntiú go mbíonn na coinníollacha ar fad maidir le rialachas corparáide á gcomhlíonadh.

Bíonn gnáis riaracháin mhionsonraithe ina dtreoir ag bainistíoirí agus ag an lucht foirne maidir le haidhmeanna na heagraíochta a bhaint amach, treisiú le meon agus le spriocanna na heagraíochta agus a mbítear ag tnúth leis ó thaobh iompar an duine a leagan amach go soléir. Cuidíonn leas a bhaint as polasaithe agus gnáis oibre mar chuid den oiliúint ar bhaill foirne leis an mBord Oideachais agus Oiliúna tuiscint a dhainiú agus leaunachas seasmhach a chinntiú maidir le gnáis oibre i réimse airgeadais agus i réimsí neamhairgeadais sa chaoi is go gcloítear i gcónaí le caighdeáin arda.

Fágann polasaithe agus gnáis oibre BOO Chiarrat gur féidir leis an eagraíocht na bearta rialála inmheánacha a threisiú agus a dheinmniú go ndéantar de réir na bpróiseas cuil. Tugann athbhreithniú ar pholasaithe agus ar gnáis oibre reatha deis athbhreithniú a dhéanamh ar nósanna oibre, lón eolais atá foghlamtha a chur i bhfeidhm agus a chinntiú go mbíonn leas agus tairbhé as na próisis.

Cuidíonn foireann riaracháin FETS le san Stiúrtóir BOO i ndáil lena chinntiú go bhfuil “an Comhaontú Cistíochta” á shásamh chomh maith leis na seirbhísí á gcur ar fáil a leagtar amach sa Litir Deontais ó SOLAS lena ndéantar an chistíocht bhliantúil a leithroinnt. Cuidíonn an Roinn FETS leis an Stiúrtóir BOO an Togra maidir le Tairiscint Cistíochta (FAR 4) a ullmhú gach bliain i ndáil le cistí don Bhreisoideachas & don Oiliúint chomh maith leis an athbhreithniú airgeadais leithbhliana agus athbhreithniú airgeadais mhi Deireadh Fómhair. Cuidítear chomh maith leis na Cuntais Chinn Bhliana a ullmhú i gcomhréir le Cáipéis Fhoréiseach Pharaimeadair Pleanála agus Cistíochta SOLAS. Déanann foireann na Roinn monatóireacht ar stáid buiséid na Roinn FETS ionas go gcinntítear go bhfuil na coinníollacha éagsúla cistíochta á sásamh.

Tacaíocht 7 Forbairt Eagraíochta (OS&D)

Tá an Stiúrthóir OS&D freagrach as cúrsaí Rialachais agus as cúrsaí Bainistíochta maidir le riaradh BOO Chiarrái agus as maoinseacht ar an mbainistíocht i ndáil le hacmhainní BOO Chiarrái ar fud réimsí riaracháin FET, Acmhainní Daonna, Airgeadas, Soláthar, Seirbhísí Comparáide agus Forbairtíocht Caipitil agus ICT.

Ráiteas Straitéise BOO Chiarrái 2018–2022

Seoladh Ráiteas Straitéise BOO Chiarrái 2018–22 i rith na bliana 2018. Luaitear naoi gcinn de spriocanna straitéiseacha sa Ráiteas Straitéise:

1. Cláir atá Aitheanta agus ar Chailíocht Dhearbhaíthe ar Leibhéal Náisiúnta agus Idirnáisiúnta
2. Teagasc agus Foghlaim ar Ardchaighdeán
3. Bearta Nuálacha Oideachais agus Oiliúna
4. Rochtain agus Dul Chun Cinn
5. Comhpháirtíochtaí Bisúla a Fhorbairt
6. Rannpháirtíocht Geallsealbhoiri
7. Eifeachtacht agus Cuntasacht i gcúrsaí Rialachais agus Ceannaireachta
8. Margatócht, Brandáil agus Cumarsáid
9. An Timpéallacht Oibre agus Foghlama a Fheabhsú

Cuireadh teimpléid thuairiscíochta le chéile maidir leis an gcur i bhfeidhm i ndáil le gach ceann de na colúin. Fágann na teimpléid sin gur féidir leis an eagraíocht pleanáil a dhéanamh, cuntas a choimeád agus tuairisc a fhoilsiú uair sa bhliain ar an dul chun cinn maidir leis an straitéis a chur i bhfeidhm.

Polasaithe Agus Gnáis Oibre

Leagtar béim mhór ar pholasaithe agus gnáis oibre mionsonraithe a fhorbairt do BOO Chiarrái mar gheall ar an scaipeadh faireisng tíreolaíocht

Tacaíocht 7 Forbairt Eagraíochta (OS&D)

Forbairt Ghairmiúil 2018

Tá Forbairt Ghairmiúil an lucht foirne ar cheann de na príomhghnéithe a bhaineann leis an ndearbhú ardaighdeáin. Ghlac baill foirne páirt i 132 cúrsa maidir leis an bhforbairt ghairmiúil ar fud seacht gcinn de réimsí straitéiseacha príomhthábhachta i rith na bliana 2018. Tá na téamaí Straitéiseacha sin ag teacht le Straitéis Náisiúnta SOLAS i ndáil le Forbairt Ghairmiúil lucht FET.

Cuireadh córas nua ar bun i rith na bliana 2018 chun tuairisc a choimeád ar an bhforbairt ghairmiúil ar fud an réimse FET. Cuireadh an córas le chéile mar chuid den phróiseas pleanála ionas go gcomhlíontar teimpléad pleanála PD SOLAS agus, chomh maith leis sin, ionas go mbeadh straitéis soiléir PD go himmhéanach i BOO Chiarraí a bhaineann le spriocanna na heagraíochta agus le riachtanais na bhfoghlaiméoirí.

Seo a leanas na príomhréimsí inar tugadh faoin bhforbairt ghairmiúil i rith na bliana 2018.

- Dearbhú Cáilíochta
- ICT
- Foghlaim le Cuidiú Teicneolaíochta (TEL)
- Bainistíocht
- Oibriú in éineacht le Foghlaiméoirí FET agus Cuidiú leo
- Ardóiliúint agus Athóiliúint Scileanna Gairme
- Caidreamh le lucht Fiontraíochta

Togra Bonnínite maidir le Foghlaim le Cuidiú Teicneolaíochta (TEL)

Mar chuid de thionscnaimh cáilíochta FET agus ar mhaithe le hultmhú do chur i bhfeidhm Straitéis TEL SOLAS, ghlac baill foirne agus lárionaid páirt i mbeart suirbhéireachta bonnlíne chun léargas soiléir a fháil ar na leibhéil scileanna, na gnáis oibre agus na hacmhainní maidir le TEL atá ar fáil ag an lucht foirne ar fad – iad siúd atá i mbun teagaisc agus foghlama agus daoine atá i mbun róilanna taca, riaracháin agus bainistíochta chomh maith. Rinneadh iniúchadh freisin maidir leis an mbonníne ar infreastruchtúir ICT BOO Chiarraí agus ar an trealamh atá in úsáid ar fud an chontae.

Caidreamh le Fostóirí

Rinne BOO Chiarraí tástáil phíolótach ar Phróifiliú Scileanna Gairme agus ar Chóras Iarratais maidir le Cúrsaí d'Fhostóirí a bhfuil cúrsaí oiliúint á lorg acu don lucht foirne. Tá dea-thoradh ar an iarracht faoin tráth seo. Tháinig athrú i rith na bliana ar na pleananna maidir le Caidreamh le Fostóirí nuair a sheol SOLAS Scileanna chun Dul chun Cinn. Bhí cruinnithe ag BOO Chiarraí le fostóirí i rith na bliana chun an réimse deiseanna atá ar fáil maidir le hardóiliúint scileanna don lucht foirne a leagan amach dóibh.

Cruinnithe Pobail & Cruinnithe le Gníomhaireachtaí eile

Eagraíodh cruinnithe éagsúla i rith na bliana chun Maoir Fostaíochta Pobail, Oifigigh Cais na Roinne Gníothaí Fostaíochta agus Coimirce Sóisialaí agus lucht foirne na Cuideachta Forbartha Aitiúil a chur ar an eolas faoin soláthar FET agus ar an toradh a bhíonn ag foghlaiméoirí dá bharr.

Printiseacht don Commis Chef

Rinneadh obair mhór margatóchta agus caidrimh phoiblí i ndáil leis an bPrintiseacht nua don Commis Chef a ndearna BOO Chiarraí, an Soláthraí Náisiúnta Comhordúcháin, ceannródáil ina leith. Bhí d'aithne leis an bhfeachtas margatóchta go gcuirfí le haird agus le tuiscint na bhfostóirí ar an soláthar FET i ndáil leis an earnáil. Tá cúnaimh taca á thabhairt don chlár ag an Irish Hotels Federation (IHF), Restaurants Association of Ireland (RAI), Irish Hospitality Institute (IHI), Euro-toques Ireland, Catering Management Association of Ireland (CMAI), Fáilte Éireann, SOLAS, na Boird Oideachais agus Oilúna (BOO) agus na hInstitiúidí Teicneolaíochta (IT).

SPRIOC 9: AN TIMPEALLACHT OIBRE AGUS FOGHLAMA A FHEABHSÚ

Fócas: Forbairt agus feabhsú leanúnach ar na deiseanna oiliúna agus forbairtha agus ar na háiseanna atá ar fáil don fhoireann ionas go bhfeabhsaítear an timpeallacht ina n-oibríonn baill na foirne agus ina bhfoghlaimíonn foghlaiméoirí.

héifeachtúil iad ar chuid d'obair na bliana 2018. Rinneadh go háirithe FETCH a chur chun cinn, ais nua náisiúnta BOO ar líne d'fhoghlaimíocht maidir le cúrsaí a chuadach agus iarratas a chur isteach.

Aonach FET 2018

Eagraíodh Aonach FET i mí Aibreán 2018 ag ar tugadh Coláistí, Ionaid agus clár FET uile BOO Chiarraí le chéile don ócáid bhliantúil. Tháinig níos mó ná aon mhíle duine den phobal i láthair ag iarraidh eolais, chun páirt a ghlacadh i dtaispeántais scileanna agus chun labhairt le daoine den fhoireann agus le foghlaimíocht.

Thug baill den fhoireann, foghlaimíocht agus oiliúnaithe faoi thaispeántais scileanna lena bhain réimse forleathan, saoirseacht cloiche, priontáil 3D, cócaireacht, treorú turais, gruagaireacht, obair scéimhe, cúram sláinte agus cúram leanaí, cóiriú ainmhithe, ealaín agus grianghrafadóireacht, léiriú teilifíse, scannáin agus raidió, obair chothabhála ar thuirbíní gaotithe, meicneoireacht, Dearthóireacht ar Ríomhaire, obair riaracháin agus gnóthaí airgeadais. Tugadh tuairisc ag cainteanna agus cearclanna ar dheiseanna maidir le scileanna FET a fhorbairt chomh maith le cúnaimh atá ar fáil ina leith sin, mar shampla an modh chun iarratas a chur isteach ar dheontas SUSI, an Líúntas maidir le Filleadh ar Oideachas, chomh maith le cúnaimh taca pearsanta agus acadúil atá ar fáil, Gairmthreoir don Duine Fasta san áireamh. Bhí bialann, láthair scéimhe agus gruagaireacht agus parús cóiriú madraí ar an láthair a d'fhéad daoine den phobal a thapú.

Ní beart earcaíochta i ndáil leis na cúrsaí amháin a bhí san Aonach FET, bhí de chuspóir leis freisin leas a dhéanamh maidir leis an sprioc náisiúnta cur le stádas FET agus leis an tuiscint ina leith. Bhí tráchtaireacht fhorleathan ar an ócáid ar na meáin cumarsáide agus sin dírithe ar fhostóirí agus ar fhostaithe chomh maith le daoine atá ag fáigáil na scoile agus ag lorg fostaithe. Bhí d'aidhm leis an pobal a chur ar an eolas faoi na deiseanna atá ar fáil dóibh ar fud an chontae.

- D'aontaigh lucht bainistíochta agus lucht foirne BOO Chiarraí an Plean Fortheidhmíúcháin

Céim 2 BOO Chiarraí Gnáis Oibre Lárnacha

- Cuirteadh Creat Ginearálta do Chóras Bainistíochta maidir le Cúrsaí Sábháilteachta ar bun ar fud BOO Chiarraí
- Aontáíodh rólanna agus cúraimí lucht foirne agus lucht bainistíochta BOO Chiarraí maidir le cúrsaí sláinte agus sábháilteachta
- Rinneadh Ráiteas Sábháilteachta Lárnach BOO Chiarraí a leasú agus a fhoilsiú
- Rinneadh gnáis oibre lárnacha BOO Chiarraí maidir le cúrsaí sláinte agus sábháilteachta agus cáipéisí treorach a dhreachtadh
- Eagraíodh cruinnithe éagsúla le Príomhoide, Comhordaitheoirí Clár agus Bainistíocht na nIonad FET

Cúrsaí oiliúna a thabhairt chun críche

- Oiliúint i gcúrsaí sábháilteachta ar mhúinteoirí/teagascóirí adhmaadóireachta i ndáil le gnéithe faoi leith den phost sin agus oiliúint maidir le láimhseáil agus ionramháil ábhair
- Oiliúint i gcúrsaí sábháilteachta ar mhúinteoirí/teagascóirí míotadóireachta i ndáil le gnéithe faoi leith den phost sin agus oiliúint maidir le láimhseáil agus ionramháil ábhair

SPRIOC 8: MARGAÍOCHT, BRANDAIL AGUS CUMARSÁID

Fócas: Margaíocht éifeachtúil a dhéanamh ar na seirbhísí, an branda a fhorbairt agus cumarsáid a dhéanamh leis na geallsealbhoirí go léir.

Caidreamh Poiblí, na Meáin Chumarsáide agus Margaíocht

Lean BOO Chiarraí i rith na bliana 2018 den obair maidir le stádas FET ionas gur cruthaíodh ardcúlú ar FET mar bhealach ardchaighdeáin chun scileanna a fhoghlaim agus gairm beatha a bhaint amach. Mar chuid de straitéis na bliana 2018 ina leith sin, bhí Aonach FET, scaileáin dhigiteacha ar fud an chontae, bolscaireacht ar na meáin chlóite agus ar na meáin chraolta, Eolairí Cúrsa a chur ar fáil, FETCH a chur chun cinn, oibriú le scoileanna, le tuismitheoirí, le lucht gairmthreorach chun stádas FET mar chéad rogha a chur chun cinn. Bhí caomhchóiriú air sin ionas gur tuisgeadh na gnéithe díolacháin sainiúla agus gur cuirteadh in iúl go

leanas san áireamh leis an sprioc; Oghcheagmhail, Nascoilúint agus Bunúilúint, an tIonad Oiliúna Pobail, Soláthar Oiliúna Saineolais ag NLN, ETBI agus Scileanna don Obair.

