



Tipperary
ETB

Bord Oideachais & Oiliúna Thiobraid Árann
Tipperary Education & Training Board

Annual Report 2023

Your
journey,
our
commitment.

www.tipperaryetb.ie

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Chairperson's Address

On behalf of the Tipperary Education and Training Board (Tipperary ETB) we submit the 2023 Annual Report to the Minister for Education in accordance with Section 28 of the Education and Training Boards Act 2013.

Our focus in 2023 has been to increase our student numbers to pre-COVID-19 levels and to support our students and staff in dealing with post-COVID-19 reality. This has certainly been the case with primary student numbers increasing to 166, post-primary student numbers increasing to 5,194 and Further Education and Training Students to 14,054.

2023 saw the completion of a multi-stage consultation process in the development of our new Tipperary Education and Training Board Statement of Strategy 2023-2027 with our key stakeholders both internally and externally. The process saw the confirmation of the relevance of our vision and mission. The process identified the need for a unifying set of organisational values of excellence, care, equality, community, and respect. Importantly, the results of the consultative process have informed the development of our priorities for the next five years. This will ensure that Tipperary ETB continues to respond to, and meet the evolving needs of different stakeholders, students, parents, employers and community groups.

The Board of Tipperary ETB confirms that the 2019 Code of Practice for the Governance of Education and Training Boards has been adopted and that Tipperary ETB complies with the up-to-date requirements of the Code in their governance practices and procedures.

I thank the Board members for their commitment and dedication to working in the best interest of Tipperary ETB. The commitment of staff to working as a unified organisation in the delivery, development, and enhancement of the extensive range of services offered by Tipperary ETB is palpable.

We commend this report to you as a verification of the service delivery of Tipperary ETB.

Cllr Mary Hanna Hourigan

Chairperson Tipperary ETB



Introduction by the Chief Executive

I am delighted to introduce the Tipperary Education and Training Board (Tipperary ETB) Annual Report for 2023. Tipperary ETB is a statutory provider of education and training to the people of County Tipperary. Our education and training opportunities are provided through a network of schools and centres strategically located in key centres of population, while also reaching into rural communities. Students are placed at the centre of all we do, key relationships are developed with our funding departments and agencies, the Department of Education, the Department of Further and Higher Education, Research, Innovation and Science, (DFHERIS), SOLAS and the Department of Children, Equality, Disability, Integration and Youth (DCEDIY). Locally we work in partnership with Tipperary County Council, Higher Education Organisations such as TUS and MIC, Department of Social Protection (DSP), Regional Authorities, Local Development Companies, the Health Service Executive (HSE) and a variety of voluntary and community groups and organisations.

2023 saw the development of our new Statement of Strategy, our five-year strategic plan, which will guide our priorities and ensure we reach the goals and strategic actions and continue to be student centred with the ability to be innovative and flexible. The Board has established a sub-group to oversee the implementation of the strategy statement action plan.

Schools are continuing to show increasing enrolments with more parents choosing Tipperary ETB schools. Our Tipperary ETB post-primary school enrolment on 30 September 2023 was in excess of five thousand students. Tipperary ETB is a community of schools with active networks of Principals, Deputies and teaching and learning supports. Tipperary ETB provides supports in areas such as Board of Management training and support, programmes for senior and middle leaders, ethos development through the nationally developed patron's framework, special education needs supports in addition to administrative supports such as finance, capital, procurement, human resources, and corporate services.

The opening of our first Community National School (CNS) in Nenagh in 2022 was a historic day for Tipperary ETB with Bishop Fintan Monahan of the Diocese of Killaloe agreeing to transfer patronage of St Mary's Junior Boys School to the Tipperary ETB in December 2021. This is not only the first community national school, but also the first multi-denominational primary school in Tipperary. In 2023 we continued to support Nenagh CNS to become part of our community of schools. The school welcomed their first Third Class students as the school continues to grow towards a full vertical school over the next number of years.

Our range of Further Education and Training (FET) Services continue to grow; we continue to develop our full- and part-time programmes. 2023 saw a number of key milestones being reached as well as the opening of phase 5 in our training centre in Archerstown to support the move to three intakes of apprentices a year in response to the national waiting lists. Having been awarded the Strategic Infrastructure Upgrade Fund (SIUF) for Carrick-on-Suir FET Centre, significant progress on delivering phase I of the development was achieved. A joint application was made to DFHERIS for a connected campus in Thurles in August 2023. All these developments will ensure students will potentially be able to access all QQI levels in Tipperary into the future.

Tipperary ETB with the support of the Department of Education and DFHERIS continues to support displaced migrants as a result of the Ukrainian and other conflicts, to access education and community integration programmes.



Tipperary ETB, with the resources of our Youth Services team, in partnership with Tipperary Youth Services and Waterford and South Tipperary Community Youth Services, continued to provide critical supports and services to marginalised and vulnerable young people throughout the County.

