



Bord Oideachais & Oiliúna
LUIMNIGH & AN CHLÁIR

LIMERICK & CLARE
Education & Training Board

Annual Report 2018

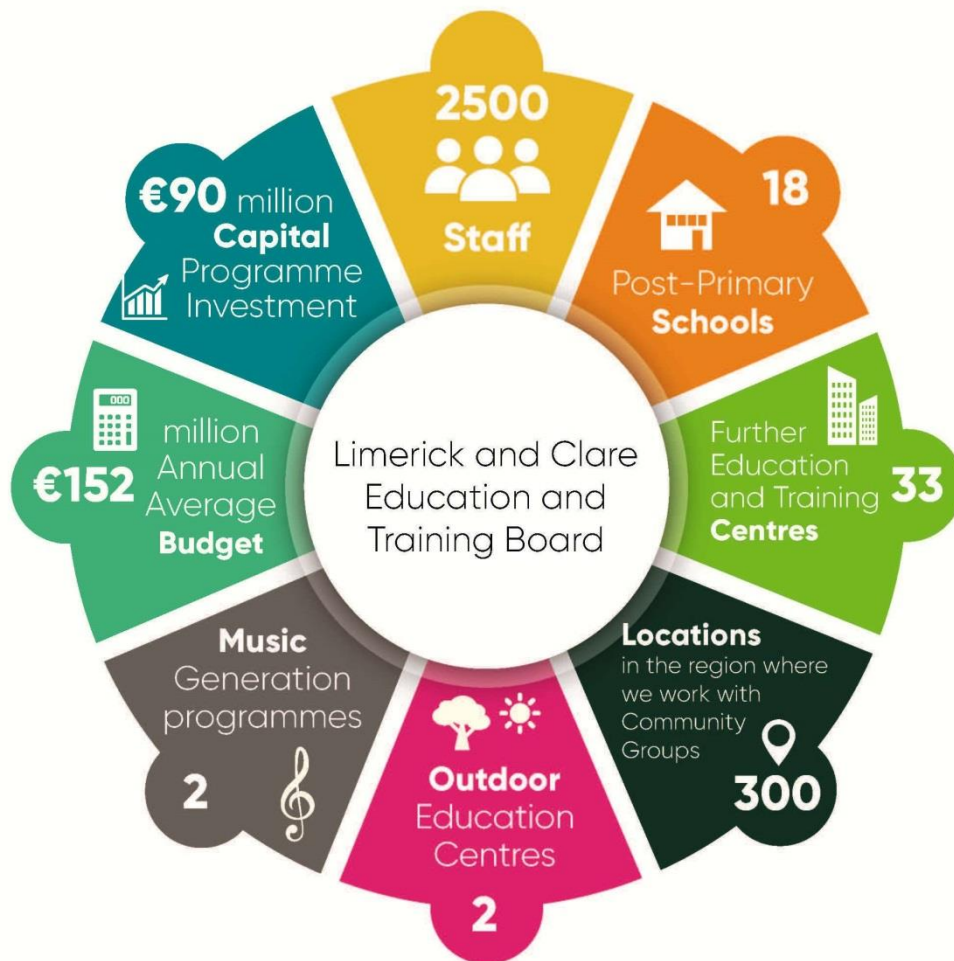




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Foreword

Welcome to the Limerick and Clare Education and Training Board Annual Report 2018. This report provides an overview of the services provided and progress made in 2018 under the four key goals outlined in the Limerick and Clare Education and Training Board Strategy Statement 2017-2021. The Strategy Statement is a key document and maps our intended journey towards achieving our vision to “play a leading role in the provision of high quality education and training”.



2018 represents the second year of our five year strategy, which highlights our vision and commitment to education as a key element of economic, social and personal development. It defines four ambitious goals which Limerick and Clare Education and Training Board is pursuing, namely:

1. High Quality Student and Learner Experiences
2. Staff Support and Organisational Development
3. Good Governance
4. Partnership

Limerick and Clare Education and Training Board is committed to achieving these goals and significant progress has been made during 2018 including the launch of our ICT Strategy. In May 2018 our first Youth Work Plan was launched. Designed for implementation over the period 2018-2021, the Plan will guide the work of Limerick and Clare Education and Training Board in regard to its Youth Work functions.

During 2018, Limerick and Clare Education and Training Board Schools Enrolment accounted for 35% of overall enrolment for post-primary students for the region. Over the last 12 months, wellbeing for students and the wider school community has been brought into focus with the development and publication of the Department of Education and Skills *Wellbeing Policy Statement and Framework for Practice 2018-2023* and the commencement of its implementation, which aims to build learning environments that promote health, wellbeing and personal development. Limerick and Clare Education and Training Board Schools Division has taken actions to embed and support the new wellbeing initiatives across our 18 post-primary schools.

2018 marked a significant milestone in the ongoing reform of the Further Education and Training sector, towards a more strategic and integrated FET system. A national framework was agreed for a new process of strategic dialogue to inform the development of three year strategic performance agreements with SOLAS. The new agreement between SOLAS and Limerick and Clare Education and Training Board sets out the context, strategic priorities and the authority's contribution to the achievement of key national FET sector targets over the period 2018-2020. During 2018, the FET Division served 25,583 beneficiaries and delivered 2,104 course instances across approximately 300 community-based locations.

The proposed withdrawal from the EU of the UK has created uncertainty and will bring change to many aspects of Irish life. Many of the arrangements in place regarding education relate to the Common Travel Area with the UK. Where this is the case, no changes to these arrangements are expected but as a Board we continue to be mindful of the potential impact of Brexit on our operations.

I wish to thank all members of the ETB Board, along with the senior management team and staff throughout the organisation for their ongoing dedication and commitment over the past 12 months.

George O'Callaghan
Chief Executive

Limerick and Clare Education and Training Board



Limerick and Clare Education and Training Board – The Board

Function of Limerick and Clare Education and Training Board

The general functions of Limerick and Clare Education and Training Board, as stated in the Education and Training Boards Act 2013, shall be to:

- a) establish and maintain recognised schools, centres for education and education or training facilities in its functional area,
- b) when directed to do so by the Minister under *section 20*:
 - i. establish and maintain recognised schools in its functional area,
 - ii. establish and maintain centres for education in its functional area,
 - iii. maintain centres for education or recognised schools in its functional area, and
 - iv. establish, maintain or resource education or training facilities in its functional area,
- c) plan, provide, co-ordinate and review the provision of education and training, including education and training for the purpose of employment, and services ancillary thereto in its functional area in:
 - i. recognised schools or centres for education maintained by it,
 - ii. education or training facilities maintained or resourced by it,
 - iii. children detention schools,
 - iv. prisons, and
 - v. facilities maintained by other public service bodies,
- d) enter into arrangements with, and provide support services to, education or training providers, in accordance with *section 22*,
- e) establish scholarships in accordance with *section 24*,
- f) adopt a strategy statement in accordance with *section 27*,
- g) adopt an annual service plan in accordance with *section 47*,
- h) co-operate with any body nominated to carry out the internal audit functions under *section 52*,
- i) provide education and training at the request of, and on behalf of, any body which funds training out of money provided to that body by the Oireachtas,
- j) support the provision, co-ordination, administration and assessment of youth work services in its functional area and provide such information as may be requested by the Minister for Children and Youth Affairs in relation to such support, and
- k) assess whether the manner in which it performs its functions is economical, efficient and effective.

Ethics in Public Office Act 1995 and the Standards in Public Office Act 2001

Each member of the Board of an ETB must comply with the relevant provisions of the Ethics in Public Office Act 1995 and the Standards in Public Office Act 2001. The Ethics in Public Office Act 1995 provides for the disclosure of registerable interests by holders of designated directorships and occupiers of designated positions of employment in public bodies prescribed for the purposes of the Ethics legislation. 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.

Committees of Education and Training Boards

Part 5 44.–(1) Subject to section 45, an Education and Training Board may establish committees to–

- a) perform such one or more of its functions as, in its opinion, could be better or more conveniently performed by a committee, or



- b) advise it in relation to the performance by it of any of its functions, and may determine the terms of reference and regulate the procedure of any such committee.

(2) A committee established under subsection (1) shall consist of not more than 12 members and may, subject to subsection (9) and subsection (12)(c), consist partly of members who are not members of the education and training board concerned.