Spric 3 Teistiméireacht: ardu 83% (in imeacht

na 3 bliana) ar an rata reistimeireachta maidir le cúrsaí atá dírithe den chuid is mó ar scileanna trasnúcháin (gúaissteacht shóisialta) a chothú. Fágann sin mar sprioc 780 foghlaiméoir a ghnótháionn cáilíocht i Scileanna Trasnúcháin faoi dhéireadh na bliana 2020. Airtítear ar na Scileanna Trasnúcháin inniúlacht i réimsí lárnach a mar shampla scileanna cumarsáide, an cumas a bheith críochnúil go pearsanta a mbíonn beim orthu maidir leis na réimsí scileanna seo a leanas: ICT Lárnach, Pearsantá Lárnach,

Foghlaim Ghinearálta & Samplaí Scileanna.
 Airtítear ar na cláir a thagann i gceist leis an
 sprioc seo: Litearthacht don Duine Fásta, ESOL,
 Uaireanta Comhoibre FET, ITABE, Athlonnú
 Teifeach agus Litearthacht Dheonach.

Spríoc 4 Foghlaim Feadh Saoil: ardu 10% ar líon

agus Cistíocht Éile.
Printiseacht, Uaireanta Comhoibre FET, ESOL
d'tugtar san áireamh i leith na sprice seo, tá
Ogtheagmháil agus PLC. Ar na cláir eile nach
faoi bhun 25 bliain d'aois, mar shampla CTC,
na glár seachas an chuid atá dírithe ar dhaoine
san áireamh sa chás seo agus mórchuid mhór
2020. Tugtar gach cean de na réimsí scileanna
foghlaim feadh saoil faoi dheireadh na bliana
a mbeidh tús curtha acu le cúrsa maidir le
25,646 duine (os cionn 25 bliain d'aois) i gClárarai
foghlaim feadh saoil. Fágann sin mar sprioc
iarrann soláthar ar leibhéal FET trí bheartaíocht
na ndaoine istea (os cionn 25 bliain d'aois) a

Spríoc 5 Foghlaiméoirí i Réimsí Mórthabhachta:

ardú 48% ar líon na bhfoghlaiméirí a ghnótháin cailíocht ábhartha in earnálacha foráis lena mbaineann ríachtanas scileanna. Fágann sin mar sprioc 5,078 foghlaiméir de chuid BOO Chiarraí a ghnótháin cailíocht in earnálacha ábhartha faoi dheireadh na bliana 2020. Is iad na réimsí scileanna a bhaineann le hábhar na réimsí sin a measann an Rialtas gur

Tá polasaithe dochta i bhfeidhm ag an eagraíocht agus leanar d'athbhreithniú, d'fhorbairt agus de chur i bhfeidhm a dhéanamh i ndáil leis na polasaithe forghinearálata a bhaineann le EFT.

Polasaithe forghinearálta FET

• **Sprioc 6 Tréimhsí Oiliúna:** 830 duine a chlárú maidir le Tréimhsí nua Oiliúna i rith na dtri mbliana idir 2018 agus 2020.

Tuarascail maidir le cursaí Sláinte agus Sábháilteachta 2018

Mar chuid den chur chuige forghinearálta i ndail le hardchaighdeain, cuirteadh Córas Bainistíochta nua maidir le Cúrsaí Sábháilteachta i bhfeidhm i rith na bliana 2018. Rinneadh iniúchadh maidir le cúrsaí sláinte agus sábháilteachta ar na hionaid go léir agus cuirteadh plean ar bun maidir le gach ionad faoi leith bunaithe ar an scrúdú sin. Rinneadh na ráitis sábháilteachta agus na gnáis oibre a athbhreithniú. Rinneadh na bearta seo a leanas i rith na bliana mar chuid den phlean fortheidhmúcháin:

Ceim 1 Athbhreithniú ar an gCoras Bainistíochta maidir le cúrsaí Sábhaileachta, Clár Oibre Iniúchta & Plean

Forneidhmíocháin

- Rinneadh an clár oibre iniúchta a fhorbairt agus a aontú ar fud na heagraíochta go léir
- Rinneadh Gnáis Oibre reatha BOO Chiarraí maidir le cúrsaí S&S a athbhreithniú
- Tionóladh cruinnithe le Príomhoidí Scoile agus le Bainisteoirí na nIonad FET
- Tugadh na bearta iniúchta ar Ionaid BOO chun críche
- Rinneadh an Plean Forneidhmíocháin a dhreachtadh bunaithe ar thorthaí na mbairt iniúchta

SPRIOC 7: EIFEACHT AGUS CUNTASÁCHT I GCÚRSÁI RIALACHAIS AGUS CEANNAIREACHTA

Fócas: A chinntiú go mbíonn na próisis

bainistíochta agus riaracháin ina mbonn treise faoi na haidhmeanna straitéise a thabhairt i gcrích agus na caighdeáin is airde cuntasachta, comhliontais agus follasachta á mbaint amach.

PLSS, FARR agus FETCH

Ar cheann de na príomhspríocanna i rith na bliana 2018, bhí leathnú ar leibhéal na sonraí a chuirtear isteach ar an gcóras PLSS agus ar an gcóras FARR chomh maith le húsáid níos forleithne as cuntais FETCH ag foghlaiméirí ar mian leo cur isteach ar chúrsaí agus clárú lena n-aghaidh.

Comhaontú Straitéiseach Feidhmíochta

Shínigh BOO Chiarraí Comhaontú Straitéiseach Feidhmíochta le SOLAS i rith na bliana 2018. Leagtar amach sa Chomhaontú sin cion oibre BOO Chiarraí i ndáil le 6 cinn de spríocanna náisiúnta maidir le FET. Is air seo atá an maoiniú i ndáil le FET bunaithe i gcás BOO Chiarraí i leith na mblianta 2018 – 2020. Seo a leanas na spríocanna atá i gceist:

- **Sprioc 1 Fostaíocht:** fostaíocht á fháil ag 22% (in imeacht na 3 bliana) níos mó foghlaiméirí mar gheall ar an soláthar atá dírithe ar fhreastal ar an margadh saothair. Ciallaíonn sin go mbeidh Fostaíocht bainte amach ag 1,554 foghlaiméirí faoi dheireadh na bliana 2020. Bainneann an sprioc seo leis an gcuid is mó de na réimsí scileanna taobh amuigh de ICT Lárnach, Pearsanta Lárnach, Foghlaim Ghinearálta agus Samplaí Scileanna. Tagann na clár seo a leanas san áireamh leis an sprioc: Printseacht Céim 7, Cumasc, PLC, LTI, SST, Traíneeship, VTOS, Oiliúint Tráthnóna, rCholaiste

- **Sprioc 2 Dul ar aghaidh:** ardu 15% (in imeacht na 3 bliana) ar líon na bhfoghlaiméirí a théann ar aghaidh go dtí cúrsaí eile BOO/AOO mar gheall ar an soláthar atá dírithe den chuid is mó ar a leithéid sin. Fágann sin mar sprioc líon 3,162 foghlaiméirí de chuid BOO Chiarraí ag dul ar aghaidh go dtí cúrsaí eile BOO/AOO faoi dheireadh na bliana 2020. Tagann na clár seo a

- **Cuideachtaí Forbartha Áitiúla**
Lean BOO Chiarraí den obair i gcomhar le Páirtnéireacht Forbartha Dheisceart Chiarraí (SKDP) agus le Forbairt Thuaisceart, Oirthear agus Iarthar Chiarraí (NEWKD). Bíonn de phríomhchuspóir leis an obair seo iarrachtaí forbartha pobail na gcuideachtaí forbartha áitiúla agus an phobail áitiúil a thabhairt go caoimh leis na seirbhísí agus na deiseanna atá ar fáil ó BOO Chiarraí.

SPRIOC 6: RANPHÁIRTÍOCHT GEALLSEALBHÓIRÍ

Fócas: Cumarsáid a dhéanamh le foghlaiméirí, le baill fóirne, le fostóirí, le compháirtithe, leis an bpobal agus le gníomhaireachtaí agus soláthraithe eile oideachais chun feabhas a chur ar cháilíocht, fócas agus ábharthacht ar gcuid seirbhísí.

Cuireadh Bord Bainistíochta nua maidir le réimse an Bhreisoideachais ar bun i rith R4 2018. Is fochóiste de chuid Bhord Iománach BOO Chiarraí atá i mBord Bainistíochta Breisoideachais BOO Chiarraí. Mar seo a leanas an chomhaltacht ar an mBord Bainistíochta Breisoideachais: cúigeir ionadaithe ón Udarás Áitiúil arna n-aimniú ag príomhbhord BOO Chiarraí; Chamber Alliance mar ionadai gnó agus an Líonra Rannpháirtíochta Pobail mar ionadai pobail; an Roinn Gnóthaí Fostaíochta agus Coimirce Sóisialaí mar ionadai gníomhaireachta a bhfuil an rialachas de phríomhról lei.

Aiseolas ón bhfoghlaiméirí agus taighde: Tá acmhainn faoi leith a dhéanamh caidreamh go leantúnach le hiarfhoghlaiméirí ar chlár FET chun sonraí maidir le socrúcháin agus dul chun cinn a thiomnú agus aiseolas a chur ar fáil d'fhonn feabhsú leantúnach a dhéanamh.

Rannpháirtíocht na bhFostóirí agus na bPríomhghéallsealbhoirí: Cothlaíonn BOO Chiarraí caidreamh leantúnach le Fostóirí éagsúla agus le hionadaithe Fostóirí d'fhonn na scileanna a bhfuil gá leo maidir le cúrsaí eacnamaíochta an cheantair a thabhairt chun suntais. Bíonn caidreamh rialta idir BOO Chiarraí freisin agus gníomhaireachtaí Rialtais agus Grúpaí Pobail d'fhonn riachtanais áitiúla agus náisiúnta Oideachais agus Oiliúna a thabhairt chun aire.

- Scóipeáil ar bhearnaí áitiúla scileanna ag Bainisteoirí Cláir agus Bainisteoirí Ionaid
- Oibríonn Seirbhísí Printitseachta agus Seirbhís do Ghnóthais san Ionad Oiliúna le fostóirí gach lá
- Leanadh de Scileanna don Láthair Oibre a chur ar fáil tríd an gClár Litearthachta agus Oideachais Bhunata do Dhaoiné Fásta, maidir le scileanna Béarla san ionad oibre in earnáil na hóstalochta go háirithe
- Leanann BOO Chiarrái den obair le fostóirí ar chláir nua a fhorbairt.

- **Cláir a Fhorbairt & Caidreamh le Fostóirí.** BOO Chiarrái

an soláthraí comhordúcháin maidir leis na Cláir Náisiúnta Printitseachta don Commis Chef agus tathar i gceannas freisin ar an bhforbairt ar Phrintitseacht Náisiúnta eile do Theicneoirí Cothabhála ar Thuirbíní Gaoithe. Maidir leis an obair phleanála a dhéantar i ndáil le Printitseachtaí Náisiúnta nua den chineál sin, eascraíonn cinní maidir le leagan amach na gclár ó phróiseas comharoibre faoi stiúir Chuibhreannas Stiúrtha arna chruthú ag an lucht tionsclaíochta. Déantar na rannpháirtithe a ullmhú, le linn na printíseachta, do ról nua oibre agus leagan an Cuibhreannas Stiúrtha amach próifíl oibre i ndáil leis an ról sin agus is faoina anáil sin a leagtar amach an clár agus a thugtar i bhfeidhm é. Cuidíonn Grúpaí Stiúrtha Cuibhreannais le BOO Chiarrái freisin athbhreithniú a dhéanamh ar thionchar chora nua ionchais ar an tionscal. Cinntear leis an gcaidreamh díreach leis na fostóirí (tríd an gcuibhreannas) go mbíonn leasú ar an gclár de réir athrú ar riachtanais agus ar ghnóthaí an tionscail.

- Chuir BOO Chiarrái dhá Chláir Náisiúnta do Theoraithe Turais le chéile, cúrsa maidir le Teorú Turais Náisiúnta agus cúrsa maidir le Teorú Turais Réigiúnach. Rinneadh na cláir sin a chur ar fáil ina dhiaidh sin d'earnáil na mBord Oideachais agus Oiliúna agus tá siad á rith ar fud na tíre ó shin. Déanann BOO Chiarrái, tríd an gceangal caidrimh le Fáilte Éireann, Udarás Náisiúnta Forbairt Turasoireachta na hÉireann, leas a bhaint as obair na ngrúpaí fostóirí ábhartha san earnáil chun a chinntiú go mbíonn leasú ar na cláir maidir le Teorú Turais Náisiúnta agus Réigiúnach ag teacht le hathruithe agus cora nua sa tionscal.

- **An Roinn Gnóthaí Fostálachta agus Coimisce Sóisialaí (DEASP)**

Bhí an DEASP ar phríomhpháirtneirí an Bhoird arís i rith na bliana 2018. Bhí cruinnithe agus pleanáil gnó i rith na bliana dirithe ar mhonatóireacht a dhéanamh ar riachtanais na ndaoine atá ar an mBeochláir agus ar sheifteanna oiriúnacha a chruthú do na daoine sin chomh maith le monatóireacht a dhéanamh ar leibhéal na ndaoine a chuireann Oifigigh Cáis ar aghaidh chuig cúrsaí de chuid an BOO.

Bhí béim mhór i rith na bliana 2018 ar pháirtneireachtaí breise a chothú le fostóirí agus le ceannairí tionsclaíochta. Tugtar léargas ginearálta thíos ar an obair ina leith sin.

- **Fóram Scileanna Réigiún an Iardheiscirt:** Lean BOO Chiarraí den obair i gcomhar le Fóram Scileanna Réigiún an Iardheiscirt. Ar cheann de na tionscnaimh, bhí an clár EXPLORE chun bunscileanna digiteacha a theagasc d'oidritheoirí déantúsaíochta.

- **Institiúid Teicneolaíochta Thra Lí:** Leanann BOO Chiarraí de cheangal a chothú le IT Thra Lí i ndáil le tionscnaimh éagsúla, ina measc modhanna Rochtana agus Dul Chun Cinn d'Fhoghlaiméoirí BOO Chiarraí.

- **Scileanna chun Dul chun Cinn:** Seoladh an tionscnamh nua seo de chuid SOLAS, atá dírithe ar fhosaithe ísealscile os cionn 50 bliain d'aois in earrála leochaileacha, i rith na bliana 2018. Thosaigh BOO Chiarraí i rith R4 ar scrúdú a dhéanamh ar mhodhanna ina bhféadfaí

- pleanáil a dhéanamh don tionscnamh seo i gCiarraí. Faoi shraith 2, thosaigh BOO Chiarraí ar scoipeáil a dhéanamh maidir le riachtanais Earnáil an Chúraim Sláinte. Mar gheall ar chomhairliúcháin a dhéanamh go forleathan le heagraíochtaí príobháideacha in earnáil an chúraim baile, tugadh chun aire go bhfuil gá ginearálta le gnéchalíocht nua faoi leith maidir le haire do dhaoine a bhfuil Néaltrú ag gabháil dóibh. Rachaidh earnáil an BOO i ngleic leis an riachtanas ina leith sin nuair a bhíonn athbhreithniú a dhéanamh ar na Cláir Cúram Sláinte a bhaineann le hábhar.