Many new music hubs were established in 2023, through our Music Generation project with Music Generation Ireland and Tipperary County Council, our key partners in delivering opportunities to young people to engage in music throughout the county.

Our retirement function was held in the Anner Hotel in Thurles in November 2023. The evening provided an opportunity for retirees, colleagues, staff, and Board members to celebrate and recognise the contribution of staff in our people centred organisation.

We continue to consider how our organisation is structured and seek feedback from our front-line services. This process, involving staff as key stakeholders, has now resulted in specific support functions being based in distinct offices to ensure synergy, greater efficiencies, and development of key support services. Further work is ongoing, linked to the Statement of Strategy, with all sections of our organisation working on identifying the key priorities for our continued growth and development. This is supporting our sense of a unified organisation working towards the delivery of our mission and vision.

Finally, I would like to sincerely thank the following:

- The Chairperson, our Board members for their active commitment in and dedication to promoting and supporting the work of Tipperary ETB,
- The members of Boards of Management and Committees of Tipperary ETB who give so generously of their time in promoting the work of Tipperary ETB,
- And all our staff for being guided by Tipperary ETB values, their commitment, and dedication to providing quality education experiences through building positive relationships with our students.

Ms Bernadette Cullen

Chief Executive

Tipperary ETB Statement

Tipperary Education and Training Board (Tipperary ETB) was established under the Education and Training Boards Act 2013 and is responsible and accountable for the proper direction and control of its functions in the Tipperary local authority area.

Tipperary ETB complies with the Code of Practice for the Governance of Education and Training Boards, Department of Education Circular 0002/2019. The purpose of the code is to ensure that the principles of good governance and management are applied by Tipperary ETB.

Functions of the Board

Decisions taken by the Board are reserved functions and are set out in Section 12 (2) of the Education and Training Board Act 2013 and in Circular 0002/2019 Code of Practice for the Governance of Education and Training Boards, with a full schedule set out in Appendix A of the Code. Decisions not specified in the Code are deemed to be executive functions for the Chief Executive. The Board is satisfied that the Chief Executive delegates functions where appropriate and in accordance with the Education and Training Board Act 2013.

Responsibilities of the Board

The Board is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Board and which enable it to ensure that the Financial Statements comply with section 51 of the Education and Training Boards Act 2013. The Board is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Board considers that the Annual Financial Statements properly present the income and expenditure of the Board and the state of affairs of the Board.

In preparing those accounts, the Board is required to:

- Apply the standard accounting policies for the preparation of ETB financial statements,
- Make judgements and estimates that are reasonable and prudent,
- And disclose and explain any material departures from the standard accounting policies.

During 2023, the Board approved the following:

- 2022 Annual Report,
- 2023 Financial Statements,
- 2023 Service Plan,
- Attendance of members at conferences,
- Acquisition, holding and disposal of land or interest in accordance with Department of Education regulations,
- And ensured accurate records were kept of meetings and decisions.

Board Meetings

During the year, the Board met on eight occasions, with attendance details outlined in the table below.

Register of Attendance and Frequency of Meetings of the Board

Committee Members Name	Nominating Body	31/1/2023	28/2/2023	28/3/2023	23/5/2023	11/7/2023	5/9/2023	17/10/2023	12/12/2023	Total No of Meetings Attended
Chairperson, Cllr Mary Hanna Hourigan	Tipperary County Council	✓	✓	✓	x	✓	✓	✓	✓	7/8
Vice Chairperson, Cllr Roger Kennedy	Tipperary County Council	✓	✓	✓	✓	✓	✓	✓	✓	8/8
Cllr Michael Anglim	Tipperary County Council	x	x	x	✓	x	x	x	x	1/8
Cllr Fiona Bonfield	Tipperary County Council	✓	✓	✓	x	✓	✓	✓	✓	7/8
Cllr Kieran Bourke Resigned 18/4/2023	Tipperary County Council	x	x	x	-	-	-	-	-	0/3
Cllr Phyll Bugler	Tipperary County Council	✓	✓	✓	✓	x	✓	✓	✓	7/8
Cllr Declan Burgess	Tipperary County Council	x	x	✓	x	✓	✓	✓	✓	5/8
Cllr Pat English	Tipperary County Council	✓	✓	✓	✓	x	x	✓	✓	6/8
Cllr Mark Fitzgerald	Tipperary County Council	✓	x	x	x	x	x	x	x	1/8
Cllr Shane Lee	Tipperary County Council	x	x	x	✓	x	✓	x	✓	3/8
Cllr Máirín McGrath	Tipperary County Council	x	✓	✓	✓	x	✓	x	✓	5/8
Cllr Annemarie Ryan	Tipperary County Council	✓	✓	✓	✓	✓	x	✓	✓	7/8
Cllr Siobhan Ambrose Joined 11/7/2023	Tipperary County Council	-	-	-	-	✓	✓	✓	x	3/4
Mr Declan Kinsella	Parents Representative	✓	✓	x	x	✓	x	x	x	3/8
Mr Gavin Berry	Staff Representative	x	x	✓	x	x	x	x	✓	2/8
Ms Josephine Cahill	Staff Representative	✓	✓	✓	✓	✓	✓	✓	✓	8/8
Ms Josephine Chamney	Bodies specified by the Minister	✓	✓	x	✓	✓	✓	✓	✓	7/8
Mr Eddie Morrissey	Bodies specified by the Minister	✓	✓	✓	x	✓	✓	✓	✓	7/8
Ms Virginia O'Dowd	Bodies specified by the Minister	✓	✓	✓	✓	x	✓	✓	✓	7/8
Mr Michael Power	Bodies specified by the Minister	✓	✓	✓	✓	✓	✓	x	x	6/8
Ms Anna Tuohy Halligan	Bodies specified by the Minister	x	✓	✓	✓	✓	✓	✓	✓	7/8
Ms Marie Maher	Parents Representative	x	✓	x	x	✓	x	x	x	2/8