Board Meetings

1. Schedule 3: Paragraph 2 (1) of the Education and Training Boards Act 2013 – subject to the provisions of this paragraph and section 31 – every education and training board shall hold such and so many meetings, at such times, and in such places as it thinks proper.
2. Schedule 3: Paragraph 2 (2) Every education and training board shall hold at least one meeting in every 2 months other than the months of July, August and September.
3. Schedule 3: Paragraph 2 (3) Every education and training board shall hold at least one meeting during the period commencing on the 1st day of July and ending on the 30th day of September in every year.

Minutes are maintained and adopted in support of Limerick and Clare Education and Training Board meetings. Members record of attendance at Limerick and Clare Education and Training Board meetings and details of their expenses are recorded in this report.

Positive Duty

Section 42 of the Irish Human Rights and Equality Commission Act 2014 sets out the Positive Duty required of Public Bodies, including Limerick and Clare Education and Training Board. The authority, in performing its function, has regard to:

1. The elimination of discrimination
2. The promotion of equality of opportunity and treatment of its staff and the people to whom it provides services
3. The protection of the human rights of its members, staff and the people to whom it provides services

Code of Practice for the Governance of Education and Training Boards Circular Letter No 0018/2015

The primary legislation governing education and training boards is the Education and Training Boards Act 2013, which must be observed at all times. The Code of Practice for the Governance of Education and Training Boards Circular Letter No 0018/2015, whilst it sets out guidelines in certain situations, should be primarily considered as a set of standards for members and staff of the Board. Members and staff are expected to ensure that their activities in relation to the ETB are governed at all times by these standards, in letter and in spirit. Where a Board chooses not to comply with a provision of the code then a full explanation for this course of action should be provided.

The Code of Practice provides a framework for the application of best practice in corporate governance in education and training boards. Boards are required to confirm to the Minister for Education and Skills that they comply with the up-to-date requirements of the code in their governance practices and procedures.

Board members and staff of ETBs should be guided by the principles set out in the Code of Practice document in meeting their responsibility to ensure that all of their activities meet the highest standards of corporate governance.



Limerick and Clare Education and Training Board: Membership 2018

Mr	Sean	McMahon	Member from Bodies as per Section 30 (11) (b) of the Education and Training Boards Act (2013) Chairperson (August 2017 to September 2018)
Cllr	Lisa Marie	Sheedy	Limerick City and County Local Authority: Deputy Chairperson (August 2017 to October 2018)
Cllr	Mary	Howard	County Clare Local Authority Chairperson (September 2018 onwards)
Cllr	Marian	Hurley	Limerick City and County Local Authority Deputy Chairperson (October 2018 onwards)
Ms	Joan	Aherne	Staff Representative
Mr	Tony	Brazil	Member from Bodies as per Section 30 (11) (b) of the Education and Training Boards Act (2013)
Mr	Michael	Cregan	Member from Bodies as per Section 30 (11) (b) of the Education and Training Boards Act (2013)
Cllr	Cathal	Crowe	County Clare Local Authority
Cllr	Michael	Donegan	Limerick City and County Local Authority
Ms	Mary	Flanagan	Member from Bodies as per Section 30 (11) (b) of the Education and Training Boards Act (2013)
Cllr	Liam	Galvin	Limerick City and County Local Authority
Ms	Catherine	Haren de Parra	Parent Representative (Resigned from the Board July 2018)
Cllr	Michael	Hillery	County Clare Local Authority
Cllr	Gabriel	Keating	County Clare Local Authority
Mr	Gordon	Mewis	Staff Representative (Replaced Mr Sean Kennedy)
Ms	Ann	Nicholas	Member from Bodies as per Section 30 (11) (b) of the Education and Training Boards Act (2013) (Replaced Mary Margaret Valance)
Cllr	Ann	Norton	County Clare Local Authority
Mr	Dónal	Ó hAiniféin	Parent Representative
Cllr	Richard	O'Donoghue	Limerick City and County Local Authority
Cllr	Kieran	O'Hanlon	Limerick City and County Local Authority
Cllr	Elena	Secas	Limerick City and County Local Authority

Limerick and Clare Education and Training Board Meeting Dates 2018

16 th January 2018	17 th July 2018
20 th February 2018	11 th September 2018
20 th March 2018	16 th October 2018
17 th April 2018	4 th December 2018
22 nd May 2018	



Limerick and Clare Education and Training Board Finance Committee

The Finance Committee has responsibility for reviewing the income/expenditure of the ETB's major contracts and the financial aspects of the education and service plans.

Limerick and Clare Education and Training Board Finance Committee Members

Mr Tony Brazil – Chairperson

Cllr Liam Galvin

Cllr Mary Howard

Cllr Kieran O'Hanlon

Mr Fergus Dunne

Limerick and Clare Education and Training Board Finance Committee Meeting Dates 2018

20th March 2018

15th November 2018

20th June 2018

6th December 2018

11th September 2018

Limerick and Clare Education and Training Board Audit Committee

The Limerick and Clare Education and Training Board Audit Committee is responsible for monitoring the Executive in the carrying out of its functions and provides assurances to the Committee as to the adequacy and effectiveness of the internal control processes.

Limerick and Clare Education and Training Board Audit Committee Members

Marion Collins – Chairperson

Cllr Marion Hurley

Cllr Gabriel Keating

Mr Sean McMahon (September to December 2018)

Mr Declan Phillips

Mr Jimmy Browne

Ms Catherine (Kate) Haren De Parra (January to June 2018)

Limerick and Clare Education and Training Board Audit Committee Meeting Dates 2018

23rd January 2018

16th October 2018

14th February 2018

8th November 2018

2nd May 2018

5th December 2018

13th June 2018



Board Members' Expenses and Meetings Attended

Expenses are paid to Board members for travel to Board-related meetings. The aggregate expenses paid to each member in the 12 months to the 31st December 2018 are outlined below:

Board Member	Statutory Meetings	Interview Boards	Attendance at Conferences / Seminars	Finance/ Audit Committee	Board of Management Meetings	Total	No. of Board Meetings Attended
	€	€	€	€	€	€	
Ms Joan Aherne***	105	-	907	-	35	1,046	10/10
Mr Tony Brazil	-	-	-	3,743	-	3,743	9/10
Mr Michael Cregan	122	-	131	-	-	254	7/10
Cllr Cathal Crowe	-	-	-	-	15	15	4/10
Cllr Michael Donegan	164	-	-	-	-	164	8/10
Ms Mary Flanagan	463	33	-	-	191	688	9/10
Cllr Liam Galvin	170	-	-	143	82	395	5/10
Ms Catherine (Kate) Haren De Parra	319	-	350	255	148	1,072	5/10
Cllr Michael Hillery	26	-	-	-	366	392	5/10
Cllr Mary Howard*	343	7,356	491	35	215	8,440	8/10
Cllr Marian Hurley	-	1,717	-	-	-	1,717	7/10
Cllr Gabriel Keating	993	-	1,276	280	72	2,620	7/10
Mr Gordon Mewis	-	-	-	-	-	-	8/10
Mr Sean McMahon**	5,577	1,170	1,847	228	11	8,834	8/10
Ms Ann Nicolas	-	-	-	-	-	-	6/10
Cllr Ann Norton	307	6,815	-	-	54	7,176	7/10
Cllr Richard O'Donoghue	-	-	-	-	17	17	5/10
Mr Dónal Ó hAiniféin	-	-	-	-	-	-	4/10
Cllr Kieran O'Hanlon***	145	5,089	3,824	17	18	9,092	8/10
Cllr Elena Secas	30	-	-	-	-	30	8/10
Cllr Lisa Marie Sheehy	504	-	-	-	-	504	7/10
Total	€9,269	€22,179	€8,827	€4,700	€1,222	€46,198	

* Cllr Mary Howard

** Mr Sean McMahon

*** Ms Joan Aherne

*** Cllr Kieran O'Hanlon

Chairperson of Limerick and Clare Education and Training Board Sept 2018 to Dec 2018

Chairperson of Limerick and Clare Education and Training Board Jan 2018 to Sept 2018 and ETB representative on Irish Public Bodies Mutual Insurances Ltd