- **Caidreamh le Fostóirí:** Lean BOO Chiarraí ag cur leis an straitéis maidir le caidreamh le fostóirí agus bhí béim faoi leith ar lucht tionsclaíochta a tharraingt isteach maidir le breis cúrsaí chomh maith le deiseanna nua níos fearr don taití oibre a chruthú. Cothaíodh an caidreamh le fostóirí ar mhodhanna éagsúla i rith na bliana:
- Caidreamh á cheangal ag bailí foirne teagaisc agus foghlama le fostóirí faoi leith

a gcuirtear comhionannas agus iléagsúlacht chun cinn. Seo a leanas na cláir a bhaineann leis an réimse beartaíochta sin:

- **Litearthacht don Duine Fasta & Seirbhís Bunoidreachais:** Tar éis athstruchtúru suntasach a thabhairt ar an tseirbhís i rith na bliana 2018, cuireadh eagar nua uirthi ionas go bhfuil soláthar ar fáil ar fud an chontae agus go gcinntear go bhfuil teacht ag muintir Chiarraí ar dheiseanna scileanna litearthachta, scileanna uimhearthachta agus bunscileanna TE a fhorbairt. Chuir an tseirbhís BODF 125 cúrsa ar fáil i rith na bliana 2018 a raibh teistiméireacht a bhaineann leis an gCreat Náisiúnta Caillíochta ag gabháil leo agus 202 cúrsa gan teistiméireacht. Lean an eagraíocht de bhreis foghlaiméoirí a spreagadh chun tabhairt faoin teistiméireacht ionas go mbeadh caillíocht le gnóthú acu. Chuir an tseirbhís cúrsaí ar fáil freisin trí ESOL, Uaireanta Comhoibre FFT, ITABE agus Teagasc Litearthachta Deonach.
- **Cúnamh Tacá maidir le Printiseacht:** Rinneadh an tseirbhís Litearthachta don Duine Fasta agus an tseirbhís Bunoidreachais a athlonnú laistigh d'Ionad Ollúna BOO Chiarraí i rith na bliana 2018. Cuirtear an tseirbhís sin anois chun taca litearthachta agus uimhearthachta ar fáil do Phrintisigh laistigh den Ionad Ollúna.
- **Ionaid Foghlama Oscailte:** Lean coláistí PLC BOO Chiarraí i rith na bliana 2018 de chur leis na seirbhísí tacáochta don dalta. Bíonn cúnamh taca maidir le cúrsaí acadúla agus cúrsaí pearsanta ar fáil ag an bhfoghlaiméoir sna hionaid Foghlama Oscailte d'fhonn ardu a thabhairt i gcrích ar na rátaí maidir le daoine a choinníonn leis an gcúrsa an tráth céanna a muintear éifeachtúlacht pearsanta don fhoghlaiméoir.

Fócas: Forbairt a dhéanamh ar chomhar páirtíochtaí nua agus feabhas a chur ar an gcomhar páirtíochta reatha le comhlachtaí ábhartha ar an leibhéal áitiúil, pobail, náisiúnta agus idirnáisiúnta d'fhonn an acmhainn is mó a thabhairt i gcrích.

SPRIOC 5: COMHPHARTÍOCHT BHISIÚIL A Fhorbairt

Dul chun Cinn

- **Gairmthreoir:** Gairmthreoir don duine fásta an beart tosaigh maidir le Straitéis BOO Chiarrái don Dul chun Cinn Inmheánach. Cuirteadh tástáil shíciiméadrach ar fáil, trí Sheirbhís Ghairmthreorach agus Eolais Chiarrái don Duine Fásta, do na foghlaiméoirí ionchais, d'fhonn meastóireacht a dhéanamh ar réimsí agus leibhéil spéise, suime agus inniúlachta ar mhaithe le pleanáil a dhéanamh ar a gcuid oideachais agus oiliúna i ndáil le conairí dul chun cinn.

- **Dul chun cinn Inmheánach:** Leis an tsraith cúrsaí a chuir BOO Chiarrái ar fáil, tosaíodh le roghanna maidir le litearthacht, uimhearthacht, ESOL agus bunoidéachas, cúrsaí gan creidiúnú go dtí cúrsaí ar leibhéil QQI 2 agus 3. Chuir BOO Chiarrái roinnt cúrsaí Nascoiliúna agus Bunoiiliúna ar fáil freisin a leagadh amach go sonrach d'fhonn ligean do na foghlaiméoirí leanúint ar aghaidh go dtí clár ar leibhéil níos airde nó Prinfiseachtaí laistigh den eagraíocht. VTOS, ar leibhéil QQI 3 agus 4, an chéad rang eile sa chóras, chomh maith le roghanna Ardteistiméireachta, soláthraítear leo sin na cúrsaí nascoiliúna is gá chun leanúint ar aghaidh go dtí soláthar PLC nó Ionad Oiliúna le creidiúnú ar leibhéil 5 & 6 chomh maith le deiseanna éagsúla maidir le teistiméireacht shainiúil tionscail faoi leith a ghnóthú nó leanúint ar aghaidh go dtí cúrsa Ardoidéachais. Rinneadh soláthar sonrach sainleasa freisin. Áirítear lenár cuireadh ar fáil, Oideachas Pobail, Ealaín san Ospidéal, agus uaireanta Comhoibre FET do dhaoine faoi mhíchumas, soláthar sainoiiliúna an Líonra Náisiúnta Foghlama agus an tIonad Oiliúna Pobail agus Ogtheagmháil do dhaoine a d'fhág an scoil go luath.

- **Seirbhís Ghairmthreorach agus Eolais Chiarrái don Duine Fásta (KAGIS)** Tá seo ar cheann de na pointí tosaigh caidrimh is tábhachtaí ag daoine a bhíonn ag lorg deiseanna trí BOO Chiarrái. Cuirtear seirbhís ghairmiúil gairmthreorach agus eolais ar fáil do dhaoine fásta atá ina theideal sin i gCiarrái. Tá an fhoireann gairmthreorach lonnaithe i dTrá Lí agus cuirtear treoir sheachtrach ar fáil freisin d'fhoghlaiméoirí ar fud an Chontae. Bhain 1,305 duine leas as an tséirbhís i rith na bliana 2018. Cuidíodh le 817 duine a bhí ag lorg eolais trí 1,177 fiosrúchán faoi leith a dhéanamh. Cuidíodh le 250 duine maidir le 649 Seisiún Gairmthreorach 1-1 a reáchtáil. D'iarr 36 grúpa éagsúil cúnaimh gairmthreorach agus eolais agus cuireadh sin ar fáil dóibh. Cuirteadh 92 seisiún gairmthreorach agus eolais ar fáil ar an láthair do ghrúpaí daoine. Tá clár áirithe a ngabhann dualgas faoi leith leo maidir le Rochtain agus Dul Chun Cinn. Tá clár atá dírithe ar chuidiú leis an bhfoghlaiméoir scileanna trasnúcháin a fhorbairt agus clár eile arb é atá d'aidhm leo an pobal a fhorbairt agus a chothú an tráth céanna

Na hIonaid Breisoideachais agus Oiliúna a

Fhorbairt: Tá mórthábhacht faoi straitéis BOO

Chiarraí le cúrsaí caidrimh allamuigh nuair is

contae tuaithe atá i gceist. Leagtar amach sa Phlean

Seirbhíse 2018 scrúdú a dhéanamh i rith na bliana

2018 ar na spriocanna seo a leanas i ndáil le hionaid

FET faoin tuath agus bailte móra:

• I nDáingean Uí Chúis, scrúdaigh BOO Chiarraí na

riachtanais maidir le hoibríthe a bhí á bhfostú

go seasúrach; maidir le gnólaigh an cheantair;

ceisteanna maidir le cuimsiú sóisialta in Iarthar

Chiarraí; agus, caomhnú na Gaeilge. Dá thoradh

sin, déantar trátchliar na gcúrsaí a eagrú le

haird ar an seasúr turasoireachta agus tá cúrsaí

áirithe, mar shampla Scileanna Tuisline Oifige

agus Fáilteachais, Uilimhú Bia & Cócaireacht,

Teicneolaíocht na Meán Digiteach, an soláthar

maidir le hEalaín Chruithaitheach agus

Gairneoireacht, dlúthcheangailte le riachtanais

lucht fiontríochta agus gnó in Iarthar Chiarraí.

Maidir le cuimsiú sóisialta, cuireadh cúrsa

maidir le Tuismitheoireacht an Chumais ar fáil

faoin gComhaontú Leibhéal Seirbhíse le DESSA.

Eagraíodh soláthar maidir leis an nGaeilge

chomh maith do thuismitheoirí a bhfuil cónaí

orthu sa cheantar Gaelachta seo. Tá an obair sin

ar siúl go leanúnach go fóill.

• Sa Neidín, leag BOO Chiarraí amach forbairt

a dhéanamh ar áiseanna nua Cócaireachta

Gairmiúla sula gcuirfí an Phrintiseacht don

Commis Chef. Tugadh sin i gcrích agus

beartáidh an dara babhta den phrintiseacht don

Commis Chef a chur ar siúl sa Neidín.

• **Fócas:** Cuidiú le daltaí agus le foghlaimoirí

deiseanna oideachais agus oiliúna a thapú agus páirt

leanúnach a ghlacadh iontu agus dul chun cinn a

dhéanamh ó thaobh cúrsaí oideachais, fostaíochta

agus/nó forbartha pearsanta.

Ar cheann de na cuspoirí príomhthábhachta FET

i rith na bliana 2018, bhí cuidiú le foghlaimoirí

deiseanna oideachais agus oiliúna a thapú agus páirt

leannúch a ghlacadh iontu agus dul chun cinn a

dhéanamh ó thaobh cúrsaí oideachais, fostaíochta

agus/nó forbartha pearsanta.

Ar cheann de na cuspoirí príomhthábhachta FET

i rith na bliana 2018, bhí cuidiú le foghlaimoirí

deiseanna oideachais agus oiliúna a thapú, a gcuid

ranphháirtíochta a choinneáil ar siúl go ceann

cúrsa agus cuidiú leo dul ar aghaidh go dtí ionad

SPRIOC 4: ROCHTAIN AGUS DUL CHUN CINN

Bearta Cúnta

- Coinníodh Ionaid Oscailte Foghlama ar bun i gColáiste PLC BOO Chiarraí agus rinneadh breis forbartha ina leith
 - Cuirteadh bearta tacaíocht don fhoghlaimoir ar fáil in Ionad Oiliúna BOO Chiarraí agus tairgeadh cúnaimh litearthachta agus uimhearthachta do Oiliúnaithe agus do Phrintísigh in Ionad Oiliúna BOO Chiarraí.
 - Coinneádh na bearta tacaíochta ardcathairdeáin don fhoghlaimoir ar fáil trí VTOS agus Ógtheagmháil le grúpaí ar mhaithe leis an tsáinte mheabhrach agus le teacht ón andúil
 - Seirbhísí breise comhairleoireachta ar fud na nIonad FET
 - Feabhsú leannúch maidir le Cóiríocht Réasúnta ar fud iomlán na gclár
- oidéachais agus oiliúna eile, ionad fostaíochta agus/nó forbairt phearsanta/rannpháirtíocht pobail.
- Áirítear ar na bearta a rinneadh ina leith sin:

Teacht ar Dheiseanna

- Gairmthreoir don Duine Fásta a chur ar fáil d'fhoghlaimoirí FET.
- Bunscagadh tráth na hearcaíochta agus measuíníreacht agus bearta cunta ina dhiaidh sin maidir le cúrsaí litearthachta, uimhearthachta, ESOL mar chúnaimh d'fhoghlaimoirí litearthachta.
- Plean DOES maidir le Litearthacht agus Uimhearthacht don Duine Fásta (2013) a chur i bhfeidhm go leanúnach
- Breis soláthair maidir leis an Dianteagasc sa Bhunoidéachas don Duine Fásta (ITABE)
- Oibríú le SOLAS ar chreathpholasaí nua i ndáil le forbairt an fhostaí a chur i bhfeidhm ionas go mbíonn teacht ag fostaíthe ar FET mar ghné den fhoghlaim feadh saoil.
- Oibríú i gcomhar le CYPSC agus Local Link maidir le bacanna ar fhoghlaimoirí a bhaineann le cúram leanaí nó le cúrsaí iompar a sháru.
- Tugadh modhanna nua iontrála trí ghnais oibre RPL chun cinn i ndáil leis an bPrintiseacht don Commis Chef agus na cúrsaí i dTreoirí Turais. Rinneadh polasaithe, gnais oibre agus próisis RPL a leathnú ionas go dtagann na clár ar fad faoina scáth.

le teangacha ríomhchláraithe agus a bhfuil de dhíth ar lucht na tionsclaíochta ionas go gcinntítear na cláir a chuitítear ar síl a bheith oiriúnach, aon easnamh a thabhairt isteach agus na foghlaimíoirí ullamh chun oibre ar chríochnú na gcúrsaí dóibh. Chuidigh an próiseas sin freisin leis an ngá atá le cláir nua a thabhairt chun suntais agus le hobairt scoipeála maidir le hábhar na gcúrsaí atá de dhíth. Tá de rún ag BOO Chiarrai na Printiseachtaí nua FIT ICT do Chomhtheicneoirí Gairmiúla a thairiscint.

Tá BOO Chiarrai páirteach i seifteanna éagsúla oideachais agus oiliúna atá dírithe ar an gcumaisiú sóisialta. Seo a leanas 4 thogra ar oibriodh orthu i rith na bliana 2018:

1. TEAM: Scéim Oideachais Pobail (CE) atá ar bun i dTrá Lí is ea TEAM maidir le teacht ón andúil. Togra idir gníomhaireachtaí éagsúla atá ann faoin Straitéis Náisiúnta maidir le Druaí agus Deoch Mheisciúil agus tá an DEASP agus BOO Chiarrai ar na príomhpháirtneoirí in éineacht le North, East & West Kerry Development (NEWKD). Tá córas dianteargaisc curtha ar bun. Tharla dul chun cinn maith go dtí cúrsaí breisoidéachais agus ardoideachais, chomh maith le hionaid fostaíochta, i rith na bliana 2018. Tá dul chun cinn seasmhach den rath déanta ag trí dhuine dhéag den seacht nduine dhéag a bhi rannpháirteach sa scéim ar dtús.

2. Líonra Tacaiochta Dhaoina ar Chomhcheim: is grúpa seo ar cuireadh tús leis faoin gClár Oideachais Pobail agus ar leanadh de bhonn a choinneáil faoi i rith na bliana 2018. Cuirtear an grúpa cúnaimh pobail ar fáil do dhaoina atá ag teacht chucu féin ó thrioblóid sláinte meabhrach. Bíonn deis ag bail an ghrúpa lón foghlama agus scileanna nua a ghnóthú. Tá roinnt de na rannpháirtithe a chuaigh ar aghaidh ó shin agus atá fostaíthe go lánaimeartha nó go páirtaimseartha.