Finance Committee Meetings

During the year, the Finance Committee met on five occasions, with details of attendance outlined in the table below.

Register of Attendance and Frequency of Meetings of the Finance Committee

Committee Member's Name	Internal/External Member	10/2/2023	27/3/2023	16/6/2023	22/9/2023	17/11/2023	Total No of Meetings Attended
Ms Anna Tuohy Halligan Chairperson	Internal Member	✓	✓	✓	x	✓	4/5
Cllr Mary Hanna Hourigan	Internal Member	✓	✓	✓	✓	✓	5/5
Cllr Declan Burgess	Internal Member	x	x	✓	✓	✓	3/5
Mr Eddie Morrissey	Internal Member	x	✓	✓	x	x	2/5
Ms Siobhán Maher	External Member	x	x	x	✓	✓	2/5
Mr Alan Musgrave	External Member	✓	✓	✓	✓	✓	5/5

Audit and Risk Committee Meetings:

During the year, the Audit and Risk Committee met on five occasions, with details of attendance outlined in the table below.

Register of Attendance and Frequency of Meetings of the Audit and Risk Committee

Committee Member's Name	Internal/ External Member	10/2/2023	24/3/2023	16/6/2023	22/9/2023	18/11/2023	Total No of Meetings
Mr Oliver Killeen, Chairperson	External Member	✓	✓	✓	✓	✓	5/5
Ms Siobhán Maher, Resigned 19/4/2023	External Member	x	✓	-	-	-	1/2
Mr Alan Musgrave	External Member	✓	✓	✓	✓	✓	5/5
Cllr Pat English	Internal Member	✓	✓	✓	✓	x	4/5
Cllr Fiona Bonfield	Internal Member	✓	✓	x	x	✓	3/5
Cllr Máirín McGrath	Internal Member	x	✓	x	x	x	1/5
Cllr Roger Kennedy, Joined 11/7/2023	Internal Member	-	-	-	✓	✓	2/2

Risk Management

The Board maintains active oversight of risk management and confirms that it has carried out an assessment of the principal risks, associated mitigation measures and reviewed the effectiveness of these measures in 2023. The Board manages risk for the organisation through a structured risk management programme. The Board is assisted in its risk management function by the Audit and Risk Committee. The Board also relies on the Internal Audit Unit (IAU) and its reports, on the Comptroller and Auditor General annual audit and any external Audit such as a European Social Fund audit and or Revenue Audit. In addition, there is a review of Internal Controls performed on an annual basis.

Risk Management is a standing item at all Board meetings and consideration includes:

- Risk reports from senior management,
- Reports of the Audit and Risk Committee,
- Changes in risk ratings,
- And Audit Register.

Details of the principal risks and associated mitigation measures or strategies have been included in the Statement of Internal Control (SIC) as part of the audited financial statements which will be published within one month of receipt from the Office of the Comptroller and Auditor General and as an appendix to the Chairperson’s Comprehensive Report.

System of Internal Controls

The Board confirms that there has been a review of the effectiveness of the system of internal control and that the Statement of Internal Control, which is subject to change until the external audit is completed, has been included in the Annual Financial Statements for the year ended the 31 December 2023 which will be published within one month of receipt from the Office of the Comptroller and Auditor General and as an appendix to the Chairperson’s Comprehensive Report that has been submitted to the Minister.

