



**Bord Oideachais
agus Oiliúna Chiarraí**
Kerry Education
and Training Board

Quality Council

Annual Report 2023

Kerry Education and
Training Board | QA UNIT



Rialtas na hÉireann
Government of Ireland



Arna chomhchistiú ag
an Aontas Eorpach
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Locations



FOREWORD

It is a pleasure to write the foreword to the Annual Report for the year 2023 of the Kerry Education and Training Board Further Education and Training Quality Council.

The Quality Council is fortunate in having members who are hugely committed to the provision, by Kerry ETB, of high-quality further education and training and the details outlined in the report that follows demonstrate that commitment. Members are also committed to being engaged beyond solely County Kerry and it is heartening to see that willingness to take a national perspective on issues.

Since the foundation of the Quality Council, we have grappled with how best to engage the learners in the work of the Quality Council, and we agreed to include a presentation by one or two learners at each of our meetings. This has turned out to be both educational and, indeed, inspirational for us as we have learned so much and we have been so inspired by the learners. I would like to pay tribute to those learners who presented to us in 2023 from Kerry ETB, Leaving Cert Applied (LCA), Youthreach Tralee, Kerry College Denny Street Campus and Kerry College Commis Apprenticeship.

I would like to wish each of the learners well in the next phase of their careers.

Kerry is one of the most sparsely populated counties in the State, with low birth rates, high death rates, high aged dependency and high levels of emigration. As well as an increasingly ageing population, population growth, where it has occurred, has been unevenly spread, with increases confined to larger towns and their environs. Worrying demographical shifts, such as Kerry's disproportionately high concentration of people over 49, and its disproportionately low youth population combine to provide particular challenges for a body such as the Kerry Education and Training Board.

As regards employment, approximately 52% are employed, 10% are students, 7% are unemployed (vs 4.8% nationally), 18% are retired, 8% are looking after the family home and 4% are unable to work.

The Kerry economy has a huge dependency on the tourism and hospitality sector (c.20%, compared to a national figure of c.10%). Similarly, Kerry's dependency on agriculture, forestry and fishing (at c.8%) is twice the national average (of c.4%), whereas only c.2% dependency of businesses are in the Information and Communications (ICT) Sector (compared to the national average of almost 6%). The manufacturing industry in Kerry is c.13% and nationally it is c.35%. Both the manufacturing and ICT sectors have average salary levels that are multiples of the tourism and hospitality sectors. Unless, County Kerry can increase its manufacturing base and its ICT and professional sectors, it is likely that the migration of young, highly educated people from the county will continue in the future.

There will be an increased requirement for people to work in the care sector in Kerry (e.g. elderly care) but these jobs tend to be less well paying than in the manufacturing, professional and the ICT sectors. Similarly, attracting young people to work in the hospitality and tourism sectors is becoming increasingly more challenging.

There are some huge changes going to impact society and these include the following:

- Climate Change and biodiversity (which will have significant impact on the agrifood sector, possibly tourism and other sectors and this will require continual upskilling and/or reskilling of people).
- Digitalisation, Quantum Computing and Artificial Intelligence which will significantly impact many current roles, across all sectors, requiring upskilling of current workers to be able to avail of the technologies as, in many cases, jobs will disappear in some areas (such as offices, production lines, warehousing, etc.) and workers who are not reskilled could face significant challenges.
- Industry 5.0 will impact significantly on the traditional approach to industry and manufacturing and if County Kerry wishes to increase its scale of manufacturing etc., there will be a need to build capacity and capability in this area.

The demographic and technological changes that are clearly coming, together with the large-scale existential changes that are inherent in climate change and biodiversity, are going to provide new opportunities for Kerry ETB to prepare the workers of County Kerry to be able to confidently address these challenges, in a timely manner, and, in the process, to continue to ensure their own personal development through life-long and life-wide learning.

I am confident that Kerry ETB has the capability and enthusiasm to embrace the future and to continue to provide high quality further education and training that is relevant for the future.

In conclusion, I would like to thank my colleagues on the Quality Council, along with Ms Aoife Mc Cormack, Quality Assurance Unit Manager and Adult Education Officer, Bláithín O'Mahony, Administrator and Secretary to the Quality Council; all the other members of the QA Unit, Owen O'Donnell, Director of Further Education and Training and Colm Mc Evoy, Chief Executive, Kerry ETB, for their huge commitment to the work of the Quality Council and their unfailing courtesy and enthusiasm for the work.

Míle buíochas díobh go léir.

Brendan Tuohy

Chair, Quality Council
February 2024



INTRODUCTION

Welcome to the Kerry ETB FET Quality Council Annual Report.

This report is a comprehensive reflection of the work of the Quality Council achievements, milestones, and performance over the past year. As we navigate the dynamic landscape of our further education and training, this report serves as a testament to the commitment to excellence in FET in Kerry ETB.

The strength of the Kerry ETB FET Quality Council is that it continues to bring together a diverse range of views, perspectives and experiences of Further Education and Training. The external Chair Brendan Tuohy is committed to ensuring engagement of all stakeholders and I would like to thank him for his continued commitment. This and the commitment of all members of the FET Quality Council provides a level of oversight that ensures there is high quality level of provision across FET, that there is a culture of continuous improvement and that high standard programmes are developed and brought to validation.

In 2023 almost 18,000 beneficiaries engaged in a range of Kerry ETB courses, across several locations. The range and numbers engaged in courses is testament to the engagement of employers, learners and staff in working together to achieve the best outcomes for learners and apprentices.

2023 was an important year for the FET Quality Council. It was the year that Kerry ETB re-engaged in a face to face dialogue with QQI and saw the validation of a number of programmes.

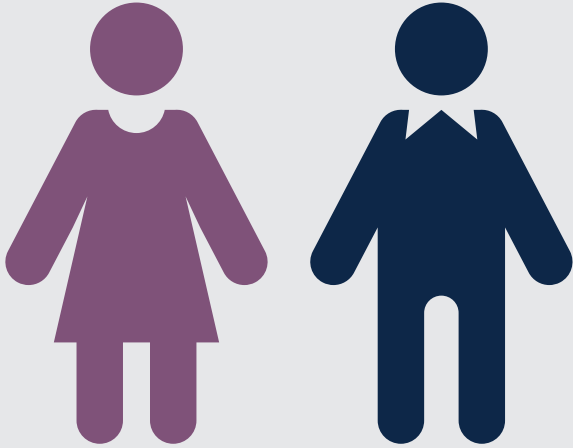
This is an important time to acknowledge the work of further education and training teams and their continued effort in providing quality opportunities for learners on all our courses. I would like to thank the Quality Assurance Unit for their work in supporting this and the work of the FET Quality Council.