3. Cúrsaí Gairneoireachta ar fud an Chontae: Tá tionscnamh ar bun ar fud an chontae chun rannpháirtithe CE a bhíonn ag plé le cúrsaí gairneoireachta a oiliúint. Is é a bhaineann leis sin go bhfuil níos mó ná 80 duine ag tabhairt faoi Mhórcháilíocht sa Ghairneoireacht ar Leibhéal 4. Tá mórchuid na n-ionad FET de chuid BOO Chiarrai atá lonnaithe faoin tuath páirteach sa togra seo. Tá cuid mhór de na rannpháirtithe CE a d'fhág an scoil luath nó difhostaithe agus scothaosta, agus ní raibh cleachtadh roimh ré ag an gcuid is mó acu ar fhoghlaim feadh saoil.

4. TEG: D'eagraigh BOO Chiarrai ranganna Gaelige i nGaeltacht Uíbh Ráthach agus i nGaeltacht Chorca Dhuibhne a chuideodh leis na foghlaimíoirí scrúdúithe TEG (Teastas Forpach na Gaelige) a sheasamh mar chuid den dícheall seasamh leis an nGaelige i gChiarrai.

ceirde agus ceardataíochta i ndáil le deiseanna stórla agus dáilíúcháin maidir le leictreachas ó fhoinsi inathnuaite a bhaineann le tithé agus le feithicilí a chur isteach.

Déantúsaiocht agus Innealtóireacht: Tá sraith soláthair faoi leith, le ceannródalocht ón lucht tionsclaíochta saineolais, curtha le chéile ag BOO Chiarraí maidir le tarchuradóireacht agus dáileadh ar fhuinneamh leictreachais agus fuinneamh ó fhoinsi inathnuaite. Is iad na cúrsaí a thagann i gceist: Tréimhse Oiliúna mar Theicneoir Cothabhála ar Thuirbíní Gaoithe; Tréimhse Oiliúna mar Oibrí Líníe Crochta; Teicneoir Suiteáil Snáthoptaice. Tá leagtha amach ag BOO Chiarraí treisiú leis an soláthar ina leith sin trí shinéirge ildisciplinéach a chruthú le Togra ESB Networks maidir le Maireachtáil go Cliste in Iarthar Chiarraí. Tá caidreamh ar bun ag BOO Chiarraí le hionadaithe ar fud na hearnála maidir leis an obair chothabhála ar fhuirbíní gaoithe trí Ghrúpa Stiúrtha Cuibhreannais atá á bhunú maidir le Príntiseach don Teicneoir Cothabhála maidir le Tuirbíní Gaoithe a fhorbairt. Tá an pháirt a ghlacann BOO Chiarraí i bhFóram Scileanna Réigiún an Iardheiscirt ar cheann de an bealaí is tábhachtaí ina gcothaithear caidreamh le fostaí san earnáil sin. Tá tionscnamh nua maidir le scileanna digiteacha á thabhairt chun cinn le hoibritheoirí Déantúsaiochta atá os cionn 35 bliain d'aois. Ciste nuálaíochta atá i gceist faoi láthair atá á eagrú ar bhonn píolótach trí Fhóram Scileanna Réigiún an Iardheiscirt faoi láthair ach ar dócha go ndéanfar a fairsingiú agus a leanú ar fud earnála tionsclaíochta eile. Tá scrúdú á dhéanamh maidir le soláthar breise i réimse an tathúcháin mar gheall ar éileamh ó Diarymaster agus comhlachtaí áitúla eile.

Eolaíochtaí Sláinte: Chuir BOO Chiarraí Campas nua PLC maidir le hEolaíocht Sláinte ar bun i dTrá Lí i rith na bliana 2018 tar éis oibriú i gcomhar le ICT, Tithé Altranais, lucht Físitéiripe agus Fiaclóirí. Tá caidreamh agus comhairliúcháin foirneálta déanta cheana féin le seirbhísí éagsúla sláinte.

ICT: I rith na bliana 2018, bhí caidreamh á chothú ag BOO Chiarraí le comhlachtaí TE i dTrá Lí agus ar fud an réigiúin i ndáil le comhairle maidir

na mban, gníomhaíocht lucht scoir, cúnann sláinte meabhrach ó dhaoine comhcheime, teacht ón andúil, cúrsaí cultúir, oidhreacht, Gaeilge, tuismitheoireacht srl. Rinneadh teagasc ar ábhair éagsúla, drámaíocht, ealaín, scríbhneoireacht chruthaitheach, cúrsaí comhionannais, bunús na ríomhaireachta, scileanna míondíolacháin srl.

• **Ionaid FET:** Tá páirt ag Ionaid FET Bhord Oideachais agus Oiliúna Chiarraí le pobal na tuaithe agus eacnamaíocht an cheantair a chothú agus clár oideachais agus oiliúna a chur ar fáil. Tá réimsí éagsúla saineolais i gceist le gach ceann acu, cúrsaí Ealaíne, Gairneoireacht, Turasóireacht agus Fáilteachas. Tá ionaid Ionaithe in Ionad FET an Tóchair, Ionad FET Dháingean Uí Chúis, Ionad FET Tech Amergin ar an gCoireán, Ionad FET Uí Chonaill i gCathair Saidhbhín agus Ionad FET an Neidín.

SPRIOC 3: BEARTA NUÁLACHA OIDEACHAIS AGUS OILIÚNA

Fócas: Seirteanna agus bearta den nuál agus

den chruthaitheacht a fhorbairt chun freastal ar riachtanais foghlama agus forbartha atá ag daoine óga agus ag daoine fásta i sochaí atá faoi shíorathrú.

Togra Iarthar Chiarraí maidir le Maireachtáil níos Cliste

Tháinig togra comharóibre nua chun cinn i rith na bliana 2018 i ndáil le scoipeáil a dhéanamh ar thogra maidir le teicneolaíocht chliste in Iarthar Chorcaí. Tá BOO Chiarraí ag obair i gcomhar le ESB Networks, Electric Ireland agus Mol an Dáingín chun scrúdú a dhéanamh ar an tionchar atá ag foinsi inathnuaite, cadhnraí stórla agus úsáid níos coitianta as leictreachas maidir le teas agus cúrsaí iompair agus na deiseanna oiliúna agus oideachais a d'fhéadfadh a theacht i gceist. Beidh réimse cineálacha éagsúla teicneolaíochta in úsáid ag ESB Networks i ndáil leis an tionscadal seo i gceantar an Dáingín d'fhonn an córas leictreachais a chur ar chaol a sheasfaidh gach a bhfuil i ndán ar mhaithe le tithé cónaithe, feirmeacha agus gnóilachtaí i gCorca Dhuibhne. Tá de rún ag BOO Chiarraí áras cónaithe nua cliste a fhorbairt agus a úsáid mar bhunáid maidir le hardú scileanna lucht

- **Beart Sonrach Nua chun Cuidiú le Daoine atá Dífhostaithe go Fadtéarmach:** Cuirtear níos mó cúrsaí ar leibhéal CNC 3 agus 4 ar fáil anois faoi chlár VTOS BOO Chiarraí le béim láidir ar scileanna litearthachta agus uimhearthachta, scileanna ICT, samplaí scileanna agus scileanna ar mhaithe le fostaíocht. Tá leasú déanta maidir leis an soláthar PLC ionas go dtugtar bunchúrsaí réamhphrintiseachta san áireamh agus cúrsaí ullmhúcháin don tríú leibhéal. Cuirteadh níos mó cúrsaí gairide ar síúl i rith na bliana 2018, mar shampla Socru ar a ndéanfaidh Tí (a cuireadh ar fáil ar fud na tíre tar éis don Roinn Gnóthaí Fostaíochta agus Coimirce Sóisialaí (DEASP) a éileamh go sonrach go ndéanfaí sin) agus ITABE a bhfuil gné láidir den ghairmtitheoir do dhaoine fásta ina dhlíthchuid den chúrsa. Tá Pleanáil Gairme ina ghné de na cúrsaí ar fad atá dírithe ar dhaoine atá dífhostaithe le tamall fada. Rinneadh cúrsaí maidir le pleanáil gnó atá dírithe ar Dhaoine Óga agus ar fhoghlaiméoirí réamhphrintíoseachta a chur ar fáil i rith na bliana 2018 mar gheall ar éileamh ón DEASP.
- **Soláthar do Dhaoine Óga:** Chuir BOO Chiarraí, trí Sheirbhís Óige Dheoise Chiarraí, deiseanna oideachais agus oiliúna ar fáil do 100 duine óg i gCiarraí. Chuir BOO Chiarraí soláthar díreach Ógtheagmhála ar fáil do 20 duine óg i ndeisceart Chiarraí. Tugtar san áireamh leis sin an rogha an Ardeisteistiméireacht Fheidhmeach a dhéanamh i dTrá Lí. Tá clár de chuid BOO Chiarraí a thagann faoi Ógtheagmháil ar fáil in ionaid i dTrá Lí, i Lios Tuathail, i gCill Airne agus i gCill Orglan.
- **An tIonad Oiliúna Pobail (IOP)** Déantar soláthar speisialta gairmoiliúna leis seo maidir le daoine óga agus tugtar deis do 40 duine óga i gCiarraí scileanna gairmoiliúna a ghnóthú sa ghruagaireacht, sa Ionadóireacht, in obair thógála agus i dtéicneolaíocht ICT.
- **Soláthar Oiliúna Saineolais:** Chuir BOO Chiarraí 108 ionad oiliúna ar fáil maidir le soláthar oiliúna saineolais i gContae Chiarraí faoin Líonra Náisiúnta Foghlama.
- **An Tionscnamh Filleadh ar an Oideachas (BTEI) agus Oiliúint Tráthnóna:** Cuirteadh modh páirtaimseartha chun scileanna a fhoghlaim ar fáil le cúrsaí BTEI BOO Chiarraí agus le hOiliúint Tráthnóna. Leanadh i rith na bliana 2018 de scileanna tábhachtacha gairme a chur ar fáil ar mhodh sochóirithe dóibh siúd atá ag lorg poist agus d'fhostaithe atá ag iarraidh scileanna ar leibhéal níos airde.
- **Oideachas Pobail:** Chuir BOO Chiarraí réimse leathan cúrsaí oideachais pobail ar fáil i rith na bliana 2018. Cuirteadh cúrsaí ar fáil do ghruapaí atá ag obair maidir le bitheaghlacht, daoine faoi mhíchummas, ceisteanna

Príntiseacht/Tréimhsí Oiliúna: Ag teacht leis

na bearta tús áite náisiúnta arna leagan amach ag SOLAS, chuir BOO Chiarraí leis an soláthar ar fáil freisin i rith na bliana 2018 do dhaoine atá ag obair agus ar mian leo cur lena gcuil scileanna nó athoiliúint a dhéanamh. Samplaí den chineál sin is ea: ICT (ECDL, Dearthóireacht Gréasáin agus Dearthóireacht ar Ríomhaire san áireamh); Bainistíocht Mhaoirseachta; Párola & Cuntais; Oiliúint agus Forbairt; Comhairleoireacht; Cóiríú Ainmhithe; cúrsaí maidir le hearnáil na Seirbhísí Scéimhe; Táthúcháin; Muilteoireacht. Cuirtear bunchúrsaí neamhchreidiúnaithe ar fáil leis an Oideachas Pobail do dhaoine atá ag obair, mar shampla: Scileanna ICT (an fón póca, táibléid agus Ríomhairí Bunúsacha san áireamh);

an Mhatamatice do Thuismitheoirí. Faoi scáth na gcúrsaí Litearthachta agus Bunoidreachais don Duine Fásta, cuirtear cúrsaí ar fáil maidir le: Litearthacht, Uimhearthacht, Bunús ICT, Scileanna Béarla agus Teoiric na Tiomána. Cuirtear bunoidreachas ar fáil d'fhostaithe faoin gclár Scileanna don Obair. Diríodh leis na cúrsaí Scileanna don Obair a cuireadh ar fáil faoin gclár maidir le Litearthacht agus Bunoidreachas don Duine Fásta ar Bhéarla don Ionad Oibre, Cumarsáid sa Lathair Oibre agus Scileanna IT d'Fheirmeoirí a chur ar fáil i rith na bliana.

Cúrsaí Rialúcháin: Rinneadh freastal i ndáil le soláthar na bliana 2018 ar éileamh mar gheall ar rialacháin éagsúla le cúrsaí maidir le: Cúram Sláinte; Cúram Leanaí; Sláinte agus Sábháilteacht; Cúram Céadhabhrach; Pas Sábháilte; Slándáil/Gardail; Tíomáint Bus/Feithicil HGV; srl., chomh maith le gné an chreidiúnaithe atá ina dhlúthchuid de chúrsaí áirithe mar gheall ar rialacháin faoi leith.

Ionad Oiliúna BOO Chiarraí: Cuirteadh oiliúint shainiúil de chineálacha éagsúla ar fáil maidir le tionscail faoi leith agus réimsí éagsúla scileanna. Bhí fostaithe inbhuanaithe de thoradh díreach ar mhórchuid na gcúrsaí. Lean an tIonad Oiliúna ag dul i ngleic le bearnaí áitúla agus náisiúnta maidir le scileanna le Clár Scileanna Sonracha sainleolaí.

Coláistí Breisoidreachais Iar-Ardéistiméireachta, bhí conairí chun oibre á gcur ar fáil le réimse leathan cúrsaí i gColáistí Breisoidreachais Chiarraí i dTrá Lí agus i gColáistí Breisoidreachais Thuaisceart Chiarraí i Lios Tuathail chomh maith le conairí chun breisoidreachais agus ardoideachais. Is léir ó thorthaí taighde a rinne BOO Chiarraí go dtarlaimid dul ar aghaidh díreach go hionad oibre go tréan, go háirithe i ndáil le cúram sóisialta, míondíol, riarachán gnó agus obair thógála. Bhí réimse soláthair ar fáil le cúrsaí PLC ar fud réimsí éagsúla gairmeacha agus cuireadh oibrithe oile ar fáil d'earnálacha éagsúla go háitiúil, cúram sóisialta, míondíol, gnó agus seirbhísí ina measc

Ionad Sárfheabhaí Sláinte agus Eolaíocht Saol: tionscnamh nua i rith na bliana 2018 ab ea campas nua Coláistí PLC a fhorbairt i lár bhaile Thrá Lí mar lárionad sárfheabhaí maidir le cúrsaí cúram sláinte agus eolaíocht saol. D'eascair an tionscnamh seo as caidreamh forleathan le fostóirí san earnáil sin.

Ionad FET an Neidín: Cuirteadh cistin nua ar chaighdeán an tionscail isteach san ionad seo d'fhonn freastal ar an dara babhta den Phrintiseacht don Commis Chef i gCiarraí. Os baile gnóthach turasóireachta an Neidín ina mbliain beim ar chúrsaí bia agus itheacháin, oireann an lathair go hiontach agus is deimhniú ar an ngá le hoiliúint dá shórt an cúnaimh taca atá á chur ar fáil ag lucht an tionscail.