Procurement Policy and Procedures

The Board confirms that the organisation is adhering to the relevant aspects of the Public Spending Code and affirm adherence to the relevant procurement policy and procedures and the development and implementation of the Corporate Procurement Plan. However, there are instances where goods and services are procured across over 35 sites through competitive procurement processes, in line with Tipperary ETBs Procurement Policy, but the cumulative value across all sites exceeds National/EU tendering thresholds. However, Tipperary ETB welcomes DPER Circular 05/2023: Initiatives to assist SMEs in Public Procurement, issued in March 2023, which provides for increased thresholds in relation to the tendering of goods and services. In addition, the Department of Education confirmed that it is satisfied that Article 5.2 (Recital 20) of the EU Procurement Directive 2014/24/EU and the related provisions in Statutory Instrument 284/2016 can, subject to certain conditions, be applied to the management of procurement in the ETB sector. Details of non-compliance have been disclosed in our Statement of Internal Control in our 2023 Annual Financial Statements.

Taxation

The Board confirms that the ETB has complied with its obligations under tax law.

2023 Financial Statements

The Annual Financial Statement for the year ended 31 December 2023 is subject to audit by the Office of the Comptroller and Auditor General at the time of publication of the 2023 Annual Report. Tipperary ETB will publish the audited financial statements on its website, as soon as practicable after they have been signed off on by the Comptroller and Auditor General.

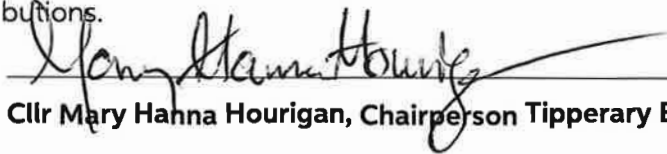
Financial data in relation to the following are included in the 2023 Annual Financial Statements:

- Details of non-salary related fees paid in respect of Board members analysed by category of fees,
- Aggregate details of compensation of key management analysed by the following categories including

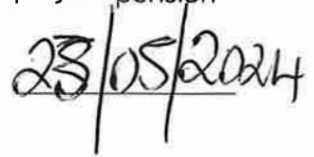
including management compensation in total:

- Salaries and short-term employee benefits,
- Post-employment benefits,
- And termination benefits.
- Key management compensation if any,
- And details of the number of employees whose total employee benefits (excluding employer pension cost) for the reporting period fell between €0 and €59,999 and within each pay band of €60,000 and €140,000 upwards and an overall figure for total employer pension contributions.

Signed:


Cllr Mary Hanna Hourigan, Chairperson Tipperary ETB

Date:



Committees – Section 44 ETB Act 2013

Tipperary ETB, in accordance with Section 44 of the Education and Training Boards Act 2013 established a number of committees to support it in its functions; Further Education and Training Board (FET) Committee, Youth Work Committee and Boards of Management for each of its schools. A committee established under this subsection shall consist of not more than 12 members and may consist partly of members who are not members of the education and training board concerned.

Further Education and Training (FET) Committee

The Further Education and Training Board (FET) Committee of Tipperary ETB was established in April 2016 to support the provision and development of FET. Terms of Reference for the committee were determined by Tipperary ETB, the acts of this committee are subject to confirmation by the Education and Training Board. Tipperary ETB FET Committee held the required number of meetings.

Members of the FET Committee

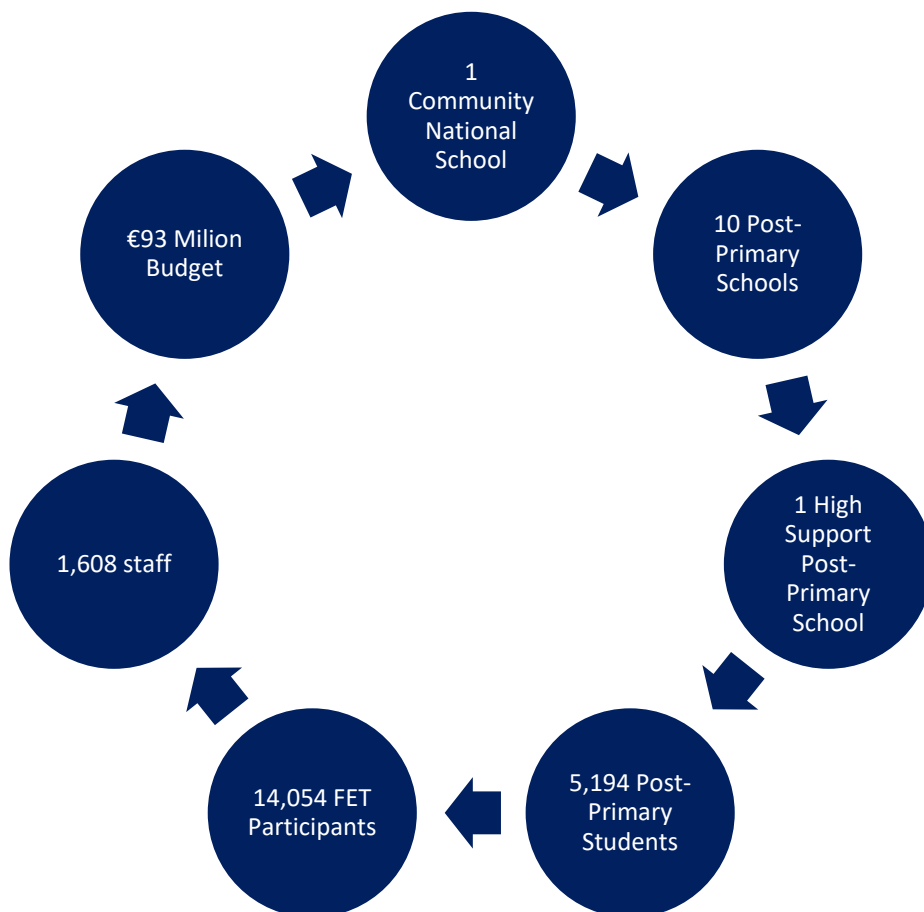
Committee Member's Name	Nominating Body
Mr Michael Power (Chairperson)	Tipperary ETB
Mr Eddie Morrissey (Deputy Chairperson)	Tipperary ETB
Cllr Annemarie Ryan	Tipperary ETB
Ms Josephine Cahill	Tipperary ETB
Mr Alan Anthony Quinn (Joined 17/10/2023)	Tipperary ETB (Chair of FET Student Council)
Ms Ann Marie Brophy	Tipperary County Council Library Service
Ms Edel McCoy	Department of Social Protection
Ms Ita Horan	Local Enterprise Office
Mr Seamus Hoyne	TUS, Business and Humanities
Ms Julie White	Tipperary Public Participation Network