Owen O'Donnell

Director of Further Education and Training
February 2024



KERRY ETB AT A GLANCE



Co Kerry Demographic Statistics 2023

156,458 people living in Kerry
79,071 Females and **77,387 Males**

Number of Beneficiaries 2023

17,919 beneficiaries on Kerry ETB courses



FET Budget 2023

Kerry ETB FET Budget:
€45,339,257

WHO WE ARE

The Kerry Education and Training Board (ETB) Further Education and Training (FET) Quality Council, and its substructures, provide academic governance for the quality, development and improvement of further education and training. The FET Quality Council continues to be chaired by an external Chairperson, Brendan Tuohy and has a membership that includes the FET Director and management, staff representation, representative of external partners and learner representation. The FET Quality Council outlined its vision for quality enhancement in the Kerry ETB Quality Action Plan 2022 - 2027. The Plan was developed in consultation with Kerry ETB key stakeholders and in response to recommendations received from Quality and Qualifications Ireland (QQI) in its inaugural review of quality in Kerry ETB.

The Kerry ETB FET Quality Council held six ordinary meetings in 2023 as follows:

- 7th February
- 4th April
- 6th June
- 9th August
- 5th October
- 5th December

Quality and Qualifications Ireland (QQI) Dialogue Meeting

The CEO, Pádraig Walsh and senior staff of Quality and Qualifications Ireland (QQI) travelled to Kerry to meet Kerry ETB CEO and staff at a meeting on 19th October 2023. At the meeting, Kerry ETB provided updates to QQI on enhancement activity, quality, programme development and monitoring activity. QQI updated Kerry ETB on a proposed review of awards under the Common Awards System (CAS) and the approach to devolved responsibility across the sector.

Kerry ETB Annual Quality Plan 2023

The Kerry ETB Quality Assurance Action Plan 2022 - 2027 was approved in December 2022, along with the Kerry ETB Annual Quality Plan 2023, which was reviewed throughout 2023. The actions implemented in 2023 are highlighted in this annual report and also included are:

- Publication of the Kerry ETB Quality Assurance Manual
- Launch of 'Quality News' E-Zine
- QQI Follow-Up Report
- Programme Approval Operating Guidelines
- Review of assessment procedures
- Learner Survey Analysis Report 2023
- English Language Proficiency Policy
- Academic Integrity Policy
- Programmes development for validation
- Piloting of Continuous Improvement Plans
- Adaptation of NFQ level 5 Communications

Learner Results Ratification

The QA Unit collates the results data across each calendar year to provide information on the breakdown by campus/ centre. The following is a key role of the FET Quality Council which ratifies results from across Kerry ETB FET provision prior to their submission to the awarding body.

Figure one illustrates the breakdown in the 3,454 results ratified by major and minor awards during 2023. In total, the FET Quality Council ratified 2,069 individual minor award results, 1,222 major award results and 163 special purpose award results.

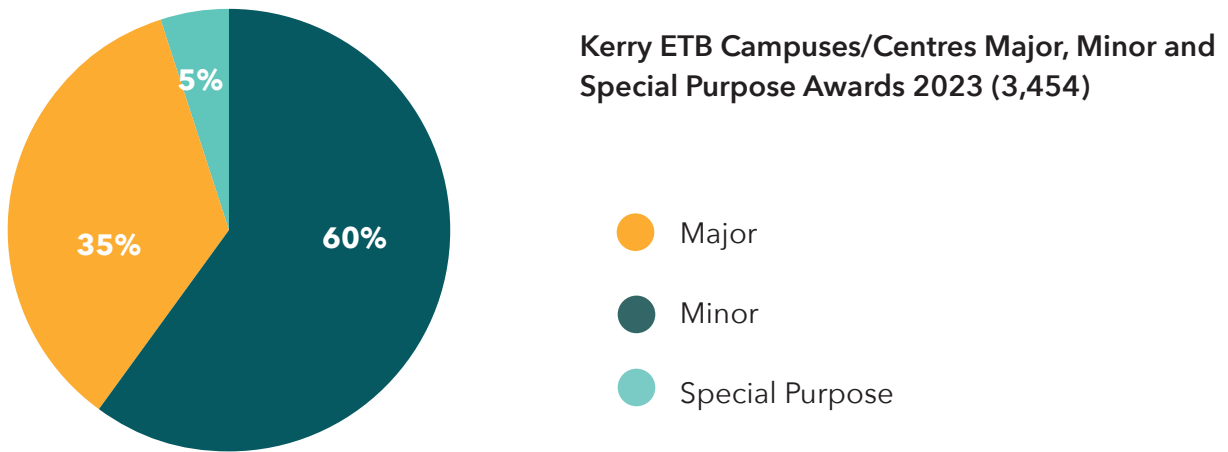


Figure 1: Major, Minor and Special Purpose Award Results Ratified

In 2023, the FET Quality Council ratified 1,222 major award results. Figure two illustrates the breakdown by Kerry ETB Campuses/ Centres included QQI awards as well as awards from other awarding bodies such as City & Guilds, ITEC, CIBTAC, METLAB, ILM and so forth.