Réimse nua Fócais maidir le Rangú Cúrsaí

Tharla cor nua i rith na bliana 2018 maidir le cúrsaí ar leibhéal 5 agus ar leibhéal 6 a scrúdú agus a rangú mar chúrsaí a bhí dírithe ag den chuid is mó ar dhul ar aghaidh go dtí ionad fostaíochta nó ar dhul ar aghaidh go dtí ionad breisoidéachais agus ardoideachais. Ag teacht leis an athrú náisiúnta maidir le cláir FET a rangú, tá catagóirí áirithe dírithe feasta ar an margadh saothair agus é de rún sonrach leo dul ar aghaidh go dtí ionad fostaíochta ar an gcúrsa a chríochnú, nó scileanna nua a fhoghlaim don láthair oibre i gcás chlár pháirtaimseartha. Tagann cúrsaí a ainmniú mar chúrsaí atá dírithe ar fhostaíocht faoi scáth na gcatagóirí seo a leanas:

- Printiseacht
- Tréimhse Oiliúna
- Oiliúint Scileanna Sonracha
- PLC – Cúrsaí a rangáítear mar chúrsaí PLC atá Dírithe ar Fhostaíocht nó ina gcúrsaí PLC Réamhphriontiseachta
- Oiliúint Chumaisc
- Nascoiliúint agus Bunoiiliúint
- Ionaid Oilíúna Pobail
- Soláthraithe Oilíúna Saineolais (NLN)
- VTOS Lárnach
- Oiliúint Tráthnóna

Laistigh de na cláir sin, chuir BOO Chiarráí deiseanna breisoidéachais agus oilíúna ar fáil do dhaoine a bhí ag fáigil na scoile, do dhaoine difhostaithe chomh maith le fostaithe agus fostóirí. Tugtar cuntas achomair anseo síos ar na modhanna ina raibh an soláthar FET ina bhonn treise faoi chúrsaí eacnamaíochta go háitiúil, go réigiúnach agus go náisiúnta i rith na bliana 2018.

- **Gnáthsholáthar:** Chuir BOO Chiarráí sraith chuimsitheach ar fud an chontae ionas go gcinntítear go mbíonn an lucht saothair i gCiarráí ullamh chun éileamh lucht gnó agus tionsclaíochta an cheantair a shásamh.

- **Soláthar Sainchóirithe:** Rinne BOO Chiarráí caidreamh go díreach le fostóirí maidir le cúrsaí sainiúla a leagan amach i ndáil le riachtanais réimse tionsclaíochta faoi leith. Sampla amháin dá leithéid i rith na bliana 2018 ab ea cúrsa nua do Theicneoirí Inealltóireacht Mara a leagan amach i gcomhar le lucht an tionscail sin ar fud na tíre ar fad. Beidh an cúrsa sin ullamh lena chur ar fáil i rith na bliana 2019. Sampla eile is ea na Cúrsaí do Theicneoirí Suiteála Snáthoptaice i gcomhar le Transmission Links Ireland.

- **Bisiú Scileanna d'Fhostaithe:** Sampla den chineál seo is eas an cúrsa maidir le Ballaí Cloiche ar an Sean-nós a Thógáil a cuirteadh

Déanann an tOifigeach Oideachais Aosaigh ar a leagtar freagracht as an Aonad DC & Forbairt Curaclaim, i gcomhairle le Bord Rialachais DC BOO Chiarraí, comhordú ar chur i bhfeidhm na mbearta monatóireachta i ndáil leis an QIP agus tuairiscíocht ar an dul chun cinn le Comhairle Cailíochta BOO Chiarraí. Tá Stiúirtheoir FET freagrach as na bearta go léir a bhaineann leis an obair a cheadú agus acmhainní a chur i leith na hoidre maidir leis an QIP a chur i bhfeidhm.

Bhí an Feinmheasúnú Feidhmiúcháin, dírithe ar mhodhanna inar féidir feabhas a chur ar chaighdeán an ndeiseanna foghlama ag foghlaimooirí uile BOO Chiarraí le polasaithe, córais agus próisis. Leagadh béim faoi leith ar shocrúithe rialachais, a raibh i bhfeidhm i rith na bliana 2017 ach go háirithe, agus ar a n-éilítear ar BOO Chiarraí mar gheall ar Threoirínte Reachtúla Lárnacha QQI i ndáil le DC i mí Aibreán 2016 agus Treoirínte Sonracha DC maidir le hEanáil na mBord Oideachais agus Oiliúna i mí Bealtaine 2017. Leagtar amach bearta tús áite i bPlean Feabhsú Cailíochta 2017-2022 BOO Chiarraí maidir le cúig cinn de théamaí:

1. Rialachas & Bainistíocht maidir le Cúrsaí Cailíochta
2. FET a chur i gcrích
3. A dTaitheionn an Foghlaimooir
4. Bainistíocht Faisnéise & Sonraí
5. Páirtithe eile a bhfuil baint acu le hOideachas & Oiliúint

Tá feidhm leis an bPlean i ndáil leis an treimhse ó mhí Deireadh Fómhair 2017 go mí na Nollag 2022. Tugtar tuairisc sa cháipéis seo ar an dul chun cinn a rinneadh i rith na bliana 2018 i ndáil leis na bearta tús áite a shonraítear agus tugtar:

- a. Eolas faoi bhearta a rinne BOO Chiarraí ar mhaithe le feabhsú cailíochta i rith na bliana 2018
- b. Tráchtairíocht ar na príomhghnéithe feabhsúcháin a baineadh amach i rith na bliana 2018
- c. Tráchtairíocht maidir le réimsí dúshláin agus constaici a bhain le bearta tús áite faoi leith faoi mar a leagtar amach sa QIP a chur i bhfeidhm
- d. Eolas faoi aon athrú maidir le bearta tús áite a leagtar amach faoi na téamaí éagsúla.

Ar phríomhchuspóirí na bliana 2018 ag BOO Chiarraí bhí Aonad nua maidir le DC & Forbairt Curaclaim a chur ar bun. Déanann an tAonad DC tuairiscíocht díreach leis an Stiúirtheoir FET. Tá an tAonad DC freagrach as na Polasaithe agus Gnáis Oibre ar fad maidir le DC a bhaineann le Cláir Breisoideachais agus Oiliúna BOO Chiarraí a fhorbairt agus a chur i bhfeidhm agus as monatóireacht a dhéanamh ina leith. Tá an tAonad DC freagrach as monatóireacht agus tuairiscíocht i ndáil le gach beart measúnóireachta agus as an gcaidreamh leis na Comhlachtaí Teistiméireachta ar fad i ndáil le Cláir FET. Is é an tAonad DC freisin a dhéanann an cheannródaíocht maidir le gach clár nua FET a fhorbairt agus a fhíorú.

Lean BOO Chiarraí den Phrintiseacht don Commis Chef a chur ar fáil ar fud na tíre agus tosáidh i rith na bliana 2018 ar Phrintiseacht Nua a fhorbairt maidir leis an Obair Choithabhála ar Thuirbíní Gaoithe.

SPRIOC 2: TEAGASC AGUS FOGHLAIM AR ARDCHAIIGHDEÁN

Fócas: Feabhas leanuach a chur ar an acmhainn teagasc agus foghlama agus cultúr a chur chun cinn lena mbaineann feabhas leanuach agus foghlaim eagraíochta ionas go mbíonn muintín ag gach gaeilsealbhoir as ardchaighdeán agus ábharthacht na gclár agus na gcúrsaí

Plean Feabhsú Caighdeáin

Tugtar anseo síos an tuairisc is deirteanaí ar an dul chun cinn maidir le bearta a leagtar amach i bPlean Feabhsú Cailíochta (QIP) 2017-2021 BOO Chiarraí a cuirteadh le chéile i rith na bliana 2017 mar gheall ar Fheinmheasúnú Feidhmiúcháin.

Leagtar amach sa Phlean QIP 2017-2021:

- A. Na struchtúir lena mbaineann údaráis i ndáil le pleanáil ar mhaithe le feabhas agus rialachas maidir le cailíocht agus feabhsú cailíochta

- B. Na struchtúir a dhéanann feinmheasúnú maidir le clár agus seirbhísí agus an dóigh ina dtagann bearta feabhsúcháin faoi anáil na fianaise a thagann chun tosáigh mar gheall ar an bpróiseas sin.

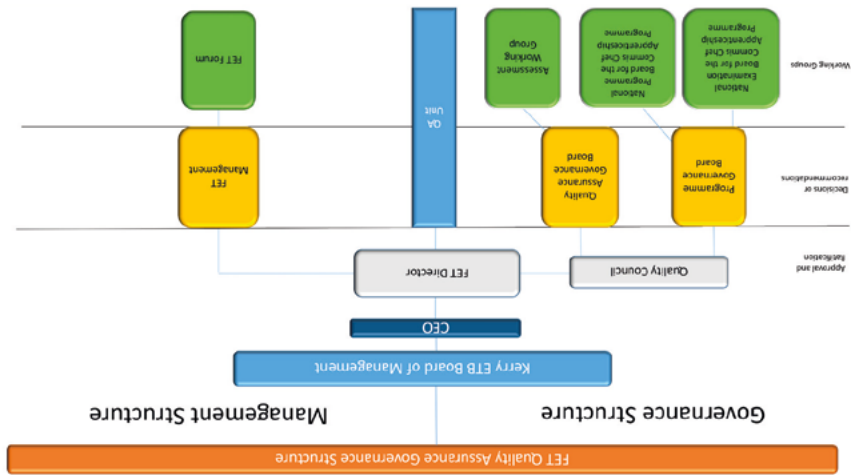
SPRIOC 1: CLAIR ATA AITHEANTA AGUS AR CHAILLOCHT DHEARBHAITHE
AR LEIBHEAL NAISIUNTA AGUS IDIRNAISIUNTA

Fócas: Clár oideachais agus oiliúna a dhearadh agus a chur ar fáil
ata deimhnithe, aitheanta agus ar cháilíocht dhearbhaíthe ar leibhéal
náisiúnta agus idirnáisiúnta.

Rialachas maidir le Dearbhú Cáilíochta (DC) i ndáil le Breisoidéachas agus Oiliúint

Chuir BOO Chiarraí córas Rialachais DC leasaithe ar bun i rith na bliana 2018 i gcomhréir le Treoirínte DC Lárnacha QOI ar mhaithe le maoriseacht a dhéanamh ar chaighdeán an oideachais agus na hoiliúna a ghabhann leis an soláthar FET, ionracas na bpróiseas acadúil agus na gcaighdeán acadúil a chaomhnú agus bainistíocht a dhéanamh i ndáil le réimsí baoil. Is í an Chomhairle Cailíochta an t-aonad rialachais forghinearálta maidir le cúrsaí cailíochta ag BOO Chiarraí. Tá dhá fhochoiste ar bun ag an gComhairle Cailíochta – an Bord Rialachais DC agus Bord Rialachais na gClár. Déantar na Tearmaí Tagartha maidir leis na Boird Rialachais DC ar fad a fhoilsiú ar láithreán gréasáin BOO Chiarraí.

Cuireadh Comhairle Caillíochta BOO Chiarraí ar bun ar an 15 Meitheamh 2018 agus tagann cursaí rialachais maidir le printiseachtat nua faoina scáth chomh maith leis an soláthar FET uile de chuid BOO Chiarraí. Tá Cathaoirleach seachtarach ceaptha ag BOO Chiarraí chun cathaoirleacht a dhéanamh ar an gComhairle Caillíochta agus déantar comhaltai na comhairle a fhoilsiú ar ar láithreán gréasáin BOO Chiarraí. Tionóladh trí cinn de chruinnithe de chuid na Comhairle DC i rith na bliana 2018, trí cinn de chruinnithe de chuid Bhord Rialachais na gClár agus cúig cinn de chuid an Bhord Rialachais DC.



D'aontaigh an Chomhairle Cailíochta ar an 15 Meitheamh an Bord Scrúdaithe maidir leis an bPrintiseacht Náisiúnta don Commis Chef. Beidh Tearmaí Tagartha an Bhord Scrúdaithe á bhfoilsíú ar an Láithreán Gréasáin nua ag BOO Chiarraí.

Léirithear sa tábla thíos líon na gcúrsaí i rith na bliana 2018 de réir na réimsí scileanna.

Soláthar FET Bhord Oideachais agus Oiliúna Chiarraí i rith na bliana 2018 de réir Réimsí Scileanna	Líon na gcásanna maidir le cúrsaí a rabh tús curtha leo faoin 1 Eanáir 2018	Líon na gcásanna maidir le cúrsaí a gcuirfead tús leo i rith na bliana 2018	Mótómlán na gcúrsaí de réir na Réimsí Scileanna
Talmhaíocht, Gairneoireacht agus Muirshaothrú	2	11	13
Eolaíocht Ainmhithe	3	3	6
Ealaín agus Ceardíocht	23	21	44
An Timpheallacht Foirgníochta	7	25	32
Gnó, Riarachán	25	33	58
ICT Lárnach	9	22	31
Pearsanta Lárnach	75	299	374
Innealtóireacht	3	2	5
Innealtóireacht (Leictreachas)	7	10	17
Innealtóireacht (IT)	1	1	2
Innealtóireacht (Meicniúil)	2	21	23
Innealtóireacht (Iompar)	0	10	10
Fiontraíocht	0	0	0
Seirbhísí Aíreadais	1	2	3
Bia agus Deochanna	7	14	21
Foghlaim Ghinearálta	10	166	176
Gruagaireacht, Teiripí Scéimhe & Teiripí Gaolmhara	6	15	21
Sláinte, Seirbhísí Teaghlaigh agus Seirbhísí Sóisialta eile	47	71	118
Teicneolaíocht an Eolais	4	5	9
Teanga	0	0	0
Bainistíocht	3	6	9
Déantúsóireacht	0	1	1
Grafaic Meán Cumarsáide	6	11	17
Acmhainní Nádurtha	0	0	0
Oiliúint Taiighde agus Oideachais	1	1	2
Diolachán & Margadóir	3	6	9
Eolaíocht agus Teicneolaíocht	2	3	5
Seirbhísí Slándála, Gardála & Eigeandála	1	7	8
Sampláil Scileanna	5	6	11
Sport agus Fóillíocht	11	11	22
Turasóireacht	8	10	18
Iompar, Dailiúchán & Lóistíocht	0	2	2
Forbairt agus Dearthóireacht Gréasáin	2	3	5
Iomlán	274	798	1072

Ráiteas faoi Sheirbhísí – An Stiúirthóir Breisoideachais agus Oiliúna

FET – An Fhoireann agus an tInreasturctúr

líon is mó ná 100 ionad teagmhála pobail agus trí chomhoibriú le heagraíochtaí eile). Tá baill foirne fostaithe in ionaid éagsúla FET i ndeich gcinn de bhaile móra ar fud an chontae, i dTrá Lí, i gcill Airne, i Lios Tuathail, i nDaingean Uí Chuis, in Oileán Chiarraí, sa Tóchar, i gcill Orglan, i gCathair Saidhbhín, sa Choireán agus sa Neidín.

Airítear ar na hionaid sin, Ionad Oiliúna i dTrá Lí, dhá Cholaiste Breisoideachais PLC, 4 Ionad VTOS, 4 Ionad Ógtheagmhála, 7 Ionad Oideachais Bunata agus Litearthachta, 5 Ionad FET Tuaithe agus

an Ionad Oideachais Faoin Aer amháin. Cuirtear seirbhísí FET ar fáil freisin i líon is mó ná 100 ionad teagmhála pobail.