Youth Work Committee

Tipperary ETB established a Youth Work Committee to support the work and development of youth work in Tipperary. Terms of Reference for the committee were determined by Tipperary ETB, the acts of this committee are subject to confirmation by Tipperary ETB. Tipperary ETB Youth Work Committee held the required number of meetings.

Members of the Youth Work Committee

Committee Member's Name	Nominating Body
Ms Anna Tuohy Halligan (Chairperson)	Tipperary ETB
Cllr Declan Burgess	Tipperary ETB
Cllr Máirín McGrath	Tipperary ETB
Inspector Des Bell	An Garda Síochána
Ms Fiona Crotty	Tipperary County Council
Ms Sarah Dunleavy	Foróige
Mr Donal Kelly	Youth Work Ireland, Tipperary
Ms Michelle Kelly	Waterford and South Tipperary Community Youth Service / Voluntary Youth Sector
Ms Fionnuala Kenny	TUSLA Child and Family Agency/ Statutory Body
Mr Jack Ryan	Comhairle na nÓg
Ms Kaithlyn Ryan, Resigned 15/09/2022	Comhairle na nÓg
Ms Sinead McMahon	Third Level Sector (NUI Maynooth)



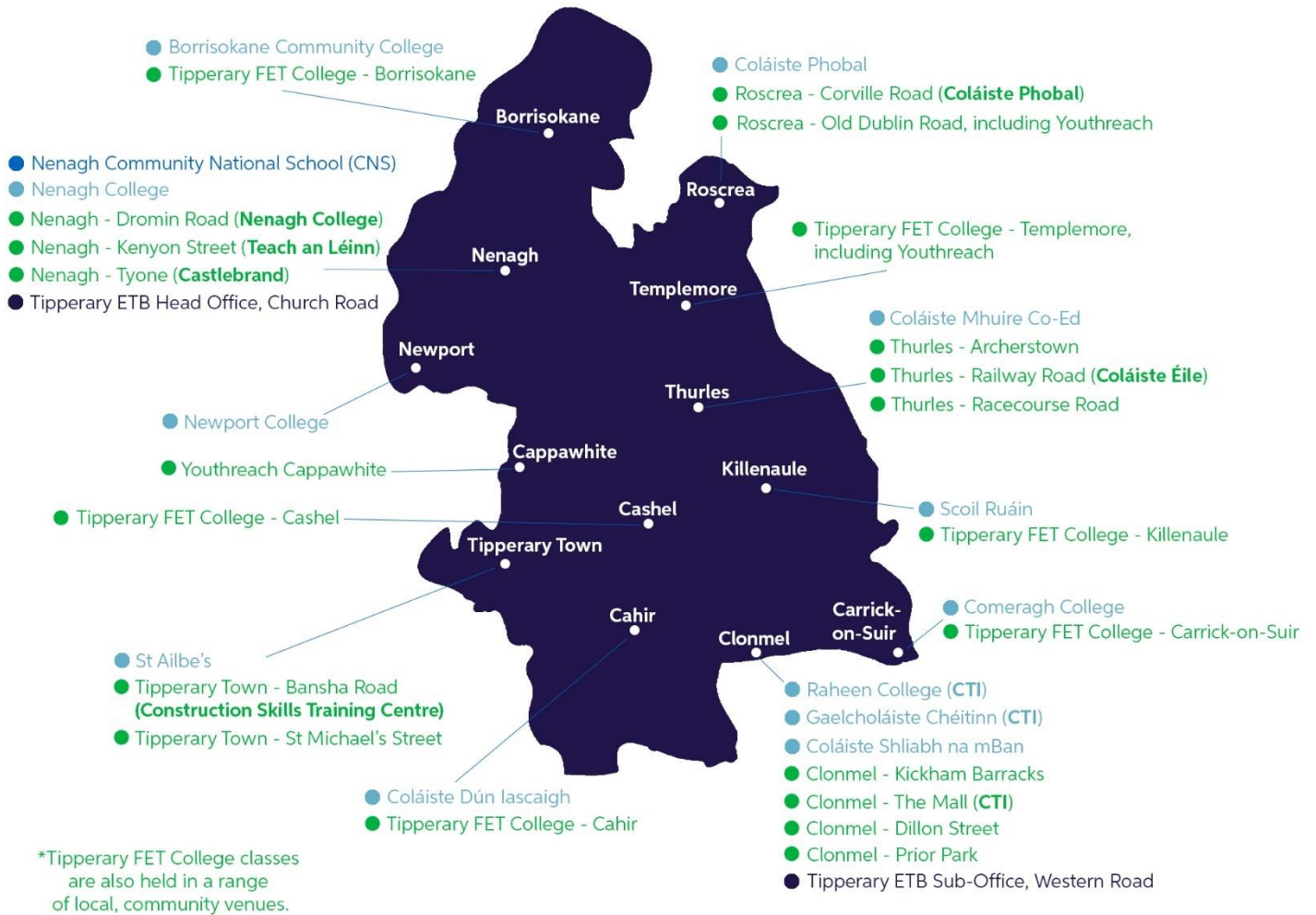
Locations of Tipperary ETB Main Centres



**Tipperary
ETB**

Bord Oideachais & Oiliúna Thiobraid Árann
Tipperary Education & Training Board

- **Primary Schools**
- **Post-Primary Schools**
- **Tipperary FET College**
(Further Education & Training)
- **Administrative Offices**



COUNTYWIDE PROVISION
REALT
(Regional Education & Language Teams)

LEAD PARTNER



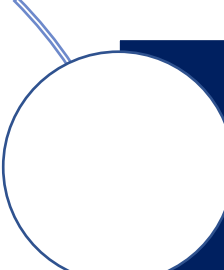
**Music Generation
Tipperary**
Thiobraid Árann

FUNDING PROVISION



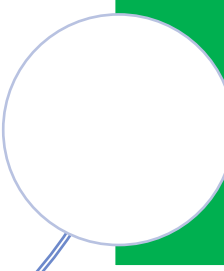
Vision, Mission and Core Values

The Tipperary Education and Training Board Strategy Statement was developed in accordance with Section 27, of the ETB Act 2013, following significant consultation with key stakeholders for the period 2023-2027.



Vision

To be a progressive organisation that enriches lives, offering innovative education and training opportunities to all



Mission

Tipperary ETB provides a quality education and training service, which creates diverse opportunities enabling learners and communities to unlock their potential