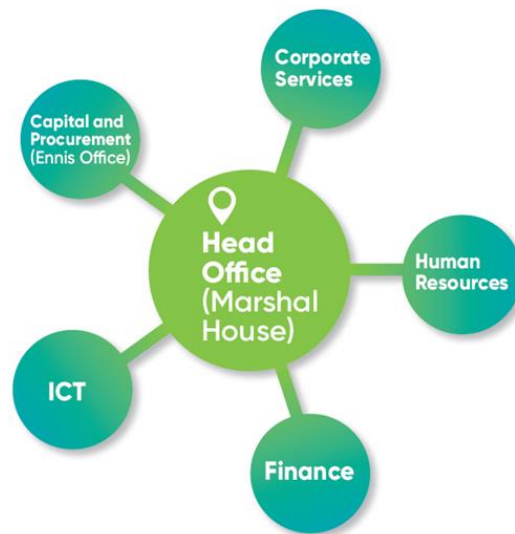
ETBI Reserve Members Forum Sept 2018 to Dec 2018

ETBI Reserve Members Forum Jan 2018 to Aug 2018



Organisational Services

In 2018 Limerick and Clare Education and Training Board embarked on Year 2 of a 5-year Strategy Statement, which charts the path for the authority's education and training provision, youth work and other statutory functions over the next 4 years to 2021. This strategy statement emphasises the role the authority will play in fulfilling the personal, social, economic and employability needs of the community served by the ETB. The authority is committed to the continuous improvement of its services in the context of the Government of Ireland's Transformation of Public Services Programme. Within Limerick and Clare Education and Training Board, the Organisational Support and Development directorate oversees the management of the ETB's resources across the Human Resources, Corporate Services, Finance, ICT and Capital and Procurement sections.



The role of the Organisational Support and Development directorate is to lead on the delivery of organisational and strategic administrative initiatives (structures, policy, systems, initiatives and interventions) which enhance the capability of Limerick and Clare Education and Training Board to deliver on the four goals outlined in the Strategy Statement and ensure best practice in terms of the authority's corporate governance. This is done in collaboration with the Directors of the ETB's Schools and Further Education and Training divisions.



Working across all 4 goals, the Organisational Support and Development function aims to deliver increased value to Limerick and Clare Education and Training Board by further enhancement of sound and coherent policies, systems and engagement processes, which ensure that the ETB is compliant with legislation, attracts



and retains high quality staff, demonstrates excellence in governance and supports the achievement of the authority's vision as defined in the Strategy Statement. The success of Limerick and Clare Education and Training Board has been built on the committed effort of its staff since amalgamation in 2013. One of the key themes which emerged from the consultation process to develop the Limerick and Clare Education and Training Board Strategy Statement was the importance of providing a supportive, collaborative, safe and healthy working environment for all staff. This theme has been reflected in *Priority Goal 2 – Staff Support and Organisational Development*. Limerick and Clare Education and Training Board continued to develop and update relevant policies and procedures during 2018 to ensure compliance with relevant legislation, best practice, customer service and corporate governance. The following policies were adopted by Limerick and Clare Education and Training Board in 2018:

Policy

- Limerick and Clare Education and Training Board Data Protection Policy
- Limerick and Clare Education and Training Board Data Breach Protocol
- Limerick and Clare Education and Training Board CCTV Policy
- Limerick and Clare Education and Training Board 2017 Annual Report
- Limerick and Clare Education and Training Board Procedure for Processing Complaints made by Parents/Guardians of Students or Adult Learner(s) currently enrolled in a Limerick and Clare Education and Training Board School/Centre against a Staff member employed by Limerick and Clare Education and Training Board

Good progress was made with a programme of planned improvements during 2018, including identifying e-business solutions and reviewing existing processes. Limerick and Clare Education and Training Board remains committed to the continuous improvement of its services in the context of the Government of Ireland's Transformation of Public Services Programme and the policy framework outlined in *Our Public Service 2020*. The authority worked on a number of key themes and initiatives during 2018 including:

Information Communications Technology: Limerick and Clare Education and Training Board formally launched its ICT Strategy in March 2018. This strategy provides a roadmap to enhance and improve the use of ICT in teaching, learning and administration practices across the organisation in the short to medium term. This ICT Strategy aims to identify and plan for the implementation of actions to improve the services offered by the authority. The ICT Strategy presents a realistic vision for the development, enhancement and integration of ICT across the organisation. Currently, strategic priority key performance indicators are being effectively delivered. Given the significant changes in the Education and Training sector in recent years, the use of ICT in assisting and supporting the change process is a key focus of the plan.

Legal and Compliance: Limerick and Clare Education and Training Board successfully carried out face-to-face training and also implemented an online training system for all staff on the General Data Protection Regulations, which became effective on the 25th May 2018. Information on GDPR forms part of induction training for all staff. Demonstration of compliance is on-going with the Data Protection Policy, Records Retention Policy, Data Breach Policy and Privacy Statements for staff/members/learners/students under constant review. This was a significant piece of work given the number of staff (2,500) and the number of learners who use the authority's services (35,266). During 2018, Limerick and Clare Education and Training Board also successfully procured the services of a Records Management Company for storage of records. The authority had 21 data access requests in 2018.

The **Corporate Risk Management Policy** was approved in 2017 and based on this a business plan was prepared which outlines Limerick and Clare Education and Training Board's commitment to the provision of a risk register reflecting Organisational Support, Further Education and Training and Schools. Training was facilitated for management of each section and based on this the overall Corporate Risk Register was prepared for audit review.



In respect of **Freedom of Information** Education and Training Board received 10 FOI requests. These requests came from journalists, interest groups, staff and parents. 8 requests were granted, 1 was refused and 1 turned down as no records existed. Limerick and Clare Education and Training Board received one alleged Protected Disclosure which was deemed not to come under the terms of the Protected Disclosures Act 2014.

Insurance and Legal issues: Support and advice is provided by the Corporate Services section to all staff throughout the organisation in respect of legal issues arising, potential claims, and personal injuries claims.

Health and Safety: Limerick and Clare Education and Training Board aims through the control of risks and an on-going policy of risk reduction to ensure that accident/incident or near miss occurrences are avoided, thereby safeguarding the safety, health and welfare of staff, students and contractors who have reason to enter any of the authority's buildings. The ETB had 5 reportable accidents to the Health and Safety Authority during 2018. Limerick and Clare Education and Training Board is in the process of procuring a Health and Safety compliance tool.

Official Language Scheme: Limerick and Clare Education and Training Board is guided by the principles and committed to implementing the obligations arising from the Official Languages Act 2003.

Human Resources: Limerick and Clare Education and Training Board Human Resources section managed the recruitment and selection of 199 posts in 2018, ensuring compliance with best practice and the fulfilment of statutory obligations. In addition, a range of HR-related services were provided in support of all staff in schools, centres and head office. 2018 saw a number of changes to the Further Education and Training sector with the advent of new apprenticeships and an increase in demand for existing apprentices. Limerick and Clare Education and Training Board has been heavily involved in the recruitment of apprenticeship instructors to meet this new and existing demand. There is a commitment nationally to have 50,000 apprenticeship and traineeship places by 2020. With a focus on Skills for the Economy and to ensure that the needs of business and industry are met in 2018, HR was involved in the recruitment of staff in terms of a pipeline supply to meet the need for upskilling of people in employment with the introduction of a number of courses in these areas where skills gaps were identified.

The authority's post-primary schools were allocated 30 additional posts of responsibility in 2018. HR managed this internal recruitment process leading to the strengthening of Leadership and Management teams within our schools, with emphasis on achieving the highest standards of educational outcomes for students to sustain an environment that underpins high quality in student care, learning and teaching.

Shared Services: The development of the national shared services framework for ETBs covering the payroll and finance functions is progressing. Limerick and Clare Education and Training Board is preparing for this migration. The authority continues to use a dual financial system, which has operated since the transfer of the former SOLAS training centres in Raheen and Shannon to Limerick and Clare Education and Training Board on the 1st July 2014.

Capital and Procurement: During 2018, the Department of Education and Skills signed a Memorandum of Understanding with the Office of Government Procurement (OGP) setting out the relationship between the OGP and the sector. Further work has been progressed with a view to providing the Education and Training sector with a sector-wide procurement shared service, while remaining aligned to the Office of Government Procurement model. In addition to the development of Multi-Supplier Frameworks for the purchase of routine supplies and services, during 2018, Limerick and Clare Education and Training Board continued to progress a number of large infrastructural projects including the commencement of works in November 2018 on a new school building for Coláiste Chiaráin, Croom. Limerick and Clare Education and Training Board worked closely with the DES and SEAI to co-ordinate the National Pilot Energy Efficiencies in Schools 2018 project focusing on energy retrofits on various schools throughout the country.