An Buiséad FET 2018 agus na Tairbhíthe

Sa bhliain 2018, cuireadh buiséad FET €27,529,085 ar fáil do BOO Chiarraí 6 SOLAS i ndáil le 10,933 tairbhí ar fud 23 Clár FET faoi leith agus, mar a tharla, bhí an caiteachas iomlán iarbhrí i leith na bliana 2018 cothrom le €27,901,979 i ndáil le 11,754 tairbhí. Tugtar sonraí sa tábla thíos maidir leis na tairbhíthe de réir chatagoirí éagsúla na gclár FET.

Clár	2018 mar a beartaíodh	2018 mar a tharla
2016+ Príntiseacht	21	20
Príntiseacht Céim 7	76	114
Oiliúint Phríntiseachta (2,4,6)	438	432
Nascollíúint agus Bunollíúint	44	43
Grúpaí ETBI	1,685	2,308
Oideachas Pobail	1,910	2,865
Ionaid Oideachais Pobail	62	73
ESOL	502	409
Oiliúint Tráthnóna	889	837
Uaireanta Comhoibre FET	19	13
ITABE	66	53
PLC	1,701	1,608
Athlomu Dideanaithe	0	0
RPL	0	17
Scileanna don Obair	80	28
Soláthraithe Oiliúna Saineolais	168	205
Oiliúint Sainscileanna	719	588
Oiliúint Oiliúnaíochta	440	359
Teagasc Deonach Litearthachta	80	66
VTOS Lárnach	217	219
Ógtheagmháil	239	233
IOMLÁN FET	10,933	11,754

Ráiteas faoi Sheirbhísí – An Stiúrtóir Breisoideachais agus Oiliúna

An scéim leasaithe maidir le maoiniú saindirithe do dhaoine óga a thabhairt isteach – scéim 3 bliana

Scéim cistí caipitil maidir le deontais bheaga agus meánmhéide caipitil do na tograí óige a ndéanann DCYA maoiniú orthu faoi na scéimeanna seo a leanas.

- Tograí Speisialta do Dhaoine Óga
- Ionaid Eolais do Dhaoine Óga
- Aiseanna agus Seirbhísí Maoinithe do Dhaoine Óga
- Tascfhórsaí Aitúla Drugaí (na 21 príomhfhoréirsa amháin)

Thug an DCYA €35,000 do BOO Chiarraí sa bhliain 2018. Tugadh cistíocht caipitil maidir le KDYS Lios Tuathail agus KDYS Oiléan Chiarraí (Togra Shliabh Luachra).

KDYS Lios Tuathail	€17,000
KDYS Oiléan Chiarraí (Togra Shliabh Luachra)	€19,331

Deontas LGBTI+

Ceadaíodh deontas €5,000 sa bhliain 2018 do KDYS maidir le huaireanta a chloig breise d'obair oibrí óige a chur ar fáil dirithe go sonrach ar chuidiú le daoine óga LGBTI+. D'fhostaigh KDYS TYFS Thrá Lí ealaíontóir chun tionscadal ealaíne a chur ar fáil do dhaoine óga LGBTI+ faoi ocht mbliana déag d'aois. Fuaire BOO Chiarraí €5,000 chun mapáil a dhéanamh ar an soláthar maidir le daoine óga LGBTI+ sa chontae agus tugadh an obair sin chun críche i rith na bliana 2018.

Tograí Speisialta Óige (SPY)

Tá de chuspóir leis na tionscnaimh seo a dtugtar deontais maidir le hobair óige ina leith cuidiú le forbairt phearsanta agus le forbairt shóisialta na rannpháirtithe ionas go bhféadann siad a theacht in innche go hiomlán. Bíonn deis i gceist leo freisin ag daoine óga tabhairt faoi bhearta a thagann leis an rud a chuireann siad os a gcomhair féin agus glacadh le cúraimí i bpobal a gceantair féin. Cothaitear caidreamh freisin faoi thograí SPY le tuismitheoirí, scoileanna, gníomhaireachtaí áitúla eile agus oibríthe deonacha chun cur le caighdeán na seirbhíse do dhaoine óga. Tá de chuspóir forghinearálta leis an scéim cuidiú le daoine óga a theacht in innche go hiomlán trí fhorbairt phearsanta a dhéanamh agus cur leis an aird agus leis an tuiscint ar cheisteanna a chuireann isteach ar shaol na ndaoine óga. Cuirtear cúnaimh taca agus eolas ar fáil faoin scéim SPY freisin chomh maith le háit shábháilte ag daoine óga inar féidir leo bualadh le chéile agus a bheith ar a gcompost sa chomhlúadar.

(<http://www.youthworkireland.ie/what-we-do/spy>).

SPY KDYS Thrá Lí	€186,615
------------------	----------

Leithdháilíodh €186,615 ar BOO Chiarraí sa bhliain 2018 maidir le SPY KDYS Thrá Lí

ar fáil don eagraíocht agus a phlé leis an Meitheal Fortheidhmíocháin. Déantar athbhreithniú ar an ngradú leis an Meitheal Fortheidhmíocháin go ndeimhntear an léiriú cruinn an t-ionad ar an scála gnóthachála ar an gcás faoi láthair maidir le caighdeáin faoi leith. Cuirteadh an tuairisc ar an dul chun cinn maidir le NQSF faoi bhráid an DCYA i mí na Nollag 2018.

An Scéim Deontais do Chlubanna Oige Aitiúla (LYCS)

Tugtar cúnaimh maidir le hobair na gclubanna oige ar an leibhéal áitiúil tríd an LYCS. Déantar páirtmhaoiniú ar an Scéim, a chuireann cabhair deontais ar fáil maidir leis an gcostas a ghabhann le clubanna a rith, trí fháltais an Chranncuir Náisiúnta. An DCYA a chuireann cistí ar fáil le haghaidh na Scéime agus déanann na Boird Oideachais agus Ollúna riarachán ar an scéim go háitiúil thar cheann na DCYA. Déanann an BOO fógraíocht maidir leis an Scéim go háitiúil gach bliain. Leagtar amach an chuspóir atá leis an deontas agus na critéir cáilithe san fhógraíocht sin.

Dáta & Ionad maidir Dé hAoine, 18 Bealtaine 2018
le gnáis oibre a fháir: Ionad Oige KDYS in Oileán Chiarraí & Ionad Pobail Ráth Oraigh, Trá Lí

Ar an bpróiseas maidir le measúnúireacht sheachtrach a thabhairt chun críche, déanann Oifigeigh Caighdeán Caillíochta an Tuarascáil a chur

Na Clubanna Oige a fuair Cabhair Deontais

1. 1ú Gasóga Chiarraí, Trá Lí	19. Club Oige Chillín Tiarna	37. Clár Rang a 6 Bhaile an Bhuinneánaigh
2. Club Oige Bhaile Mhic Eileagóid	20. Club Oige Scairteach an Ghlinne	38. Club Oige Lios Tuathail
3. 3ú Gasóga Chiarraí, Cathair Uí Mhóráin	21. Club Oige Chill Gharbháin	39. Club Oige Mhaigh Mheáin
4. 2ú Gasóga Chiarraí, Trá Lí	22. Club Oige Chathair Dónall	40. Club Oige Bhaile an Longfoirt
5. Cumann na Coise Deirge	23. Club Oige Sóisearach an Chalaigh	41. Club Oige Thairbirt
6. Trá Lí, gan ainm	24. Club Oige an Choireáin	42. Club Oige Fhoróige, Lios Tuathail
7. Club Iascaireachta KDYS	25. Banóglaiigh an Neidín	43. Club Oige an Bhaile Dhuibh
8. Club Oige Thrá Lí	26. Grúpa Riachtanais Speisialta an Neidín	44. Club Oige Bhaile Uí Thaidhg
9. Brídní na Cille Duibhe	27. Club Oige na Snadhma	45. An t8ú Ciarraí, An Fhianait
10. 6ú Gasóga Chiarraí, Cill Airne	28. Club Oige Thuath Ó Siosra	46. Club Oige Ard Fhearta
10. Cill Airne, gan ainm	29. 15ú Gasóga Chiarraí, an tSnaidhm	47. Club Oige na Fianaithe agus an Spá
12. Club Oige Mhuicrois	30. Club Oige Abhainn an Scáil	48. Club Oige Lios Tuathail
13. 8ú Gasóga Chiarraí, an Fosadh	31. Le Chéile na n-Óg	49. Club Oige Bhaile an Mhuilinn
14. 33ú Gasóga Chiarraí, Baile an Mhuilinn	32. Club Oige an Choma	50. Club Oige Thrá Lí
15. Club Oige Lios an Phuca	33. 7ú Gasóga Chiarraí, Daingean Uí Chúis	51. Club Oige Ghníomh go Leith
16. 14ú Gasóga Chiarraí, Cill Orglan	34. Club Oige Lios Póil	52. Club Oige Bhaile Uí Thaidhg
17. 30ú Gasóga Chiarraí, na Foidhri	35. Club Oige Bhaile an Bhuinneánaigh	
18. Beart do Dhaoiné Oga le Riachtanais Speisialta	36. Café Oige Bhaile an Bhuinneánaigh	

as teach i Mucros ag Ian Wilson, cumadóir ceoil, ar cheann de na gnéithe a bhain leis.

- Bhi Comhpháirtíocht Oideachais Ceoil Chiarraí (KMFP) ar cheann de 31 iarratasóir ar bronnadh cistí caipitil orthu faoi Scéim Caipitil Ceoil i Music Network i rith na bliana 2018.
- Seoladh an Tionscadal Meantóireacht maidir le Córanna do Dhaoine Óga ar fud ceithre Limistéar Bardais Chiarraí
- Eagrúidh an Tionscadal Ceoil do Dhaoine Óga na Gaeltachta i bProbalscoil Chorca Dhuibhne i nDaingean Uí Chuis le Muireann Nic Amhlaoibh, amhránaí, ceoltóir agus láithreoir TG4 i gceannas sa bhliain 2018 (as Gaeilge),
- Seoladh dhá chláir maidir le Ceol agus Léiriú Fuaim ar Leibhéal 5 PLC i gcoláiste Breisoidreachais Chiarraí (KCFE).

Obair Óige

Bíonn páirt ag BOO Chiarraí san obair chun cuidiú leis an Roinn Leanaí agus Gnóthai Óige (DCYA) cuspóirí an bheartais maidir le daoine óga a thabhairt i gcrích. An DCYA a dheonáil cistí don bheartaíocht.

Príomhréimsí beartaíochta na bliana 2018

- Creat Náisiúnta na gCaighdeán Cailíochta (NQSF)
- An Scéim Deontais do Chlubanna Óige Aitiúla
- Scéim Cistí Caipitil don Óige
- Deontas LGBTQ+
- TSO Thra Lí

Creat Náisiúnta na gCaighdeán Cailíochta (NQSF)

Is uirlis taca agus forbairt Creat Náisiúnta na gCaighdeán Cailíochta (NQSF) maidir le hobair óige. Tugtar deis d'eagraíochtaí na gnáis oibre maidir leis an óige a chur i láthair do dhaoine a thuigean an cúram. Cuirtear creat córais ar fáil freisin d'eagraíochta trínar féidir leo a gcuid oibre a mheas, a shonrú agus a fheabhsú.

Leagtar caighdeáin amach sa chreat le rún léiriú a thabhairt ar bheartaíocht eagraíochtaí maidir le hobair óige. Ba chóir, dá bhrí sin, go mbeadh soláthar reatha na heagraíochta maidir le hobair óige agus seirbhís na heagraíochta ag teacht leis na bunphrionsabail agus na caighdeáin.

Rinne BOO Chiarraí Athbhreithniú Seachtarach NQSF i mí Bealtaine 2018. Tháinig an Plean Feabhsúcháin Leanúnach agus an Tuairisc ar an Dul chun Cinn don DCYA faoi anáil thorthaí na beartaíochta sin.

Measúnú

Féinmheasúnú an bhonnchloch maidir le Creat Náisiúnta na gCaighdeán Cailíochta ach tá monatóireacht sheachtarach agus measúnóireacht sheachtarach ar fáil chun cur leis an bpróiseas féinmheasúnaithe.

Scéilge (an tAonad Gaeilge) agus Pobalscoil Chorca Dhuibhne le chéile ar thionscnamh (Cairde an Phinn) bunaithe ar chairde pinn agus eagraíodh ócáid foghlama agus shóisialta i gCeanntír i mí Bealtaine mar bhuaicphointe ceann tionscnamh.

Forbairt an Chéil

Léargas Ginearálta

- Bhunaigh BOO Chiarraí Comhpháirtíocht Oideachais Ceoil Chiarraí (COCC) sa bhliain 2010
- Príomhpháirtithe: BOO Chiarraí (ceannagráiocht), Comhairle Chontae Chiarraí, Institiúid Teicneolaíochta Thrá Lí, Seirbhís Oige Dheoise Chiarraí, Ealaín na Gaeltachta
- Déanann Coiste Stiúrtha KMEP maoirsiú ar an Tionscadal Píolótach Take Note
- Tá BOO Chiarraí i gceannas ar an obair comhordúcháin agus riaracháin
- Acmhainní á gcur ar fáil go páirtaimeasach
- Tionscnaimh gan aon mhaoiniú seachtarach
- Tionscnaimh arna maoiniú ag páirtneoirí (e.g. Comhairle Chontae Chiarraí)

Cuspóir

- Deis níos forleithne ar chlár teagaisc grúpa ilseánra atá inacmhainne a thabhairt do leanaí agus do dhaoine óga
- Ceol a bheith ar fáil ar fud réimse tireolaíochta níos fairsinge
- Tionscnaimh maidir le cóir do dhaoine óga a fhorbairt agus a leathnú
- Rinneadh forbairt bhreise ar an bplean maidir le deis bainc uirlisí ceoil a úsáid
- Leanadh den taighde maidir le breis deiseanna ceol a sheim i measc an phobail
- Oibríodh ar mhaithe le feabhas ar dheiseanna fostaíochta, oiliúna agus CPD do cheoltóirí agus do theagascóirí áitiúla

Bearta a cuirteadh i gcrích

- Cuirteadh tús i mí Aibreán 2018 leis an gclár maidir le Ceoltóirí Cónaithe a bhfuil maoiniú i gcomhar á dhéanamh air ag an gComhairle Ealaíon agus ag an tSeirbhís Páirceanna Náisiúnta agus Fiaidhúlra agus a raibh úsáid

Cuimsiú

- Chuir BOO Chiarraí tacáocht shaindirithe uilechumistitheach ar fáil do dhallat le riachtanais speisialta oideachais. Spreagadh muinteoirí a oibríonn le dallat le SEN chun leas a bhaint as an Dioplóma i SEN, a ndéanann an Roinn Oideachais agus Scileanna maoiniú ina leith, ionas go gcinntítear dá réir go bhfaigheann na dallat le SEN seirbhís agus cúnamh taca ar ardchaighdeán. Bhual na Comhordaitheoirí SEN le chéile trí huairt i rith na bliana chun gnáis oibre a chur in iúl agus aontú mar gheall ar chaighdeán. Chuir gach scoil de chuid BOO Chiarraí an Clár nua L2LP i bhfeidhm maidir leis an tsraith Shóisearach.