Kerry ETB Campuses/Centres Major Awards 2023

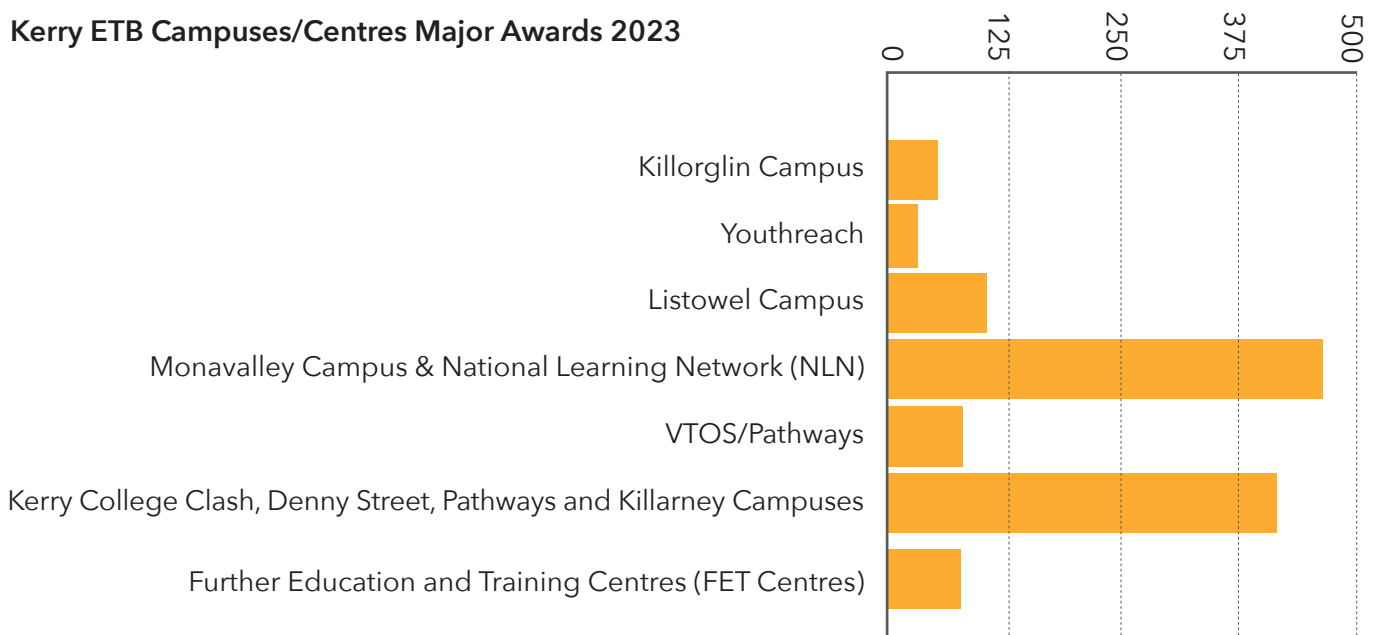


Figure 2: Major Award by Kerry ETB Campuses/ Centres

2,069 minor awards were ratified by the FET Quality Council for QQI awards as well as those from other awarding bodies. This is illustrated in figure three.

Kerry ETB Campuses/Centres Minor Awards 2023

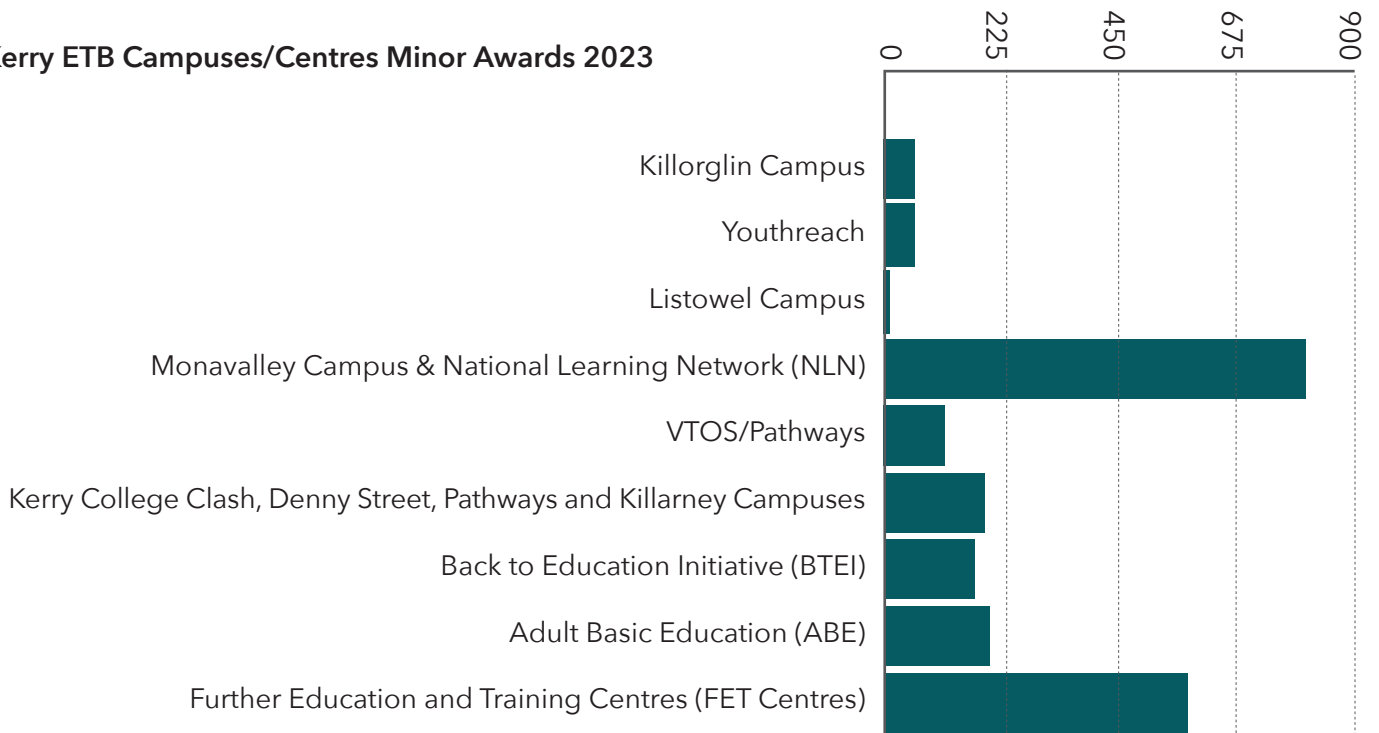


Figure 3: Minor Award by Kerry ETB Campuses/Centres

In 2023, there were 163 special purpose award results ratified. Figure four illustrates the breakdown of Special Purpose Awards by Kerry ETB Campuses/ Centres.