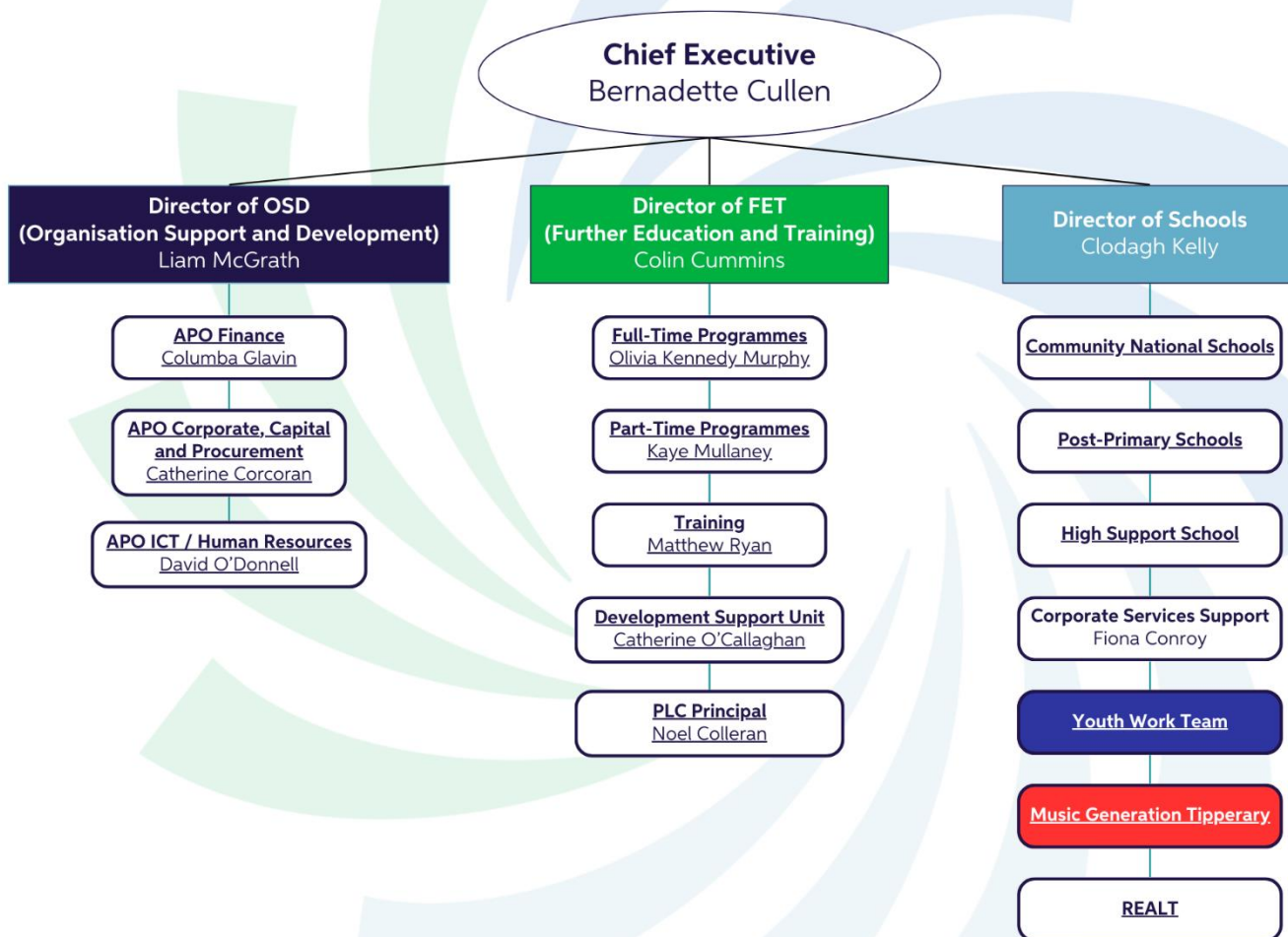


Strategic Priorities and Goals

Six goals are identified in our Statement of Strategy, as follows:



Organisational Structure of Tipperary ETB Management



Organisation Support and Development (OSD)

Our front-line education and training services are supported by administrative and executive services at our Head Office in Nenagh and Sub-Office in Clonmel. The Administrative functions are delivered through a three-pillar structure, comprising Human Resources/Information Communications Technology (ICT), Finance, and Corporate Services/Capital and Procurement. Our core values guide us in supporting our schools and centres to concentrate on what they do best – delivering quality teaching and learning.

Each pillar is headed up by an Assistant Principal Officer reporting to the Director of Organisation Support and Development (OSD). Our functions by office are as follows:

Nenagh Office

- Corporate Services,
- Capital and Procurement,
- Finance.

Clonmel Office

- Human Resources including Payroll,
- Information Communications Technology (ICT).

Our current focus is to build internal capacity, enhance our skills, identify continuous professional development opportunities, build effective team structures, and a number of initiatives are being undertaken in this regard.

We also appreciate that much of the work of OSD is made possible by the support that we receive from Principals, Managers and Administrative staff in all of our schools and centres. OSD staff also work closely with the Chief Executive, the Director of Schools and the Director of Further Education and Training in embedding Tipperary ETBs values and achieving Tipperary ETBs strategic goals and objectives.



Single Public Service Pension Scheme (SPS)