Irish Plan

- Tá Scéim Gaeilge á cur i bhfeidhm faoi láthair ag BOO Chiarraí lena ngabhann na bearta príomhthábhachta seo a leanas:
 - Cúrsaí TEG don rhoireann.
 - Rinne BOO Chiarraí beart maidir leis an bPríoiseas Pleanála don Ghaeilge i gceantair Ghaeltachta Chiarraí, an Daingean, Chiarraí Thiar agus Uíbh Ráthach.
 - Tá BOO Chiarraí ainmnithe ar an ngníomhaireacht ceannródáíochta maidir le Plean Gaeilge a chur le chéile maidir le Trá Lí mar bhaile seirbhíse i ndáil le ceantair Ghaeltachta.
 - Cuirteadh cúrsaí samhraidh ar fáil do dhallat bunscóile i dTrá Lí, i nDaingean Uí Chúis agus i mBaile an Scéilge i mí Iúil 2018.
 - Cuirteadh rogha maidir leis an mBealtairtíal Gaeilge sa tsraith Shóisearach ar fáil i 7 gcinn de scoileanna BOO Chiarraí.
 - Chuir BOO Chiarraí Bonn Airgid ar fáil mar ghradam do na dallat a ghnótháionn an grád is airde sa Scrúdú Béil i nGaeilge an Teastais Shóisearaigh ag Gradaim na nDallat i mí Eanáir. D'oibrigh Gaelcholaiste Chiarraí, Colaiste na

- cuirteadh an t-eolas ba dheireanaí faoi chora nua sna scoileanna ar fáil agus scaipeadh eolas faoin sárchleachtas
- Glacadh le haiséolas tar éis gach cruinníú múinteoirí/ceardlann/seisiún inseirbhíse a ndearnadh anailís air ina dhiaidh sin agus a bheidh ina lón eolais maidir leis an bpleanáil.
- Cuirteadh sceideal na bliana de sheisiúin forbartha inseirbhíse ar fáil don uile dhuine lena mbaileann.
- Eagraíodh trí cinn de chruinnithe le cearrchumann na múinteoirí agus cearrchumann na SNA i rith na bliana chun plé a dhéanamh ar cheisteanna agus ábhar buartha a sheachaint.
- Rinneadh pleanáil ar Chóras maidir le Cúnamh do Mhúinteoirí Nua agus cuirteadh an córas i bhfeidhm.

SPRIOC 7 EIFEACHTACHT AGUS CUNTASACHT I GCÚRSAL RIALACHAIS AGUS CEANNAIREACHTA

- An Polasaí maidir le Cúrsaí Sláinte agus Sábháilteachta, bhí pleanáil agus oiliúint inseirbhíse ar an bhfoireann ar fhéilire na bliana 2018
- Cuirteadh sé cinn de sheisiúin athmhachnaimh ar fáil do na
- Páirtionhóidí agus do na Leas-pháirtionhóidí.
- Cuirteadh cúrsaí inseirbhíse agus cúrsaí oiliúna ar fáil maidir leis na réimsí seo a leanas: Soláthar, Bainistíocht Airgeadais, Cosaint Leanaí, an tAcht Oideachais (Ligean isteach i Scoileanna) 2018 agus GDPR.
- Tionóladh trí chruinníú de chuid Choiste Maoirseachta BOO Chiarraí maidir le Cosaint Leanaí.

SPRIOC 8 MARGAÍOCHT, BRANDÁIL AGUS CUMARSAID

- Ullmháidh Plean Caidrimh Phobail bliantúil do na scoileanna
- Eagraíodh Seachtain Scoileanna BOO Chiarraí an tseachtain deiridh de mhí Meán Fómhair.

SPRIOC 9 AN TIMPEALLACHT OIBRE AGUS

FOGHLAMMA A FHEABHSÚ

- Ullmháidh sceideal bliana DSEL maidir le hoiliúint inseirbhíse agus cruinnithe múinteoirí.
- Cuirteadh an Clár maidir le Cúnamh d'Fhostaithe chun cinn.
- Cuirteadh an Clár Folláine ar fáil i ngach scoil.
- Eagraíodh cearldanna Folláine i rith Lá Foghlama na Foirne
- Rinneadh beart de réir an phlean a d'eascair ón Iníúchadh Sláinte agus Sábháilteachta 2017/18. Cuirteadh plean oiliúna maidir le cúrsaí Sláinte agus Sábháilteachta i gcrích do na baill foirne
- Rinneadh athbhreithniú agus pleanáil maidir leis na foirgnimh tábhachtacha ina leith sin sna scoileanna.
- Rinneadh athbhreithniú agus pleanáil maidir leis na scoileanna agus cúrsaí cothabhála i ndáil le gach ceann de na scoileanna
- Leantadh leis na pleananna maidir le Gaelcholáiste nua sa bhliain 2020. Rinneadh dul chun cinn maidir le páirceanna imeartha AstroTurf i gColáiste Pobail Oileán Chiarraí agus i gColáiste Pobail Chill Airne.

- Leanadh de shé cinn de Ranganna Speisialta a chur ar fáil i gceithre cinn de scoileanna BOO Chiarraí. Cuirteadh córas cunta ar fáil maidir leis na Ranganna Speisialta. Cothadóidh caidreamh straitéisach le Seirbhís Idirghabhála Chiarraí do Dhaoiné faoi Mhíchumas mar bhonn taca i ndáil le ranganna speisialta.

SPRIOC 5 COMHPHÁIRTIÓCHT BHÍISIÚIL A FHORBAIRT

- Cuidíodh le scoileanna ceangal straitéisach a chothú le heagraíochtaí fostóirí e.g. ceangal Scoil/Gnó.
- Leanadh den chúnaimh maidir leis an sárchleachtas i ndáil le Críochnú na Scoile agus Caidreamh idir an Baile, an Scoil agus an Pobal i scoileanna a thagann faoi scéim DEIS.
- Glacadh páirt in imeachtaí LCDC agus LAG agus i dtionscnaimh cunta le bheim ar chumistú agus ar iléagsúlacht. Páirteach ar Choiste Measta LCDC agus chothaigh ceangal straitéisach le hoidéachas agus Oiliúint.
- Rinneadh creat straitéise a fhorbairt le KDYS maidir le ceangal idir Scoileanna/Obair Óige ag teacht le scéim cistíochta nua na DCYA.
- Leanadh de Chláir Erasmus a chur chun cinn i scoileanna e.g. Coláiste Pobail Chill Orglan.
- Cuidíodh le Mol Pobail Spóirt i gColáiste na Sceilge. Oibríodh ar mhaithe le Music Generation i mí Eanáir 2019 agus cuirteadh tús leis an réamhobair ar iarratas maidir le Comhpháirtíocht Chruithaitheacht Óige Chiarraí.
- Leanadh den chúnaimh taca i ndáil le hobair Choiste na gConairí Chun Cinn do dhaoiné faoi Mhíchumas Intleachta agus le hUathachas agus iad ag fágáil na scoile.

SPRIOC 6 RANNPHÁIRTIÓCHT GEALLSEALBHÓIRÍ

- Bhí Comhairlí na nDaltai ar bun, cuirteadh oiliúint ar fáil agus bhí críúinnithe rialta acu i ngach scoil i rith na bliana.
- Tionóladh trí chruinníú de chuid Fhóram Daltai BOO Chiarraí i rith na bliana agus scaipeadh eolas faoin sárchleachtas.
- Bhí Comhairlí na dTuismitheoirí ar bun, cuirteadh oiliúint ar fáil agus bhí críúinnithe rialta acu i ngach scoil i rith na bliana.
- Tionóladh ceithre chruinníú de chuid Fhóram Tuismitheoirí BOO Chiarraí i rith na bliana,

Corpoideachas

- Seoladh Straitéis CO Iarbhunnscoláochta BOO Chiarraí.
- Cuirteadh feabhas ar threalamh CO chun tosaigh san ord tábhachta maidir le cistíocht sa bhliain 2018.
- Leanadh de fheachtas chun CO a chur chun cinn, an Clár maidir le Míle Scoile san áireamh i ndáil leis an CNS.
- Rinneadh comhairliúcháin leannúch leis na daltaí trí AFL agus Aiseolas Múnlaithreach a bhí ceangailte le Pleanáil Roinn an Abhair.
- Rinneadh obair thástála agus forbartha ar Aip PHYZ do CO sa tsraith Shinsearach i rith na bliana scoile 2018/2019

SPRIOC 3 BEARTA NUALACHA OIDEACHAIS AGUS OILIÚNA

- Ullmhádoth anailís déimeagrafaíochta do na scoileanna faoi mhi Dheireadh Fómhair 2018 i ndáil le clárú na ndaltai don scoilbhliain 2019/20
- Glacadh páirt i bpróiseas EFTBI maidir le Sainspiorad/Meon Lárnach le bheim ar an soláthar il-sainchreidimheachs.
- Rinneadh éifeachtúlacht DSFL sa bhliain 2018 a mheas agus rinneadh pleanáil de réir an lón eolais Cuirteadh clár sa Mhatamaitic Fheidhmeach
- bunaithe ar fhoghlaim cumaisc ar fáil do dhaltai uile an 5ú Bliain i scoileanna uile BOO Chiarraí.
- Oibríodh leis an gCoiste Idirghníomhaireachtaí maidir le hoidéachas an Lucht Siúil, Scoileanna Chill Airne agus na Gníomhaireachtaí Forbartha Aitúla maidir le rannpháirtíocht an Lucht Siúil agus an ghnóthachtaí sna scoileanna. Leagadh síos spríocanna i ndáil leis an scoilbhliain 2018/19.

SPRIOC 4 ROCHTAIN AGUS DUL CHUN CINN

Riachtanais Speisialta Oideachais

- Tá Múinteoir Taca SEN BOO Chiarraí ar fáil i gcónaí ag na scoileanna maidir le cúnaimh taca agus comhairle.
- Bhí bheim ar an Múinteoiríocht Foirne sna scoileanna ar fad i rith na bliana 2018.
- Eagraíodh dhá chruinníú pleanála agus athbhreithnithe le Comhordaitheoirí SEN.
- Cuirteadh cúrsa Oiliúna SNA ceithre lá ar siúl i mí Meitheamh 2018 maidir le Ionsaitheacht agus Ionsaitheacht Ionchais a Bhainistiú (MAPA) agus Láimhseáil agus Ionramháil.

- Cuidíodh le scoileanna tabhairt faoin obair ullmhúcháin maidir le córas nua Cigireachta i ndáil le SEN agus le Cosaint agus Cumhdach Leanaí.

SPRIOC 2 TEAGASC AGUS FOGHLAIM AR ARDCHAIIGHDEÁN

- Scéideal de chruinnithe muinteoirí d'fhonn an sárchleachtas maidir le hEalaín, ICT, Reiligiún, PE, an Idirbhliain agus SEN a chur sa timpall. 6 seisiún 3 uaire a chloig den Chleachtadh Athmhachnaimh le SHEP do na Príomhoídi agus na Leas-phríomhoídi.
- Cuirteadh fóireann cunta i ndáil le ICT san Fhoghlaim, sa Teagasc agus sa Mheasúnóireacht ar fáil do na Scoileanna
- Chuir scoileanna BOO Chiarrat cúrsa Eolaíocht Ríomhaireachta an TS ar fáil
- Cuirteadh an lón pleanála maidir le gach Roinn Abhair ar fáil ar líne
- Cuirteadh CPG maidir le Microsoft 365 ar fáil do na muinteoirí agus do na daltaí ar fad.
- Sprioc: 50% de na muinteoirí i mbun ábhar a ullmhú agus a scaipeadh ar líne leis an roinn ábhair agus leis na daltaí. Tugadh sin i gcrích.
- Leagadh amach de sprioc go mbeadh 20% de na daltaí ag cur a gcuid obair baile faoi bhráid ar líne faoi mhí Bealtaine 2019 (Braitheann sin ar cheangal leathanbhanda a bheith ar fáil).

STEAM

- Leagadh mórbcéim ar Eolaíocht, Teicneolaíocht, Innealtóireacht, Ealaín agus Matamaitic trí Sheachtainí STEAM sna scoileanna.
- Bhi dea-thoradh ar iarratas a rinneadh leis an DOE maidir le Cistí Comhpháirtíochta i ndáil le Cruthaíreacht Óige chun tús áite a thabhairt do chúrsaí ealaine agus cruthaíreachta i rith na bliana 2018.

Folláine

- Cuirteadh comhordaitheoirí folláine ar fáil i ngach scoile agus plean folláine ar bun don TS.
- Cuirteadh cúrsa trí lá in Oiliúint maidir le Tacáíocht don Dalta le gníomhaireachtaí éagsúla ar fáil d'Fhoirne Tacáíochta na nDaltaí i rith an téarma tosai.
- Chuir figisaw seisiún sheachtracha den chleachtadh athmhachnaimh ar fáil go leánúach d'Fhoirne Tacáíochta na nDaltaí.
- Cuirteadh clár píolótach "Empower ME" ar fáil don tsraith shinsreach ar fud na scoileanna go léir ag diríú ar chéisteanna na linne; toiliú, féiniomhú colainne, na meáin shóisialta, srl.
- Cuirteadh ócáid maidir le Ceannaireacht Mhá Óige ar siúl do dháltaí sa 5ú Bliain i mí na Nollag 2018 mar chomóradh ar chothrom 100 bliain ó bhí Vóta den chéad uair ag na mná.
- Leagadh béim ar Thionscnamh na Comhairle Náisiúnta Curaclaim agus Measúnachta maidir le Cead Cainnte ag an Dalta.
- Eagraíodh Ócáid i ngach scoil iarbhunscolaíochta maidir le Gradaim na nDaltaí i mí Bealtaine.