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 Limerick and Clare Education and Training Board. These requirements include the preparation of annual accounts in a format prescribed by the Department of Education & Skills and the audit of these accounts by the Comptroller and Auditor General. Financial control systems are in place to ensure compliance with these requirements and to ensure the effective achievement of objectives.

Sources of Funding: Limerick and Clare Education and Training Board is funded primarily by the Department of Education and Skills (DES) for the delivery of its second level and SOLAS and DES for Further Education and Training provision. In 2018, funding for particular projects was also provided by other Government of Ireland departments and agencies including:

- Department of Rural and Community Development
- Department of Employment Affairs and Social Protection
- Department of Children and Youth Affairs
- Department of Business, Enterprise and Innovation
- European Union
- Funds are also raised through charges for services such as tuition fees, rent of rooms and activities at local level

Limerick and Clare Education and Training Board is audited annually by the Office of the Comptroller and Auditor General (C&AG) who presents a report on the Board's financial stewardship to the Oireachtas. Limerick and Clare Education and Training Board's receipts for the 12 months ending the 31st of December 2018 were €155,032,534. Of the total receipts in 2018, €20,025,211 were in respect of the Capital Programme.

Chief Executive's Salary: In accordance with pay scales approved by the Department of Education and Skills, the Chief Executive was paid €129,417 (excluding ER's PRSI) in the year ended 31st December 2018. The Chief Executive received domestic travel expenses of €10,866 in 2018 and undertook foreign travel for Limerick and Clare Education and Training Board business purposes during 2018 for which he received foreign travel expenses of €992. The Chief Executive is a member of an unfunded defined benefit public sector pension scheme and the pension entitlements do not extend beyond the standard entitlements available under the scheme.



Financial Summary for the year ended the 31st December 2018

Limerick and Clare Education and Training Board

Operating Statement for the Year Ended 31st December 2018 *

	Year Ended 31/12/2018	Year Ended 31/12/2017
RECEIPTS	€	€
Post-Primary Schools & Head Office Grants	73,043,028	69,177,687
Further Education and Training Grants	52,714,476	52,376,515
Student Support Services Grants	-	3,000
Youth Services Grants	2,678,924	2,462,327
Agencies & Self-Financing Projects	6,570,895	6,567,253
Capital Grants	20,025,211	12,932,614
	<u>155,032,534</u>	<u>143,519,396</u>
PAYMENTS		
Post-Primary Schools & Head Office	73,085,181	68,681,782
Further Education and Training	52,931,937	50,469,225
Student Support Services	-	-
Youth Services	2,686,244	2,427,456
Agencies & Self-Financing Projects	6,516,640	6,645,928
Capital	17,286,503	12,597,936
	<u>152,506,505</u>	<u>140,822,327</u>
Cash Surplus / (Deficit) for Period	<u>2,526,029</u>	<u>2,697,069</u>
Movement in Other Net Current Assets	<u>(2,414,359)</u>	<u>(3,006,967)</u>
Accrual Revenue Surplus / (Deficit) for Period	111,670	(309,898)
Revenue Surplus / (Deficit) at 1 January	(389,927)	(80,029)
Revenue Surplus / (Deficit) at 31 December	<u>(278,257)</u>	<u>(389,927)</u>

* **Please Note:** The Limerick and Clare Education and Training Board Operating Statement for the year ended the 31st of December 2018 is subject to audit by the Office of the Comptroller and Auditor General at the time of publication of the Limerick and Clare Education and Training Board Annual Report for 2018



Schools Division

Limerick and Clare Education and Training Board is responsible for the management and operation of 18 post-primary schools in Limerick and Clare (in addition to one dedicated PLC College, Limerick College of Further Education, which is funded through the Post-Primary section of the DES). In addition to the management of the post-primary schools, the division also has responsibility for Youth Work Services and Outdoor Education. In 2018 Limerick and Clare Education and Training Board Schools Enrolment was 35% of overall enrolment for post-primary students for the region. Limerick and Clare Education and Training Board schools provide a welcoming and inclusive environment, have a commitment to excellence in teaching and learning, provide strong school leadership, an inviting school culture and are dedicated to ensuring each student reaches their potential.

The Schools Division works closely with both the Organisational Support and Development and the Further Education and Training Divisions of the authority to deliver on the four goals outlined in the Limerick and Clare Education and Training Board Strategy Statement 2017-2021. These are:



The overall aim of the Schools Division is to add value to the individual ETB schools by providing a range of supports to further enhance the student experience and student outcomes. This is achieved through consultation with Principals, identification of priority areas, addressing the systemic requirements from the Department of Education and Skills and also through partnership with the key providers from the DES support services such as Professional Development Service for Teachers, Junior Cycle Team, National Council for Special Education Needs and other relevant bodies. The Schools Division provides supports through two main service delivery pillars, namely *Quality Learning and Teaching* and *Student and Staff Support* whose work encompasses the following:

- Development of an inclusive policy framework for our students
- Advice and support regarding curricular and educational planning
- Support and guidance of student support teams
- Section 29 Appeals
- Parental complaints process
- Support with School Self-Evaluation and School Improvement Plans and DEIS
- Supporting schools in the implementation of the DES Quality Framework for Schools - *Looking at our Schools (LAOS)*
- Support for students at risk
- Supporting Student and Parent voice
- Training and support for Boards of Management



Individual schools are supported by Limerick and Clare Education and Training Board to enhance their role in communities by increased collaboration and communication with all stakeholders including students, parents, local sporting, community and voluntary organisations. Programmes on offer in Limerick and Clare Education and Training Board post-primary schools include:

- Junior Certificate
- Transition Year Programmes
- Leaving Certificate
- Leaving Certificate Vocational Programme
- Applied Leaving Certificate Programmes

Subjects on offer through the schools' curriculum include science, technology, engineering, maths, (STEM) languages, humanities and arts at both Junior and Senior levels. A focus on the holistic development of our students involves encouraging engagement in extra-curricular activities including sport, drama, music, science, entrepreneurship, debating and multimedia projects. Limerick and Clare Education and Training Board schools continue to attract a significant cohort of post-primary students with a total of 9,683 enrolled in September 2018.

Limerick and Clare Education and Training Board Enrolments: 30th September 2018 and Projections September 2019

Roll No	School	Actual 30/09/18	Projected 30/09/19
70830N	Ennis Community College, Ennis, Co. Clare	503	503
70840Q	Ennistymon Vocational School, Ennistymon, Co. Clare	260	260
70860W	St Michael's Community College, Kilmihil, Co. Clare	228	230
70880F	St Joseph's Community College, Kilkee, Co Clare	138	139
70900I	Scariff Community College, Scariff, Co. Clare	414	440
70901K	St Anne's Community College, Killaloe, Co. Clare	570	570
71700F	Coláiste Mhuire, Askeaton, Co. Limerick	403	415
71790J	Desmond College, Newcastle West, Co. Limerick	341	380
71840V	Coláiste Chiaráin, Croom, Co. Limerick	791	688
71850B	Hazelwood College, Dromcollogher, Co. Limerick	532	573
71930W	Limerick College of Further Education, Limerick	1116	1093
76061W	Coláiste na Trócaire, Rathkeale, Co. Limerick	471	495
76070A	Coláiste Iósaef, Kilmallock, Co. Limerick	418	437
76073G	Castletroy College, Castletroy, Co. Limerick	1210	1212
76075K	St John Bosco Community College, Kildysart, Co. Clare	226	264
76093M	Coláiste Íde agus Iosef, Abbeyfeale, Co. Limerick	707	689
76101I	Gaelcholáiste Luimnigh, Meál Sior Anraí, Luimneach	635	656
76414G	Thomond Community College, Moylish Park, Limerick	504	540
76476F	Mungret Community College, Mungret, Co. Limerick	216	363
	TOTALS	9683	9947



Highlights During 2018

Principals' Forum Meeting: The role of Limerick and Clare Education and Training Board's Schools Division is to add value to the work already undertaken by schools across its community. A number of working groups also progress the work of the Principals' Forum between meetings. As part of this process, a number of areas were addressed including educational planning, timetabling and curricular planning for the new Junior Cycle, managing critical incidents in schools, Risk Management, Policy Development, Children First Guidelines, Education (Admissions to School Act) 2018 and Leadership and Management in Post-Primary Schools Circular 03/2018.