Kerry ETB Campuses/Centres Special Purpose Awards 2023

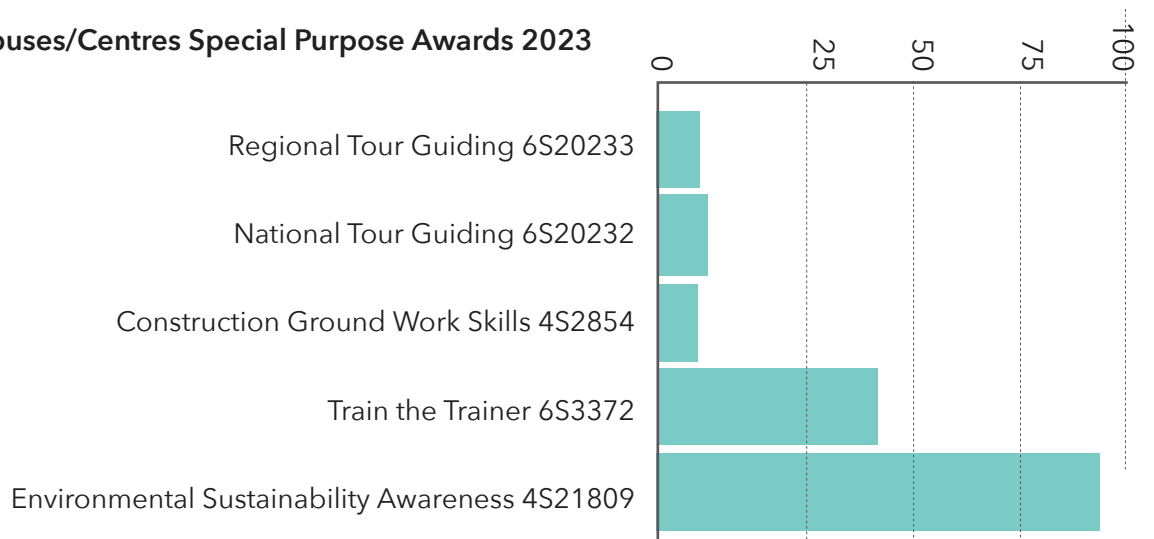


Figure 4: Special Purpose Awards by Course

The FET Quality Council also considered the spread of results by campus/ centre. Figure five illustrates the breakdown of 1,222 majors and 2,069 minors by Kerry ETB Campuses/ Centres for QQI awards, as well as those from other awarding bodies.

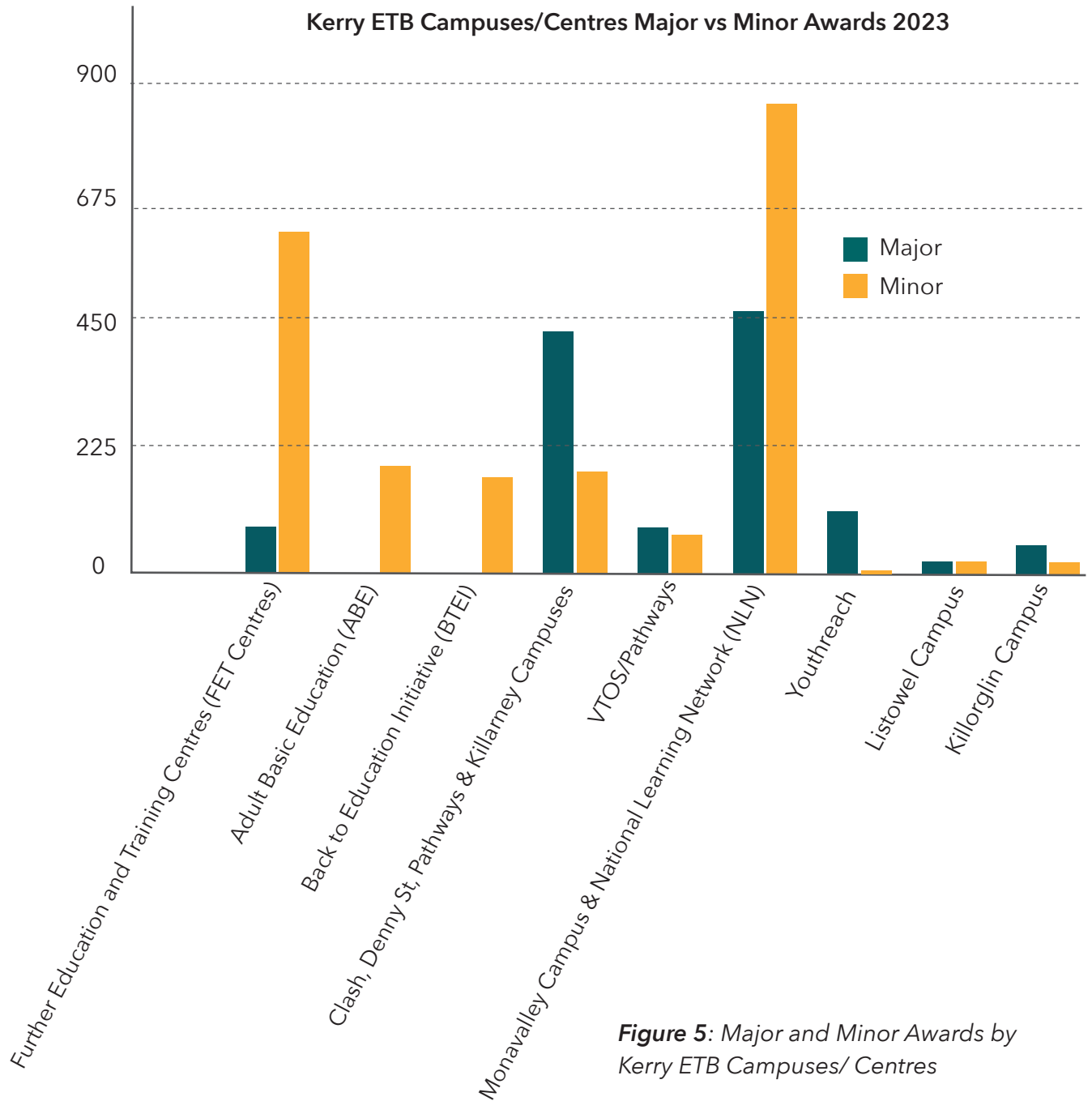


Figure 5: Major and Minor Awards by Kerry ETB Campuses/ Centres

It is important to note that Kerry ETB learners achieve certification across a range of awarding bodies. Figure six, on the following page, illustrates the top five other awarding bodies with whom Kerry ETB learners achieved certificates. Other awarding bodies include ICS Skills (28), RSA (24), IML/City and Guilds (24), CIBTAC (20), ATI (18), CIDESCO (16), RLSS & Surf Ireland (16), FAR (14), Comptia (11), CND (11), PADI (12), NGB (10), PHECC (8), Mountaineering Ireland (7) and Canoeing Ireland.