Circular Letter 11/2014 obliges ETBs to provide benefits statements and calculations to members of the Single Public Services Pension Scheme by end of June 2014. Tipperary ETB met its obligations to provide annual pension statements to all members of the Single Public Service Pension Scheme in 2023. Following the successful conclusion of a pilot project for the sector in relation to Tipperary ETB data, pension benefit statements were produced for 1,232 members in Tipperary ETB who paid SPS contributions and earned SPS referable amounts during the period 2013 to 2022.

Education Shared Business Services (ESBS) - Pensions

In October 2022, software changes were deployed to the ETB Payroll Shared Services PeopleXD system to address issues with pension contributions for 95% of payees. Work is underway to review requirements for multi-appointment and referable amount calculations. Development work and end-to-end testing is ongoing with The Access Group and ESBS to address the PeopleXD requirements to cater for calculation of nett contributions for payees with multi-appointments and also to update calculation of referable amounts for positive input payees and ensure a more robust calculation for salaried payees for going forward from 2024.

In the interim, while the PeopleXD system is being developed, an SPS Data Hub was established by ESBS to collate data from previous payroll systems into one centralised system. This data is then used to produce SPS pension benefit and leavers statements and files for the SPS Databank. Tipperary ETB is one of seven ETBs to have completed this project in 2023 having issued cumulative benefit/leavers statements from 2013 to 2022 and produced databank files from 2013 to 2022. The 2023 annual SPS statements will be produced from the centralised system for all ETBs. Going forward from 2024, it is expected that the PeopleXD system will have been updated with remediated data and have had the necessary development applied to allow the 2024 statements be produced directly from the system.