Leading Learning and Teaching and Teaching Framework: The Leading Learning and Teaching Framework continues to support schools in continuously improving the quality of learning experiences for our students. Individual visits to schools totalled 90, including the support of School Self Evaluation (SSE), Delivering Equality of Opportunity in Schools (DEIS); and the quality framework for schools Looking at Our Schools (LAOS) was provided to all schools. Sessions for the Curriculum Leaders across the authority's schools were facilitated on 19th January and 21st September to support the sharing of good practice and networking. A training for trainers' session was delivered to new Curriculum Leaders and also the Special Education Needs Co-ordinators on Friday 14th September.

Exploring Leadership: The concept of teachers as leaders is vital to improving the educational experiences and outcomes for students. It is also evidenced in the Department of Education and Skills Quality Framework for Schools Looking at Our Schools (LAOS). In responding to this, 120 teachers across our 18 schools were given the opportunity to engage in two workshops exploring leadership in March/April, and again in September in response to a waiting list for the programme. The content was developed and delivered by the Director of Schools and a sub-group of Principals who kindly shared their own leadership journey. Leadership development is and will continue to be an integral part of Limerick and Clare Education and Training Board's Schools Division.

Special Education Teaching: The Department of Education and Skills in September 2017 introduced a new Special Education Teaching Model as per Circular 0015/2017. The model of allocation moves away from the requirement for students to have a psychological assessment to where the resources are allocated to the students with the greatest need. A task group was established in 2017 to assist schools in transitioning to the new model. Six Limerick and Clare Education and Training Board schools were identified to pilot the new model of allocation. The authority's schools have also joined Mary Immaculate College's network of Special Education Needs Co-ordinators facilitated by Dr Johanna Fitzgerald and a programme of continuous professional development and professional development is being further enhanced. The pilot schools are being supported to facilitate a whole school approach to inclusive education.

Digital Leaders: Another element of the Leading Learning and Teaching initiative is support of digital leaders, with induction training and Office 365 training being delivered. The digital leaders are networked with curriculum leaders and SENCOS. Further supports and networking are planned.

New Junior Cycle: The authority's schools are participating and hosting the Cluster-Based Continuous Professional Development provided by the Junior Cycle Team to Support Implementation of Junior Cycle Framework. The feedback from the sessions has been positive. Further sessions are planned for the rollout of the new Junior Cycle.

English as an Additional Language (EAL): Three workshops for primary, post-primary and youth workers working with students for whom English is an additional language were facilitated in March, April and May. The workshops explored how to create an inclusive school and also the assessment of and support of language skills development. The programme was developed with City of Dublin Education



and Training Board's Lone Children Education Services, Limerick Education Centre and Limerick and Clare Education and Training Board.

The STEM Alliance Pilot Initiative: A new innovative, industry-led project that aims to encourage young people to become engaged and interested in STEM was signed in the Mid-West between Limerick and Clare Education and Training Board and regional industry clusters Limerick for Engineering and Limerick for IT. The objective is to promote awareness and understanding of the importance and relevance of STEM to everyday life and increase awareness of career opportunities that exist on their doorstep. The project focus is on empowering teachers and young people to experience and become knowledgeable about STEM skills for life.

The STEM Industry & Education Partnership will deliver a programme with Limerick and Clare Education and Training Board schools in the region; engaging and immersing educators, students and families in STEM experiences, highlighting and increasing the awareness around the importance of STEM and the career opportunities that exist. This will be achieved by establishing relationships with STEM enterprise and industry, schools and educators, further and higher-level institutions, and the wider STEM community and thus fostering a culture of collaboration for professional learning in STEM education.

This innovative STEM Education pilot project, the first of its kind in Ireland, will lead the way in developing a model or framework that could be adopted by initiatives and fora across Ireland and internationally.

Student Support Team: Support and Supervision Meetings with the individual student support teams in the authority's schools facilitated by the Psychological Support Officer, with the teams continuing to be pro-active in supporting students at risk. The student support team co-ordinators met twice (in April and December).

Student Support Team Conference: A meeting of Student Support Team Co-ordinators was held on 29th May in Killaloe, Co. Clare. The theme for the conference was 'Caring for our Frontline Careers', topics covered included: secondary traumatisation and building a reservoir of self-care.

Safeguarding Working Group: This group has members from both Schools and Further Education and Training. It continues to support the implementation of the Children First Guidelines 2017 and the Department of Education and Skills Child Protection Procedures for Primary and Post-Primary Schools 2017. This involves the provision of training to Designated Liaison Persons (DLPs), support and guidance with risk assessments, training and support to Boards of Management and development of policies and resources.

Physical Education JCT Wellbeing Pilot: Mungret Community College and the authority's two Outdoor Education Centres in the Burren and Kilfinane participated in a pilot on developing a short unit in Outdoor Learning, to support Physical Education and Wellbeing in the Junior Cycle. It had the following objectives: 1) to explore challenge, achievement and team work through Outdoor Learning and 2) to promote student wellbeing, increase student awareness of wellbeing and help develop skills and understanding towards maintaining wellbeing for life. The pilot is to be mainstreamed and is now available to other schools.

Pilot Staff Wellbeing Programme: As a person-centred organisation, ETB staff members are the authority's key resource. The wellbeing of ETB staff has a direct correlation with the wellbeing of ETB school communities. Recognising the importance of staff wellbeing, a pilot initiative has been underway in a number of ETB schools. Additional schools joined the programme in the 2018 school year,



with six schools participating. The support involves survey staff, setting up a team, sharing resources and supporting the school to develop a staff wellbeing plan.

Core Values for Education and Training Board Schools: Education and Training Boards Ireland (ETBI) has facilitated consultation sessions with all 16 ETBs on the development of core values for our schools. Two sessions were held with Limerick and Clare Education and Training Board Principals and Deputy Principals in September and November 2018. This consultation will inform the development of core values for the Education and Training Board Sector.

Inspection Reports: The Department of Education and Skills Inspectorate conducted a number of inspections in 2018 on our schools. The following reports from 2018 are published on the Department of Education and Skills website.

Date	School	Inspection
10.10.18	Coláiste Na Trócaire, Rathkeale	Whole School Evaluation
24.01.18	St John Bosco Community College, Kildysart	Science
3.05.18	St Anne's Community College, Killaloe	Science & Chemistry
11.05.18	Thomond Community College, Moylish	English

Limerick and Clare Education and Training Board very much welcomes the feedback and support provided by the inspectorate.



Further Education and Training Division

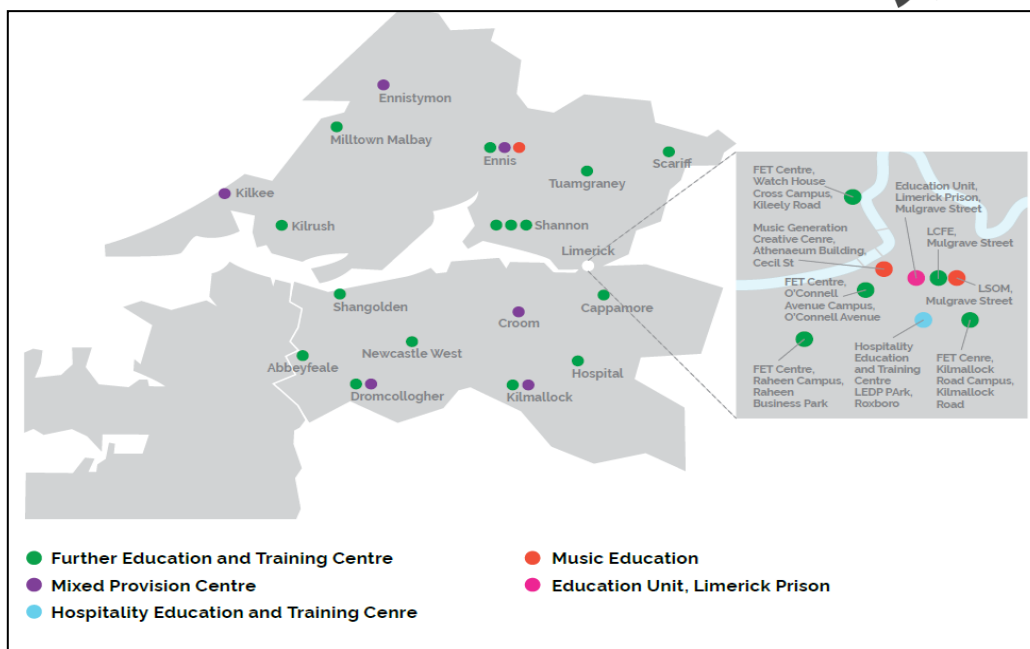
The Further Education and Training Act 2013 established SOLAS to manage, co-ordinate and support the delivery of an integrated Further Education and Training strategy by the 16 Education and Training Boards (ETBs). The work of Limerick and Clare Education and Training Board's Further Education and Training (FET) Division is underpinned by the strategic direction set in the SOLAS Further Education and Training Strategy 2014-2019 and the SOLAS Corporate Plan 2017-2019. This work is operationalised locally through the authority's FET Division Strategic Framework 2015-2020 and the Limerick and Clare Education and Training Board Strategy Statement 2017-2021.