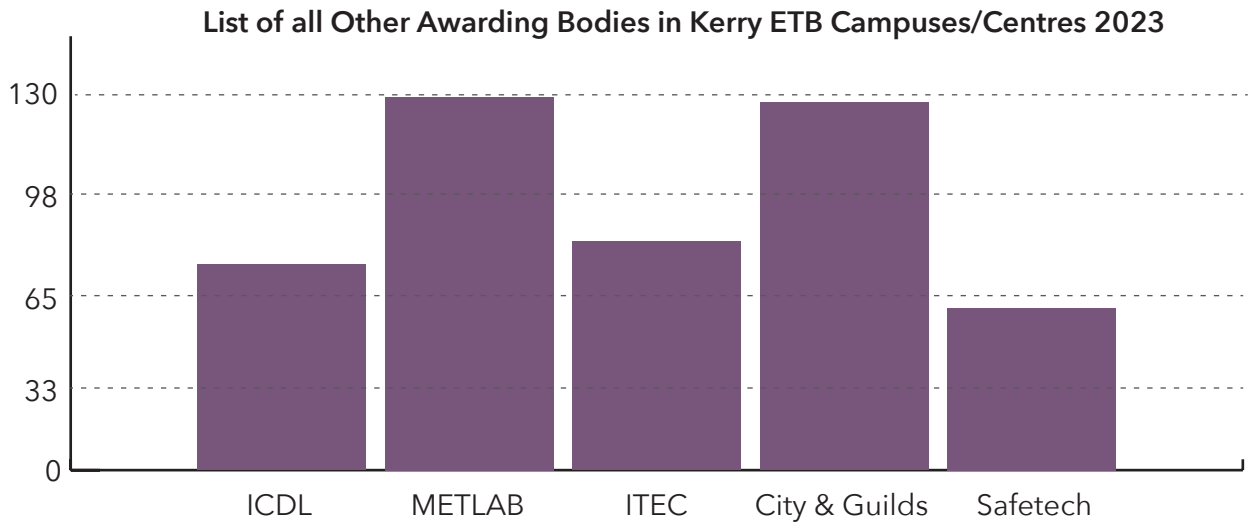


Figure 6: Other Awarding Bodies

Grade Results

In 2023, Kerry ETB FET Quality Council commenced tracking grades achieved across all awarding bodies. In 2023, 934 grades achieved a Pass Standard, 471 achieved a Merit Standard and 934 achieved a Distinction Standard. Three hundred and sixty one (361) were successful as certification did not allocate a grade while 130 were unsuccessful. Figure seven illustrates this breakdown. Further analysis will take place in 2024 of the results from each Kerry ETB Campus/Centre.

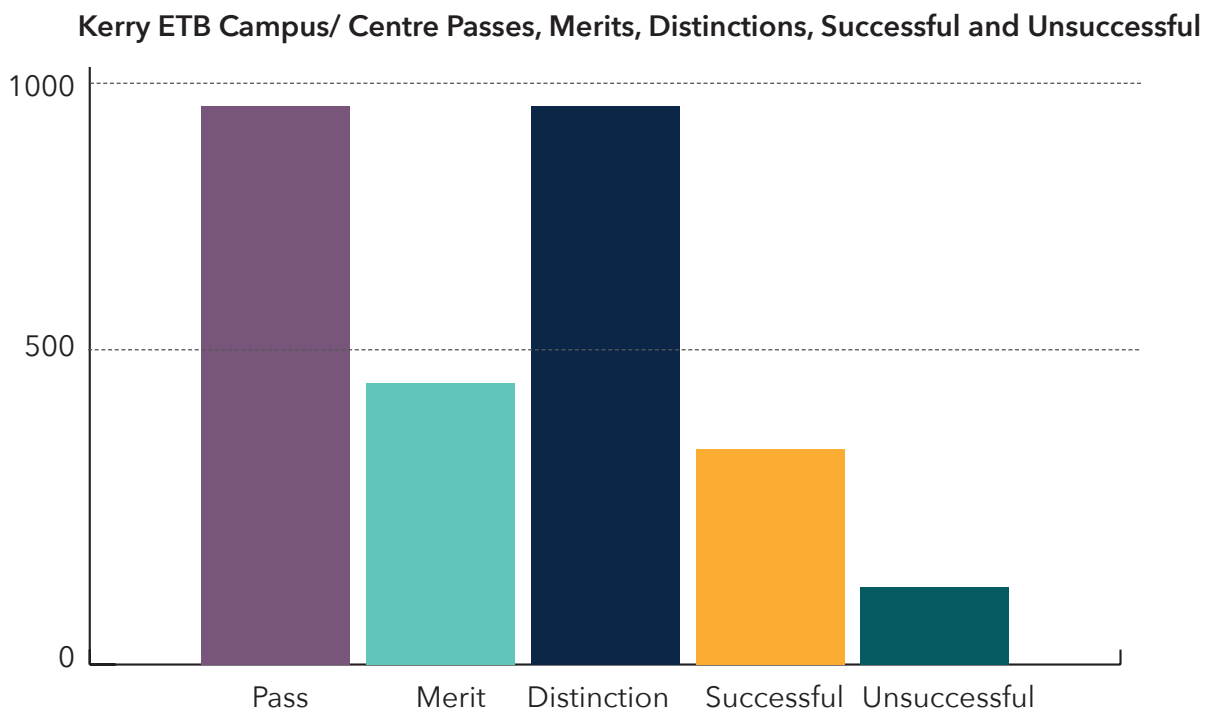


Figure 7: Kerry ETB Campus/ Centre breakdown of passes, merits, distinctions, successful and unsuccessful

Learner Retention

The FET Quality Council received reports on deregistration from Kerry ETB Campuses/ Centres. These reports showed the reasons that learners provided on why they left a course before completion. In 2023, the top three reasons for deregistration were:

- progression to employment
- personal issues
- medical reasons

This is consistent with a similar trend in 2022.