Beartaíocht maidir leis na scoileanna 2018/19

SPRIOC 1
CLÁIR ATA AITHEANTA AGUS AR CHÁILÍOCHT
DHEARBHAITHÉ AR LEIBHEAL NAISIÚNTA
AGUS IDIRNAISIÚNTA

- Tugadh tús áite le linn chúrsaí inseirbhíse sna scoileanna agus maidir le gach gné den phleanáil do Chreat Sárchaiighdeáin na Roinne Oideachais agus Scileanna Ag Féachaint ar Ár Scoil (LAOS)
- Cuirteadh Lá Foghlama ar síl an 3 Deireadh Fómhair le bém ar LAOS. Eagraíodh an lá sin san INEC i gcill Airne agus tháinig 330 i lathair, idir cheannairí scoile, muinteoirí agus cuntaí SNA. Baineadh leas as an gCreat LAOS i ndáil le gach agallamh maidir le hearcaíocht nó le hardú céime.
- Cuirteadh oiliúint maidir le Pleanáil Abhair ar fáil do Chomhordaitheoirí Abhair; Tíreolaíocht, Stair, Gní, Eacnamaíocht Bhaile, SPHE, Reiligiún chomh maith le Ranna na Gaeilge, an Bhéarla, na Matamaitice agus na hEolaíochta
- Chuir Príomhoideirí agus Leas-Phríomhoideirí tacaíocht iarchuraim ar fáil, freastal ar Chruinnithe Pleanála maidir le hAbhair faoi leith san áireamh. Tugadh tuairisc ar na cora ba dheireanaí faoin Tionscnamh maidir le Pleanáil Ranna Abhair ag gach cruinniú de chuid na bPríomhoideirí agus na Leas-Phríomhoideirí.
- Cuirteadh clár inseirbhíse Forbairt na Scoileanna agus Saibhirí na Foghlama DSFL i bhfeidhm, bunaithe ar LAOS, i gcomhar le PDST.
- Cuirteadh ábhar ar fáil do na scoileanna maidir leis an bPríoiseas Cigireachta agus rinneadh obair ullmhúcháin leis na Boird Bainistíochta maidir le meastóireacht WSE MLT. Cuidíodh leis na scoileanna maidir le Plean Iarchuraim i ndáil le meastóireacht ar an scoil uile (WSE)/Cigireacht Abhair a ullmhú.
- Cuidíodh leis na scoileanna pleanáil, cur i bhfeidhm agus athbhreithniú a dhéanamh i ndáil leis an bPlean DEIS.
- Leanadh den tsraith Shóisearach nua a chur i bhfeidhm
- Cuidíodh le Féinmheastóireacht Scoile agus le Pleanáil Feabhúsúcháin Scoile trí eolas faoi shárghnáis oibre a scaipeadh.

- Cuirteadh oiliúint ICT ar fáil maidir le Microsoft 365 a úsáid chun bonn treise a chur faoin Teagasc, faoin bhFoghlaim agus faoin Measúiníreacht chomh maith le bainistíocht ar cháipeisí ag muinteoirí, daltaí agus lucht bainistíochta na scoileanna.
- Eagraíodh Oiliúint maidir le cúrsaí Sláinte agus Sábháilteachta do lucht bainistíochta na scoileanna agus don fhoireann.
- Eagraíodh Forbairt SNA agus cúrsaí inseirbhíse. Eagraíodh Oiliúint do Chomhairlí nó d'Fhóiraim na dTuismitheoirí.
- Eagraíodh Oiliúint do Chomhairlí nó d'Fhóiraim Eagraíodh Oiliúint do Chomhairlí nó d'Fhóiraim na ndaltaí.
- Eagraíodh Oiliúint do Bhoird Bainistíochta. Cúrsa oiliúna trí lá do Mheithle Tacaíochta na ndaltaí le cúnaimh seachtarach agus obair mhachnaimh iarchuraim á chur ar fáil ag gníomhaireachtaí compháirtíochta e.g. CAMHS, an tSeirbhís Náisiúnta Síceolaíochta Oideachais (NEPS) agus JIGSAW.
- Cuirteadh bonn treise faoi na tionscnaimh sin thuas ar fad trí chomhar straitéisíoch idir BOO Chiarraí agus na seirbhísí taca seo a leanas: an Roinn Oideachais agus Scileanna (DOES), an Fhoireann Tacaíochta maidir le Forbairt Ghairmiúil (PDST), Foiréann na Straithe Sóisearaí do Scoileanna (JCT), an tSeirbhís Náisiúnta Tacaíochta Iompraíochta (NCSE), an tSeirbhís Tacaíochta d'Oideachas Speisialta (SESS), an Clár um Oideachas Sóisialta agus Sláinte (SHEP), CAMHS, NEPS, JIGSAW agus an Láirionad Ceannaireachta Scoile (CSL).
- D'eagraigh BOO Chiarraí searmanas bliantúil Ghradam na ndaltaí d'fhonn éachtal léinn agus bearta seach-churacalim na ndaltaí i ngach ceann de na scoileanna a thréasú leo. Tháinig níos mó ná 250 duine i lathair ag an ócáid a bhíonn ar bun i mí Eanáir agus a eagraíodh i mbliana san Institiúid Teicneolaíochta, páirtneir oideachais príomhthábhachta de chuid an BOO. Bronnadh gradam ar 76 dalta sa bhliain 2018.

Ráiteas faoi na Seirbhísí – An Stiúrtóir Scoileanna, Óige agus Ceoil

Scoileanna Iarbhunscolaíochta, Obair Óige agus Forbairt an Cheoil

Scoileanna Iarbhunscolaíochta

Tagann ocht gcinn de scoileanna iarbhunscolaíochta

faoi choimirce BOO Chiarrai

• Coláiste Pobail Oiléan Chiarrai

• Scoil Chuimsitheach an Tóchair

• Coláiste Gleann Lú

• Coláiste na Ríochta

• Coláiste na Sceilge

• Gaelcholáiste Chiarrai

• Coláiste Pobail Chill Airne

• Coláiste Pobail Chill Orglan

Líon iomlán na ndaltaí iarbhunscóile

ar na rollaí 2018/19: 2,382

Scoileanna Comhpháirtíochta

• Pobalscoil Inbhear Scéine

• Pobalscoil Chorca Dhuibhne

• Scoil Phobail Sliabh Luachra

• Scoil Chuimsitheach Thairbirt

Scoileanna Bunscolaíochta

• Osláíodh Pobalscoil Náisiúnta an Dá Mhíle i mí

Meán Fómhair 2017.

Líon iomlán na ndaltaí ar na rollaí 2018/2019: 25

An Clár maidir le Forbairt na Scoileanna agus Saibhirí na Foghlama (DSEL):

Leanadh de chlár cuimsitheach bliantúil oibre

maidir le tacaíocht do scoileanna agus oiliúint

inseirbhíse a chur ar fáil faoi chlár DSEL BOO

Chiarrai agus bheim ar:

• An tsraith Shóisearach nua a chur i bhfeidhm.

• Forbairt Ceannaireachta do Phríomhoidí,

do Leas-Phríomhoidí agus don Iúcht

meánbhainistíochta lena ngabhann cúnann

tráthrialta gach mí maidir le machnamh ar na

modhanna oibre a chleachtáitear.

• Clár bliana d'Oiliúint maidir le Ceannaireacht Teagaisc

ar mhúinteoirí dírithe ar straitéisí teagaisc bunaithe ar

fhianaise chun feabhas a chur ar an teagasc, ar

an bhfoghlaim agus ar an measúnúireacht.

• Comhlachas Cleachtais (CoPna) i ndáil le réimsí

ábhair: Ealaín, Eacnamaíocht Bhaile, Gaeilge,

Matamaitic, Eolaíocht, Stair, Tíreolaíocht,

Gairmthreoir, Corpoideachas & SEN.

• Tionscnamh Pleanála do na Rannóga Abhair i

gcomhpháirtíocht le PDST le bheim ar straitéisí

teagaisc agus ICT.

• Eagraíodh Oiliúint ar mhúinteoirí agus ar Iúcht

bainistíochta na scoileanna maidir le hathchóthú

Dea-iompair.

Ráiteas faoi na Seirbhísí – Án Stiúrtóir Scoileanna, Óige agus Ceoil



Ráiteas Misin BOO Chiarraí

To create and promote the development of a lifelong learning society
Sochaí foghlama fad saoil a chruthú agus a fhorbairt i gCiarraí,
ionas go mbeidh teacht ag an uile dhuine atá ina gcónaí ansin ar an
oidéachas agus ar an oiliúint atá riachtanach chun a lánacmhainneacht
a bhaint amach agus chun treastal ar a riachtanais phearsanta,
shóisialta, chultúrtha, eacnamaíoch agus sibhialta

Croiluachanna BOO Chiarraí

Tá ár mbunluachanna dirithe ar a chinntiú
go bhfuil ceart ag an uile dhuine teacht ar
dheiseanna oidéachais agus oiliúna chun
a n-acmhainneacht a bhaint
amach. Is ionann na
luachanna seo agus
Meas, Caighdeán,
Cúimsiú,
Comhionannas
agus Foghlaim



Ráiteas Misín agus Croíluchanna Bhord Oideachais agus Oiliúna Chíarraí



An Príomhoifigeach Feidhmiúcháin

Tugtar tuairisc chuimsitheach ar obair BOO Chiarrai i rith na bliana 2018 i dTuarascáil Bhliantúil BOO Chiarrai 2018 lena mbaineann na ráitis airgeadais agus tráchtairacht ina leith. Tá de rún leis an tuarascáil bhliantúil eolas ar an mbeartaitocht agus ar an ngóthachtáil ó thaobh cúrsaí airgeadais a chur ar fáil do gheallsealbhoirí uile an Bhoird.

Mar chuid de struchtúr eagrúcháin BOO Chiarrai, tá sraith de bhainisteoirí sinsearach, faoi leibhéal an Phríomhoifigeach Feidhmiúcháin, i dtí cinn de réimsí stiúirthoireachta: Scoileanna, Daoine Óga agus Ceol, Breisoidéachas agus Oiliúint (FFT) agus Tacáiocht agus Forbairt Eagraíochta (OS&D). Cuidíonn an córas bainistíochta seo leis an bPríomhoifigeach Feidhmiúcháin maidir le déanamh na bhfeidhmeanna chomh maith le tairbhe a dhéanamh i ndáil leis an gcuispóir ghinearálta maidir le bainistíocht éifeachtúil a dhéanamh ar fheidhmeanna BOO Chiarrai i gcomhréir lena n-éilithear faoi Chód Rialachais na mBord Oideachais agus Oiliúna (Ciorclán 0002/2019). Fágann an tsraith shinsearach bainistíochta gur féidir leis an bPríomhoifigeach Feidhmiúcháin ról agus bearta oibre a leagan go foirmeálta ar an stiúirthoireacht d'fhonn bainistíocht éifeachtúil a thabhairt i gcrích i ndáil lena n-éilithear ar an eagraíocht agus d'fhonn dea-ghnáis rialachais a thabhairt chun tosaigh agus a chur i bhfeidhm. Déantar freagracht phoiblí BOO Chiarrai a chur in iúl le foilsíú na tuarascála bliantúla. Is é atá de chuspóir leis na ráitis airgeadais eolas faoi fheidhmiocht airgeadais, faoi riocht airgeadais agus faoi shreabhadh airgid BOO Chiarrai a chur ar fáil ar bhealach atá oiriúnach ag réimse leathan geallsealbhoirí maidir le cinntí eacnamaíochta a dhéanamh. Ba mhaith liom an deis seo a thapú buíochas a chur in iúl don Chathaoirleach, do Chomhairle an Bhoird, don Choiste Iníúchóireachta agus Riosca, don Choiste Airgeadais agus do chomhairle na mBord Bainistíochta. Is mian liom buíochas a ghlacadh freisin leis na Stiúirthoirí uile agus le gach duine d'fhoireann BOO Chiarrai as a gcuid díograise agus dúthrachta i rith na bliana 2018. Ba mhaith liom freisin an tónamh a rinne daoine den fhoireann a chuairt ar scor i rith na bliana 2018 a threáslú leo agus gach rath a ghuí orthu sa saol nua atá rompu.

Colm Mc Evoy
Príomh-Oifigeach Feidhmiúcháin



An Cathaoirleach

I mo Chathaoirleach ar BOO Chiarraí dom, is mór an chuis áthais dom Tuarascáil Bhlíantúil BOO Chiarraí a chur i láthair. Is í seo an cúigiú Tuarascáil Bhlíantúil ó cuireadh BOO Chiarraí ar bun agus an chéad tuarascáil ó seoladh an Cód Rialachais Nua maidir le Boird Oideachais agus Oiliúna i gCiorclán 0002/2019.

Leagtar de chúram ar BOO Chiarraí tuarascáil bhlíantúil agus raitis airgeadais a chur i dtoll a chéile agus measann an Bord, bunaithe ar an eolas atá ar fáil ag an mBord, gur léiriú cóir na raitis airgeadais ar ioncam agus ar chaitheacha an Bhoird agus ar ghnóthaí an Bhoird.

Foilsíodh Ráiteas Straitéise BOO Chiarraí 2018 – 2022 i mí Márta. Leagtar amach naoi gcinn de Spriocanna Straitéiseacha, mar seo a leanas, sa Ráiteas Straitéise:

- Spríoc 1:** Cláir atá Aitheanta agus ar Cháilíocht Dhearbhaíthe ar Leibhéal Náisiúnta agus Idirnáisiúnta
- Spríoc 2:** Teagasc agus Foghlaim ar Ardchaighdeán
- Spríoc 3:** Beartha Nuálaicha Oideachais agus Oiliúna
- Spríoc 4:** Rochtain agus Dul Chun Cinn
- Spríoc 5:** Compháirtíochtaí Bisúla a Fhorbairt
- Spríoc 6:** Rannpháirtíocht Geallsealbhoirí
- Spríoc 7:** Eifeachtacht agus Cuntasacht i gcúrsaí Rialachais agus Ceannaireachta
- Spríoc 8:** Margailocht, Brandáil agus Cumarsáid
- Spríoc 9:** An Timpéallacht Oibre agus Foghlama a Fheabhsú

An Comh. Jim Finucane
Cathaoirleach

Is mian liom an deis seo a thapú buíochas a ghlacadh le comhaltaí boird BOO Chiarraí, le comhaltaí an Choiste Iníúchóireachta agus Riosca, le comhalta an Choiste Airgeadais agus leis na Boird Bainistíochta as a ndúthracht i mbun obair BOO Chiarraí a chur chun cinn.

Ba mhaith liom an dua agus an díograis a chaitheann an Príomhoifigeach Feidhmiúcháin, na Stiúrthóirí agus baill uile fhoireann BOO Chiarraí lena gcúram a chur i gcric ar shárchaighdeán ar fud an Chontae a thréasliú leo.



Fáilte agus Réamhrá

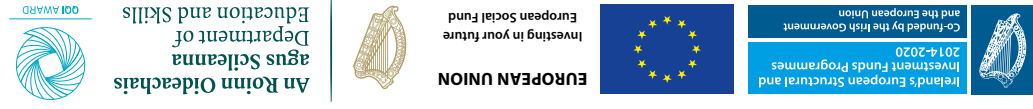


Clár Ábhair

1	An Cathaoirleach
2	An Príomhoifigeach Feidhmiúcháin
3	CUID 1
4	Ráiteas Mísín Boo Chiarraí
4	Croiluachanna BOO Chiarraí
5	CUID 2
6	Ráiteas faoi na Seirbhísí – An Stiúirthóir Scoileanna, Óige agus Ceoil
15	CUID 3
16	Ráiteas faoi Sheirbhísí – An Stiúirthóir Breisoideachais agus Oiliúna
33	CUID 4
34	Tacaíocht 7 Forbairt Eagraíochta (OS&D)
51	CUID 5
52	Rialachas Corparáide agus Cúrsaí Airgeadais



BORD OIDEACHAIS
AGUS OILÜNA CHAIRRAÍ
KERRY EDUCATION
AND TRAINING BOARD



Bord Oideachais 7 Oiliúna Chiarraí TUARASCÁIL BHLIANTUÍL 2018

BORD OIDEACHAIS
AGUS OILIÚNA CHIARRAÍ
KERRY EDUCATION
AND TRAINING BOARD