Within this context and working closely with a range of partners including SOLAS, the Department of Education & Skills (DES), the Department of Employment Affairs & Social Protection (DEASP), Enterprise and Community Partners, the authority's FET Division delivers a suite of provision (both full-time and part-time) in over 300 locations in Limerick and Clare. The Director of FET works closely with both the Director of Schools and the Director of Organisational Support and Development to deliver on the four goals outlined in the Limerick and Clare Education and Training Board Strategy Statement.



2018 was another busy year for the FET Division, which delivers a range of learning opportunities from Level 1 to Level 6 of the National Framework of Qualifications (NFQ), focused on both core and specific skills development, as well as a range of learner supports to facilitate the active inclusion of people in Limerick and Clare. There are 26 FET Centres within the authority's FET Division, with 33 QQI registered centres.



In 2018, the FET Division served 25,583 beneficiaries, delivered 2,104 course instances across approximately 300 community-based locations, from a budget of €52.7m. The 2018 FET provision is summarised as follows:

25,583 FET Beneficiaries in 2018	
Part-Time Provision	
Adult Literacy Groups	2,988
ESOL	1419
ITABE	157
BTEI	2805
Skills for Work	283
Community Education	4408
Evening Training	1404
Cooperation Hours	2146
Specialist Training Providers	225
Justice Workshops	30
Refugee Resettlement Programme	22
Self-Financing	2857
Total Part-Time Provision	18,744
Full-Time Provision	
Apprenticeship	1436
Traineeship	312
Bridging and Foundation Training	27
Community Training Centre	244
Local Training Initiative	200
Post Leaving Certificate (PLC) Provision	2575
Specific Skills Training	643
VTOS	871
Youthreach	531
Total Full-Time Provision	6,839



Fields of Learning			
- Agriculture, Horticulture and Mariculture	16	- Hairdressing, Beauty, Complementary Therapies	29
- Animal Science	10	- Health, Family other Social Services	168
- Arts & Crafts	24	- Information Technology	11
- Built Environment	15	- Management	4
- Business, Administration	98	- Manufacturing	3
- Core ICT	36	- Media Graphics Communications	21
- Core Personal	778	- Research and Education-Training	4
- Engineering	3	- Sales & Marketing	15
- Engineering (IT)	2	- Science and Technology	2
- Engineering (Mechanical)	34	- Security, Guarding & Emergency Services	10
- Engineering (Transport)	13	- Skills Sampling	12
- Entrepreneurship	2	- Sport and Leisure	18
- Financial Services	8	- Tourism	10
- Food and Beverage	22	- Transport, Distribution & Logistics	28
- General Learning	701	- Web Development & Design	7

2018 marked a significant milestone in the reform of the FET sector, towards a more strategic and integrated FET system. A national framework was agreed for a new process of strategic dialogue to inform the development of three year Strategic Performance Agreements with SOLAS. The new agreement between SOLAS and Limerick and Clare Education and Training Board sets out the context, strategic priorities and the authority's contribution to the achievement of key national FET sector targets over 2018-2020. It also articulates Limerick and Clare Education and Training Board's commitment to supporting the implementation of a range of national policies and strategies relevant to FET provision and identifies the key risks and challenges which must be mitigated and addressed in order to ensure successful delivery of this agreement. The FET Division also works towards the implementation of the Limerick and Clare Education and Training Board's Strategy Statement 2017-2021, which provides strategic directions for education and training programmes and services in Limerick and Clare.

As part of its annual planning and reporting process, the FET Division produces a comprehensive Annual Report which is submitted to SOLAS. A selection of highlights from the 2018 Annual Report includes the following:

Enterprise Engagement: The FET Division is committed to enhance and maximise its engagement with employers to ensure the relevance of its provision for the benefit of FET learners, and to enhance its capacity to meet the skills needs of the Mid-West region. A range of strategies have been developed to advance this work and meet the needs of the economy, communities and individuals. In 2018, several initiatives emerged from this strategic approach including the **Limerick for Engineering Showcase** which was attended by over 1000 people in March.

Active Inclusion: Established in June 2018, the **FET Active Inclusion Support Service (AISS)** is responsible for the development and implementation of a range of new partnership practices, interventions and supports, to contribute to breaking the cycles of disadvantage that can prevent some from fulfilling their full potential and to foster an on-going organisational commitment to strengthen our inclusive practices and policies. It looks at specific supports needed to address the challenges encountered by learners from vulnerable groups seeking to engage with FET, including the under 25s, the long-term unemployed, people with disabilities and members of migrant communities.



Unemployment Blackspots: Despite positive developments in recent years for the Mid-West, unemployment blackspots remain, and must be addressed. During 2018, the FET Active Inclusion Support Service was established and, working with the Enterprise Engagement Support Service in partnership with the DEASP and local community groups a number of specific purpose pilot projects were undertaken to specifically target unemployment blackspot areas. Pilot projects were designed to offer an innovative approach to deal with unemployment in these areas.

Apprenticeships and Traineeships: In 2018, significant efforts were invested by the FET Division to identify new apprenticeships and traineeships, in accordance with its commitment towards the national targets included in the strategic agreement with SOLAS. A range of new traineeships have been developed including an Aircraft Structures Technician Traineeship (developed in partnership with Lufthansa Technik), with new intake of learners in March and November 2018 in the Shannon Campus and the **Career Traineeship Food & Beverage Diploma** in the Hospitality Education & Training Centre which has been very successful, with 100% of trainees gaining employment. The new National Apprenticeship in Professional Hairdressing (Level 6) is being developed by a Consortium Steering Group (CSG) with Limerick and Clare Education and Training Board as 'co-ordinating provider'. There has been significant support for this programme, with all 16 ETBs committed as collaborating providers. This programme has been in development since March 2018, and approval was granted for the submission of the developed Hairdressing Apprenticeship programme to QQI for validation in January 2019. The **Mid-West Apprenticeship and Traineeship Careers Showcase** was held in November 2018 in Limerick. Over 1,000 people attended the event, which was well supported by Limerick and Clare Education and Training Board schools, which were facilitated with transport to attend the event.

Information, Recruitment and Guidance Support Service: Providing professional and confidential guidance support to learners is a priority for all FET provision. In 2018, the Information, Recruitment and Guidance Support Service in Co. Clare, Limerick City and Co. Limerick reached 4,585 beneficiaries through one-to-one and group meetings, as well as through general public queries. In 2018, continued emphasis was placed on integrating the FET career guidance and information provision, with development of Information Hubs and liaison with Career Guidance staff in post-primary schools e.g. STEM Alliance. The FET Integrated Guidance Group continued to meet quarterly, working closely together to identify joint-objectives and initiatives, while also collaborating with the Mid-West Regional Skills Forum, the FET Enterprise Engagement Support Service and other education partners. The priority to develop accessible and dedicated guidance spaces was highlighted with the launch of the new guidance hub in O'Connell Avenue Campus, Limerick, which includes touchscreen kiosks.

In 2018, a **Review of Community Education Provision** was carried out to explore the resourcing, planning and delivery of Community Education in Limerick City, and to inform and strengthen its future development. A report was launched and presented to Community Education tutors and representatives from community organisations in December 2018, highlighting 15 recommendations. These included developing a framework document which charts the strategic direction of community education, putting in place a Memorandum of Understanding with community education partners, creating an areas-based planning and application model, ensuring resources are aligned to workload and priorities, strengthening evidence-based planning, outcomes tracking and creating and resourcing specialist community education outreach roles.