Figure eight provides five of the top five reasons provided. Other reasons provided include: Family Circumstances (59), Transport Barriers (27), Financial Barriers/Reasons (26), Asked to Leave/ Poor Attendance (25), No Access to Child Care (25), Course Did not meet Needs (23), Deceased (4), Abroad (3) and Progressed to Higher Education (1).

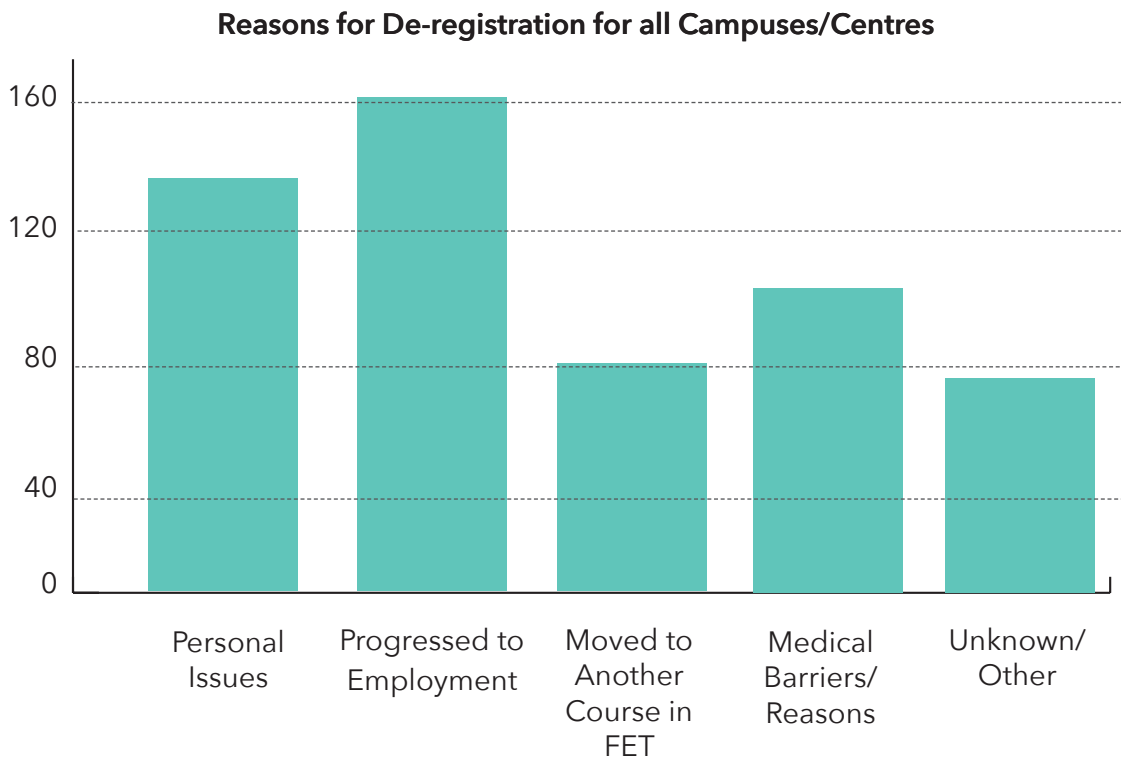


Figure 8: Top Five Reasons for De-registration

Learner Voice and Representation

The FET Quality Council considered the key takeaways from the Annual Learner Survey, conducted by the Kerry ETB Quality Assurance Unit. A total of 549 learners from across all FET provision responded to the survey.

- 93% rate their course as very good or good.
- 80% said their digital skills improved while on Kerry ETB courses.
- 93% were positive about the availability of technology.
- 24% availed of additional support of whom 92% said it was very good or good.
- Learners identified their top five supports as their instructor/teacher/tutor; classmates; feedback; learning English; digital support and access.
- The top three things most liked by learners about their course was the learning environment (33%), course content (31%) and the skills and experiences they gained (30%).
- The top four ways that learners said they preferred to learn are practically, through group work, through class discussion and visually.

Learners were also involved in a consultation process for review and development of quality assurance policies, procedures and systems.

Giving learners an opportunity to attend FET Quality Council meetings is core to the workings of the FET Quality Council. This attendance provides the FET Quality Council with a sample of learner feedback and perspectives which often resonate with the findings of the formal surveys.

In 2023, four learners from Kerry ETB Youthreach, Kerry College (Denny Street Campus) and Kerry ETB Commis Chef National Apprenticeship programme attended meetings on the 4th April 2023, 5th October 2023 and 5th December 2023 meetings.

Employer Engagement

Kerry ETB engaged with employers across the region through a variety of activities, including business and Chamber meetings, as well as briefing employers at a regional level. Engagement was most evident through the numbers participating in the Skills to Advance programme which increased to 608 learners in 2023 from 471 learners in 2022.

Programme Validation Recommended by FET Quality Council

In 2023, the FET Quality Council recommended to the CEO that Kerry ETB seek validation/ differential validation of seven programmes. These include programmes validated by QQI and leading to awards in:

1. PG25464 Level 6 Specific Purpose Certificate in Using Robotics in Advanced Manufacturing
2. PG25378 Level 5 Specific Purpose Certificate in Resource Efficiency for Sustainability
3. PG25372 Level 6 Advanced Certificate in Digital Media Production
4. PG25366 Level 3 Specific Purpose Certificate in Learning to Support Primary School Children
5. PG25057 Level 6 (component awards) Content Development for Film and Television

Two additional programmes were also recommended and will be submitted for validation in 2024:

1. PG25647 Level 5 Special Purpose Certificate in Lean Practice for Sustainable Business
2. PG25646 Level 5 Specific Purpose Certificate in Sustainable Supply Chain Procurement

Role as the Apprenticeship FET Quality Council

The FET Quality Council fulfilled its role as “Apprenticeship Council” by reserving a part of every agenda to receive reports and ratify results from Consortium Steering Groups and National Apprenticeship Programme Boards for the Commis Chef and Wind Turbine Maintenance Technician Apprenticeships. A total of 56 apprentices completed year one. Of that, 73% were male and 27% were female. Figure nine illustrates the breakdowns of results for year one completers by location.