Limerick and Clare - a Learning Region: In 2018, Limerick and Clare Education and Training Board continued to chair the Learning Limerick Steering Group, a multi-sectoral partnership group committed to advancing Limerick as a Learning Region. Learning Limerick is a member of the UNESCO Global Network of Learning Cities. One of the flagship activities of Learning Limerick is its annual Learning



Festival, which took place in March 2018 for the 8th consecutive year under the theme 'Limerick Together for Equitable and Inclusive Learning'. With over 250 events, all free-of-charge and available to everyone, the festival was a huge success. An International Learning Cities seminar was held in March 2018, with guest speakers from partner learning cities and regions including Cork, Belfast and Bristol.

Investment in Facilities: A rebranding effort continued to be rolled out in 2018, and was compounded by significant investments in FET facilities across Limerick and Clare. In 2018, significant investments were allocated to improvements in all FET facilities, to make **FET learning spaces fit-for-purpose and excellent for both staff and learners**. Cross-programmes FET campuses have also provided hubs for communities, and provide valued opportunities for staff and learners to share experiences and good practice.

Quality Assurance: In 2018, key developments took place both at governance and at operational level. Where significant progress was made against the 2018 Quality Improvement Plan agreed between QQI and the FET Division. Quality Assurance governance structures were also reviewed and updated as per sector governance framework while a City & Guilds super-centre was established, with a single provider structure and QA governance approved by City & Guilds.

Professional Development: 2018 was a significant year in terms of professional development, due to the development of the **FET Professional Development Action Plan 2019-2021**. The action planning process was facilitated by the FET Planning and Evaluation Officer, working with a FET Planning Group, comprising 18 learning practitioners (managers, guidance personnel, administration and ancillary staff) from full-time and part-time FET provision. In 2018, 97 professional development events took place across the FET Division, attended by 1541 staff. These events account for structured PD events which were centrally organised or funded through the PD budget. As developments continue towards an integrated FET Division, networking and practice-sharing events remain a high priority.

Technology-Enhanced Learning: The year saw a focus on the implementation of the TEL Action Plan led by the TEL Implementation Team and its sub-groups with Sub-group 1 working on actions focused on Staff and Learners digital capacity and Sub-group 2 focusing on innovation and collaboration. In addition to these targeted programmes, a comprehensive range of local TEL PD Workshops were delivered in a diverse range of topics including Moodle, SharePoint, TEL tools for teaching and Learning, Interactive Whiteboards, Office 365 & Teams, Safely Sourcing resources online, ePortfolios and Digital Badges for Learning. It continued to award digital badges to staff attending CPD and has now developed badges for 45 programmes, with the number growing on an on-going basis.

Co-operation with Other Institutions: Co-operation with other institutions refers to teaching services provided by Limerick and Clare Education and Training Board to a range of education, training and social service organisations. Following an application process, a range of organisations and projects are allocated teaching hours by the Department of Education and Skills. In 2018, the FET Division served 2,146 beneficiaries through co-operation. Organisations include Community Training Centres and Workshops, Limerick Prison Education Unit and Limerick School of Music. Co-operation hours were provided in 2017 through the FET Office in partnership with a range of groups including: Catherine McAuley School, Limerick Social Services, Céim Ar Chéim, and Coiscéim, various Youth Projects including the Limerick Youth Service, Maoin Cheoil, the Clare Immigrant Service and St Anne's Special School in Ennis.

Partnership: In addition to formal co-operation through provision of teaching services, one of Limerick and Clare Education and Training Board's strategic priorities is to work in partnership with the major stakeholders in Limerick and Clare. During 2018, the FET Division was asked to chair the newly



established Digital Inclusion Working Group as part of the Limerick Digital Strategy 2017–2020. The purpose of the group is to ensure that the actions relating to digital inclusion in the Limerick Council’s Building Ireland’s First Digital City – Smart Limerick Roadmap are achieved. The group agreed Terms of Reference in 2018 and will be working to deliver key inter-agency actions in 2019.



Youth Work Function

The development of Youth Work services in Limerick and Clare Education and Training Board is under the remit of the Director of Schools. The Education and Training Boards Act 2013, which incorporates the definition of youth work as set out in the Youth Work Act 2001, outlines the key role of the statutory sector as one of supporting the development of youth work programmes and services and promoting greater co-ordination with other services for young people. The statutory function of the Limerick and Clare Education and Training Board, as set out in the Act, is to 'support the provision, co-ordination, administration and assessment of youth work services in its functional area and provide such information as may be requested by the Minister for Children and Youth Affairs in relation to such support'. *Better Outcomes, Brighter Futures – the National Policy Framework for Children & Young People 2014-2020* has a vision for "Ireland to be one of the best small countries in the world in which to grow up and raise a family, and where the rights of all children and young people are respected, protected and fulfilled; where their voices are heard and where they are supported to realise their maximum potential now and in the future."

In accordance with Section 44 of the Education and Training Boards Act 2013, Limerick and Clare Education and Training Board has established a Youth Work Committee which makes recommendations to the authority on the performance of its functions under Section 10 of the Act.

(j) Support the provision, co-ordination, administration and assessment of youth work services in its functional area and provide such information as may be requested by the Minister in relation to such support

(k) Assess whether the manner in which it performs its functions is economical, efficient and effective.

Chaired by Cllr Kieran O'Hanlon, the following organisations are represented on the Youth Work Committee:

- Limerick and Clare Education and Training Board x 3 Reps
- Limerick Youth Service
- Clare Youth Service
- Irish Girl Guides (non-voting member)
- Foróige (Southern Area Manager) (non-voting member)
- Scouting Ireland
- TUSLA Child & Family Agency
- Limerick City and County Council
- Clare Garda Division
- Comhairle na nÓg Clare x 2 members (1 voting)
- Comhairle na nÓg Limerick x 2 members (1 voting)
- Limerick City-Wide Youth Forum

In fulfilling its statutory functions regarding youth work, Limerick and Clare Education and Training Board's Youth Officer Team works in partnership with a range of key agencies, both voluntary and statutory, which have a role in the provision of services for young people in the region.



Highlights during 2018:

The Chief Executive of Limerick and Clare Education and Training Board launched the authority's first **Youth Work Plan** on the 31st May 2018. Designed for implementation over the period 2018–2021, the Plan will guide the work of Limerick and Clare Education and Training Board in regard to its Youth Work functions.

The final weeks of 2018 saw Limerick and Clare Education and Training Board being named as one of just three ETBs selected to pilot a **Local Creative Youth Partnership**. This initiative of Creative Ireland seeks to animate the core proposition that participation in cultural activity drives personal and collective creativity, with significant implications for individual and societal wellbeing and achievement.

In 2018 Limerick and Clare Education and Training Board was successful in securing funding from the Department of Children and Youth Affairs (DCYA) under the **Targeted Youth Funding Scheme (TYFS)** for two initiatives in the region. New funding enabled the setting up of a community-based project in the Garryowen area of Limerick City which will be operated by the Limerick Youth Service in collaboration with the ETB and others. The augmented funding strand of the TYFS has supported the Foróige-operated Croom Youth Project to consolidate and expand the supports available to young people in that area.

The Education and Training Boards Act 2013 recognises that youth work is delivered to young people by, predominantly, organisations in the voluntary sector. In the autumn of 2018 the Charities Regulatory Authority launched its **Charities Governance Code** which sets out the systems and structures that must be in place to verify good governance within organisations with charitable status. The code highlights that "good governance involves putting in place systems and processes to ensure that your charity achieves its charitable objectives with integrity and is managed in an effective, efficient, accountable and transparent way". All reputable charitable organisations would accept this but implementing the code will have resource implications for those organisations and for Limerick and Clare Education and Training Board in its work to support them.

In 2018 the **Capital Funding Scheme**, administered by Limerick and Clare Education and Training Board on behalf of the DCYA, made some €200,000 available to 15 youth work organisations to carry out minor infrastructure works, health and safety upgrades or acquire essential equipment such as ICT hardware.

The launch of the **National LGBTI+ Youth Strategy** saw some small funding opportunities made available through Limerick and Clare Education and Training Board to support youth work organisations that are making a difference in the lives of young LGBTI+ people.

In order to enhance the **skills of staff** members who work with young people and facilitate the provision of better practice and quality work, during 2018, Limerick and Clare Education and Training Board facilitated the delivery of the following:

- Support and Supervision Training for staff and management of the YPFSF-funded projects in Limerick City;
- Training for project staff on Child Safeguarding Statements and Mandatory Reporting delivered by NYCI personnel;
- Training on the Measurement and Oversight tools, as developed by DCYA, for staff on New and Augmented projects located in the administrative areas of Cork ETB and Limerick and



Clare Education and Training Board. The training was jointly delivered by Youth Officers from both ETBs;

- Training for youth workers from across the region on the Youth Identity Project – a toolkit developed by Clare Youth Service that is used to support young women to explore the idea of identity and how it is shaped.

Across the Limerick and Clare region in 2018 some 1,306 adult volunteers working in more than 100 clubs and groups provided valuable youth work opportunities for more than 6,000 young people. The **Local Youth Club Grant Scheme** provides support to these volunteer-led clubs and Limerick and Clare Education and Training Board was pleased to administer this scheme on behalf of the DCYA.

Upcoming:

2018 saw the confirmation that from the start of 2020 all funding that is directed to youth work by the DCYA will be administered by the 16 ETBs across the country. In 2019 the task of ensuring this process will be as smooth as possible is likely to be a significant project for the ETBs and the DCYA.

In line with the task of collapsing all targeted funding into one stream will be the requirement to ensure the implementation of new measurement and reporting procedures. This will be a significant task for Limerick and Clare Education and Training Board and our partner youth work organisations.

In 2018 Limerick and Clare Education and Training Board applied to be considered for a Youth Employability Initiative – designed to support young people who are most distanced from the labour market. This will be a significant task but as of the time of writing the decisions on successful applications had not been notified.

At the end of 2018 indications were that a further Capital Funding Scheme would be available in 2019. It is to be hoped that previous lessons will have been learned and that the process by which this happens will be prompt, timely and allows applicant organisations sufficient opportunity to ensure best value and quality.

The potential offered by the opportunities listed can make positive differences in the lives of young people in the Limerick and Clare area. As a mid-level layer of governance, Limerick and Clare Education and Training Board will require sufficient resources to make the most of that potential.



APPENDIX 1

PROVISION AND SERVICES

Post-Primary Schools

Community Colleges

Castletroy College, Castletroy, Limerick
Coláiste Chiaráin, Croom, Co. Limerick
Coláiste Íde agus Iosef, Abbeyfeale, Co. Limerick
Coláiste Iósaef, Kilmallock, Co. Limerick
Coláiste Mhuire, Askeaton, Co. Limerick
Coláiste na Trócaire, Rathkeale, Co. Limerick
Desmond College, Newcastle West, Co. Limerick
Ennis Community College, Ennis, Co. Clare
Ennistymon Vocational School, Ennistymon, Co. Clare
Gaelcholáiste Luimnigh, Sir Harry's Mall, Limerick
Hazelwood College, Dromcollogher, Co. Limerick
Mungret Community College, Mungret, Co. Limerick
Scariff Community College, Scariff, Co. Clare
St Anne's Community College, Killaloe, Co. Clare
St John Bosco Community College, Kildysart, Co. Clare
St Joseph's Community College, Kilkee, Co. Clare
St Michael's Community College, Kilmihil, Co. Clare
Thomond Community College, Moylish Park, Limerick

Community Schools¹

John the Baptist Community School, Hospital, Co. Limerick
Kilrush Community School, Kilrush, Co. Clare
St Caimin's Community School, Shannon, Co. Clare
St Patrick's Comprehensive School, Shannon, Co. Clare

Further Education College

Limerick College of Further Education (includes outreach location in Cappamore)

Outdoor Education Centres

Burren Outdoor Education Centre, Co. Clare
Kilfinane Outdoor Education Centre, Co. Limerick

Youth Work

Youth Officer, Limerick City
Youth Officer, Co. Limerick
Youth Officer, Co. Clare

Music Education Provision

Limerick School of Music
Music Generation Limerick City
Music Generation Clare
Maoin Cheoil an Chláir²

¹ Under the co-patronage of the authority

² Funded through Co-operation with Other Institutions



Training Services Provision

FET Centre - Raheen Campus, Raheen Business Park, Limerick
FET Centre - Shannon Campus, Shannon Industrial Estate, Shannon, Co. Clare
Hospitality Education and Training Centre, LEDP Park, Roxboro, Limerick

Full-Time Provision

PLC - Post-Leaving Certificate

Coláiste Chiaráin, Croom, Co. Limerick
Ennis Community College, Ennis, Co. Clare
Ennistymon Vocational School, Ennistymon, Co. Clare
FET Centre - An t-Ionad Glas (Organic College), Dromcollogher, Co. Limerick
FET Centre - Kilmallock Town Campus, Co. Limerick
St Joseph's Community College, Kilkee, Co. Clare

VTOS - Vocational Training and Opportunities Scheme

FET Centre - An t-Ionad Glas (Organic College), Dromcollogher, Co. Limerick
FET Centre - Clonroad Campus, Ennis, Co. Clare
FET Centre - Kilmallock Road Campus, Limerick City
FET Centre - Kilmallock Town Campus, Co. Limerick
FET Centre - Kilrush Campus, Co. Clare
FET Centre - Scariff Campus, Co. Clare
FET Centre - Shanagolden Campus, Co. Limerick

Second-Chance Education & Training Youth Provision

Youthreach

FET Centre - Clonroad Campus, Ennis, Co. Clare
FET Centre - Kilmallock Road Campus, Limerick City
FET Centre - Kilrush Campus, Co. Clare
FET Centre - Hospital Campus, Co. Limerick
FET Centre - Miltown Malbay Campus, Co. Clare
FET Centre - O'Connell Avenue Campus, Limerick City
FET Centre - Shanagolden Campus, Co. Limerick
FET Centre - Shannon Smithstown Campus, Co. Clare
FET Centre - Tuamgraney Campus, Co. Clare
FET Centre - Watch House Cross Campus, Limerick City

Community Training Centres

Limerick City - under the auspices of Limerick Youth Service
Ennis - under the auspices of Clare Youth Service

Part-Time Provision

Literacy, BTEI - Back to Education Initiative, Community Education, Skills for Work

FET Centre - Abbeyfeale Campus, Co. Limerick
FET Centre - Clonroad Campus, Ennis, Co. Clare
FET Centre - Kilmallock Town Campus, Co. Limerick
FET Centre - Kilrush Campus, Co. Clare
FET Centre - Newcastle West Campus, Newcastle West, Co. Limerick
FET Centre - O'Connell Avenue Campus, Limerick City
FET Centre - Scariff Campus, Co. Clare
FET Centre - Shannon Town Campus, Brú na Sionna, Co. Clare



Co-operation with Other Institutions³

Catherine McAuley School
Céim ar Chéim
Clare Immigrant Support Centre
Coiscéim
Cura (Parent and Teen Support, Limerick Social Services Centre)
Learning Hub Limerick
Centre for the Unemployed
Limerick Prison Education Unit
Limerick School of Music
Limerick Youth Service
Maoin Cheoil an Chláir
St Anne's Special School
St Canice's Special School (Mt St Vincent)

Social Services

Irish Wheelchair Association
MS Society
Deaf Community Centre
Deaf Hear
Le Chéile, Limerick Mental Health Association
Rehabcare
Belfield Day Care Centre
Alzheimer Society
5B University Hospital Limerick
Brothers of Charity
Iniscara Day Centre

Disadvantaged Community Youth

Ballynanty Garda Youth Diversion Project
Community Substance Misuse Team
Garryowen Community Development Project
Limerick City Community Development Project
Limerick City Sports Partnership
Our Lady of Lourdes Youth Centre
Southill Area Centre
Southside Youth Initiative
Kileely 3 o'clock School

Information, Recruitment and Guidance Support Service (IRGSS)

IRGSS Limerick City and County, FET Centre - O'Connell Avenue Campus, Limerick City
IRGSS County Clare, FET Centre - Clonroad Campus, Ennis, Co. Clare

FET Development Support Services

Quality Assurance Support Service, FET Centre - Clonroad Campus, Ennis, Co. Clare
Research & Development Support Service, FET Centre - Kilmallock Road Campus, Limerick
Enterprise Engagement Support Service, FET Centre - Kilmallock Road Campus, Limerick
Active Inclusion Support Service, FET Centre - Kilmallock Road Campus, Limerick

³Information based on 2017/18