Commis Chef Apprenticeship Award Results for Completion of Year 1

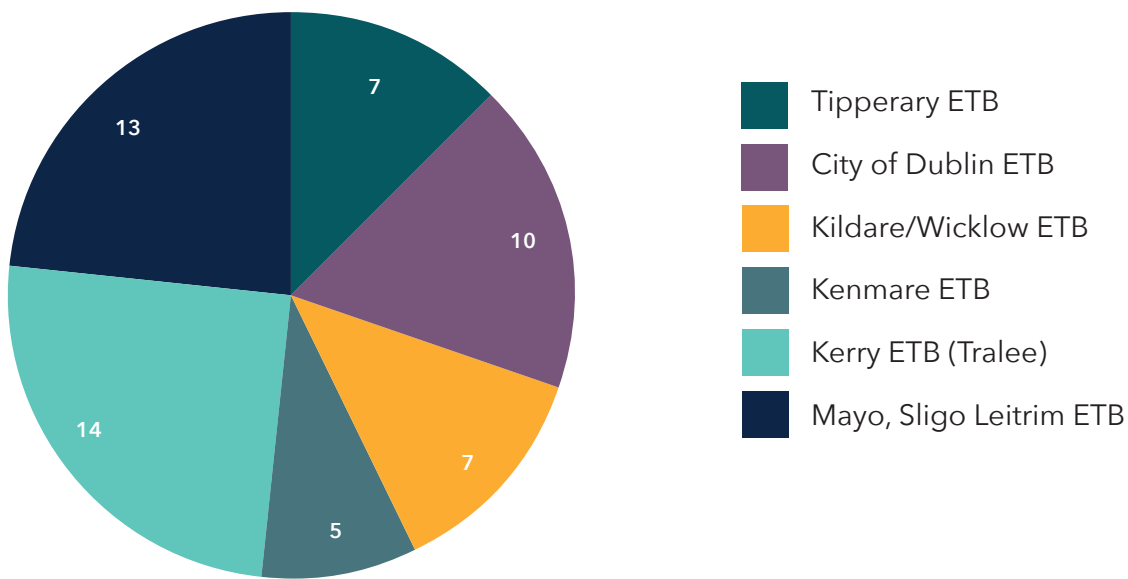


Figure 9: Commis Chef Apprenticeship Award Results Ratified for Completion of Year 1

Wind Turbine Maintenance Technician Apprenticeship

In 2023 there were 27 apprentices in total, 25 males and 2 females.

Sub-Governance Reports: Quality Assurance Governance Board and Programme Governance Board

The Director of FET provided reports to the FET Quality Council from the Quality Assurance Governance Board and Programme Governance Board. Figure ten shows the reporting structure.

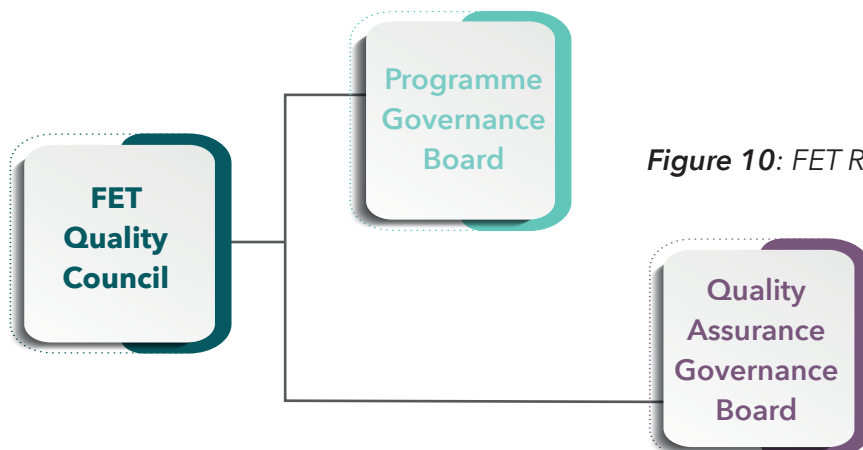


Figure 10: FET Reporting Structure

New Programme and Course Approved

The Programme Governance Board agreed Programme Approval Operating Guidelines to assist staff in making applications to modify or commence the development of new programmes. In 2023, it considered 47 applications and 37 were approved.

<p>New Programmes Proposed</p> <ul style="list-style-type: none"> Advanced Digital Design 6M20496 Digital Business Skills 5S21869 Youthwork 5M4732 Music and Sound Production 6M20602 Nature Based Early Learning and Care - Level 5 & 6 Enhanced Eye Treatments Level 5 Cartoon Animation 6M5545 	<p>Courses Approved Through Differential Validation</p> <ul style="list-style-type: none"> Level 5 Resource Efficiency for a Sustainable Workplace Level 6 Circular Economy in the Workplace Level 5 Lean Practices for a Sustainable Business Level 4 Sustainable Procurement and Supply Chain Level 3 Special Purpose Award in Learning to Support Children in Primary School Level 5 Specific Purpose Certificate in Sustainable Supply Chain Procurement Level 5 Specific Purpose Certificate in Lean Practice for Sustainable Business
<p>Addition of New Modules to Kerry ETB Programmes and Course Name/Title Change</p> <ul style="list-style-type: none"> Outdoor Sport and Recreation 5M5146 (Mind, Body and Nature: Yoga Teaching and Outdoor Wellness) Security Studies 5M2110 Sports and Recreation 5M5146 	<p>Programme Development Groups Established</p> <ul style="list-style-type: none"> Kerry College Monavalley Campus Special Purpose Award in Micro Solar Photovoltaic Systems: Solar PV Panel Installation 6S0324 Kerry College Monavalley Campus QQI Level 6 Minor Award in Domestic Heat Pump Installation 6N5646 Level 6 NEW Professional Award Surface Supplied Offshore Diving
<p>Delivery Mode from In-Class to Blended Extended</p> <ul style="list-style-type: none"> Payroll Manual and Computerised 5N1546 Supervisory Management Bookkeeping and Computerised 5N1354 Train the Trainer 6N3326 Challenging Behaviour 5N1706 Medical Terminology 5N2428 Children with Additional Needs 5N2396 Digital Marketing 5N1364 Computer and Online Essentials ICDL-C&OE Spreadsheet Methods ICDL-SpSheets Word Processing ICDL-DOCS Special Needs Assisting 6N1957 Irish Natural Heritage and Culture 6N20231 	<p>Centre Application for a Programme (New to a Centre)</p> <ul style="list-style-type: none"> ADR Training with Tanker Specialisation - CILT ADR - Hazard Chemical Training Certificate Diploma in Professional Patisserie and Confectionery - 7120 - 03 (City and Guilds) Health and Safety in the Mountains/ Hills (Mountaineering Ireland) Powerboat Commercial Endorsement Course (ISA) eCollege Skills to Advance - Visual Design using Adobe (Adobe) eCollege Skills to Advance - IT Specialist in Python (Certiport) eCollege Skills to Advance - Cisco Certified Network Associate (CCNA) (CISCO) eCollege Skills to Advance - Artificial Intelligence (ICDL-AL) eCollege Skills to Advance - Prince 2 Foundation (People Cert/ AXELOS) Introduction to Plastering Introduction to Brick and Blockwork
<p>Addition of New Module to a Kerry ETB Programme QQI:</p> <ul style="list-style-type: none"> Software Development 5M0529 Legal Studies 5M3789 Construction Groundwork and General Construction 4S2854 Outdoor Sport and Recreation 5M5148 <p>Other Awarding Body:</p> <ul style="list-style-type: none"> IT Support Technician (CompTIA) IT Support Fundamentals (CompTIA) Welding ISO 9606 (Metlab) 	<p>Taster and Transition Year (TY) Courses</p> <ul style="list-style-type: none"> Introduction to Carpentry for Construction Introduction to construction Skills River Safety and Rescue TY Programme (Canoeing Ireland) Introduction to the World of Apprenticeship Skills for Transition Year Students Rock Skills and Navigation TY Programme (Mountaineering Ireland) Introduction to Barista, Culinary and Hospitality Skills for Transition Year Students (City and Guilds)
<p>Course Duration Extensions</p> <ul style="list-style-type: none"> Coded Pipe Welding EN 9606 SS04 (H-L045) 	
<p>Changes to Module Descriptors</p> <ul style="list-style-type: none"> Communications 5N0690 Work Experience 4N1168 Work Experience 5N1356 Work Experience 6N1946 	

Table 1: An overview of the courses approved by the Programme Governance Board in 2023.

Technology Enhanced Learning

The FET Quality Council continued to support the delivery of some courses using MS Teams. This meant that learners and staff attended a virtual classroom while all logged in at the same time. Assessments continued to take place in campuses/ centres. The FET Quality Council also noted reports from the Quality Assurance Unit on the use of Turn It In and MS Teams Pilots across FET provision.

Assessment Procedures

The FET Quality Council agreed to the modifications of two assessment procedures based on a review conducted by the QA Unit. The procedures that were modified were:

- 6.14 Repeat and Resit Procedure
- 6.4 Assessment Deadline Extensions in Extenuating Circumstances (replacing 6.3 Compassionate Consideration in Extenuating Circumstances Assessment Deadlines and 6.4 Short-Term Extensions Assessment Deadlines)

External Authentication Reports and Continuous Improvement Plans

The FET Quality Council considered collated external authentication reports prepared by the QA Unit. These reports summarise external authentication reports from across FET provision to identify areas of good practice, areas for improvement and common themes. These reports also provide information to inform each Campus/ Centres Continuous Improvement Plan. Key themes to emerge were assessment, grading, internal verification processes, referencing, digital evidence and module specific observations.



Membership of the Kerry ETB FET Quality Council

 <p>Chairperson Brendan Tuohy Former Secretary-General of the Department of Communications, Marine, Energy and Natural Resources</p>	 <p>Secretariat Owen O'Donnell Director of Further Education and Training (FET)</p>
 <p>Secretariat Aoife McCormack AEO/Quality Assurance Officer</p>	 <p>Staff Member Shivaun Shanahan AEO, Youthreach and VTOS/ Pathways</p>
 <p>National Apprenticeship Programme Board Representative Con O'Sullivan Kerry College Monavalley Campus Manager</p>	 <p>Staff Member Kevin Fay AEO, FET Centres</p>
 <p>Staff Member John Skinner Kerry College Denny Street Deputy Principal</p>	 <p>Staff Member Elaine O'Connor AEO, Kerry College Admissions Unit</p>
 <p>Staff Member Mary Jo Staunton Medical Administration Secretary Instructor, Kerry College Monavalley Campus</p>	 <p>Staff Member Stephen Goulding Principal, Kerry College Clash, Denny Street and Listowel Campus</p>
 <p>External Member Jenny Conroy Quality Assurance Manager, ETBI</p>	 <p>External Member Michael Vaughan Irish Hotel Federation/ Proprietor Vaughan Lodge Hotel</p>

QA Unit staff attending meetings to assist the FET Quality Council

 <p>Bláithín Shanahan O'Mahony Administrator, QA Unit Kerry ETB</p>	 <p>Brid Walsh Further Education Standards Officer</p>	 <p>Aoife Comiskey Clifford QA Unit Kerry ETB Programme Curriculum Development Office</p>
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Appendix 1 - List of Certifying Bodies in 2023 - 2024

- [Accounting Technician Ireland \(ATI\)](#)
- [Adobe](#)
- [Canoeing Ireland](#)
- [CIDESCO](#)
- [CISCO](#)
- [City and Guilds](#)
- [Code Institute](#)
- [CompTIA](#)
- [Department of Education & Skills](#)
- [Digital Marketing Institute \(DMI\)](#)
- [EC Council](#)
- [EN Certifying Body](#)
- [Environmental Health Association Ireland \(EHAI\)](#)
- [ILM](#)
- [ISTQB](#)
- [ITEC](#)
- [ICS Skills](#)
- [Irish Surfing Association](#)
- [Microsoft](#)
- [MTU](#)
- [Mountaineering Ireland](#)
- [PADI](#)
- [Pearson](#)
- [PHECC](#)
- [Quality and Qualifications Ireland \(QQI\)](#)
- [Road Safety Authority \(RSA\)](#)
- [RTITB](#)
- [Tableau Desktop Specialist](#)
- [VTCT - Vocational Training Charitable Trust](#)
- [Orienteering Ireland](#)
- [Cycling Ireland](#)

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Kerry Education and
Training Board

Centrepont
John Joe Sheehy Road
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