This work forms part of the overall Pensions Improvement Programme being implemented by the Department of Education and a dedicated team in ESBS has been put in place which is working solely on resolving Pension and Superannuation Contribution matters. The provision of accurate benefit and leavers statements to SPS pension scheme members is an integral part of the scope of this Pensions Improvement Programme.

Education Shared Business Services (ESBS) - Payroll

The migration of Tipperary ETB payroll for all staff took place effectively on 3 October 2020. The ESBS Centre is responsible for the processing of payroll while Tipperary ETB remains responsible for the issuing of instructions to ESBS Shared Services of the changes to payroll and HR function.

The General Ledger (Payroll) project was completed in June 2024 and is a prerequisite to the ESBS Shared Services migration. This Project eliminated the use of the ESI Manser System coding and Sun Systems coding will be utilised going forward. Tipperary ETB can now upload General Ledger files directly into Sun Systems and utilise the common coding structure for the ETB sector.

The Chief Executive has confirmed that she has fulfilled her responsibilities in relation to the requirements of both the Memorandum of Understanding and the Service Management Agreement that has been signed and is in place between Tipperary ETB and the Department of Education – Education Shared Business Services Centre. These documents provide the framework for the operation of ESBS – ETB Payroll Shared Services on behalf of the ETB sector.

The Chief Executive relies on a Letter of Assurance from the Accounting Officer of the Department of Education that appropriate controls are exercised in the provision of payroll services by ESBS Shared Services to Tipperary ETB.

ESBS Shared Services Migration

The timing of the migration of Tipperary ETB to ESBS Shared Services is under discussion and it is expected that Tipperary ETB will go-live in ESBS Shared Services during 2025/2026.

Travel and Subsistence and Employee Reimbursements

This Travel and Subsistence project is a prerequisite to the ESBS Shared Services migration. The Travel and Subsistence project has an expected go-live date during 2024. Travel and Subsistence processing is currently done on ESI Manser. Processing of Travel and Subsistence payments will transition to ESBS via HR Core on completion of this project and ESI Manser will no longer be used for Travel and Subsistence payments.

Employee Reimbursements are currently processed via ESI Manser. Migration off ESI Manser is a prerequisite to the ESBS Shared Services migration. Tipperary ETB expects to migration Employee Reimbursements off ESI Manser during 2024.

d/EPM Senior Management Team Reporting Tool

The d/EPM is a reporting tool developed for use by the Tipperary ETB Senior Management Team. Data capture in relation to the d/EPM reporting tool has been completed by Tipperary ETB and Phase 1 testing is underway with expected go-live date during 2024 for Phase 1.

Enhanced Reporting Requirements (ERR) – Revenue Commissioners

The Finance Act 2022 introduced Section 897C which requires employers to report details of certain payments made to Employees and Directors. The information reported by Tipperary ETB will be available when Employees and Directors log-in to their own personal Revenue account. Employers are required to report the expenses and benefits to Revenue under the following 3 categories effective from 1 January 2024 in advance of making payments:

- Travel and Subsistence
- Small Benefits (including employee reimbursements)
- Remote Working Daily Allowance

Information Communications Technology (ICT)

The ICT Department successfully implemented an organisation wide, enhanced Wi-Fi infrastructure across all schools, FET Centres and Head Office. This project facilitated the deployment of appropriate network infrastructure and contributed to addressing cyber security concerns. As part of the enhancement of the network infrastructure, Tipperary ETB agreed a new support and monitoring arrangement with a vendor for the Wi-Fi system. In 2023 the newly enhanced network proved to be stable overall. Where issues arose, clarity was given to schools and centres with a protocol put in place to follow in the event of issues arising.

In 2023, work continued on the consideration of an overall contract for Tipperary ETB ICT support across the organisation. This is a complex tender to prepare and publish, and professional help in the preparation process has been engaged by Tipperary ETB. In the interim, support contracts were awarded pending the finalisation of the overall ICT support tender.

In 2023, Tipperary ETB signed a contract for ICT Security Services through HEAnet. The services include Security and Risk Assessment, Policy Review and Development, Vulnerability Assessments and Penetration Testing, Security and Awareness Training and Access to Security Competence. Security and awareness training including password management, phishing, ransomware and how to be safe online was completed by administration staff members.

Security Operations Centre and Security Information and Event Management (SOC/SIEM) was progressed in 2023 and was implemented early in 2024.

The ICT Department worked with Microsoft Unified Support subject matter experts to plan for further implementation of Cyber Security Baseline Standards.

Work continued in 2023 to identify and prioritise ICT goals to guide and inform Tipperary ETB in terms of technology, cyber security, procurement, and investment strategies.

Procurement

Tipperary ETB is continuing to work towards meeting all its responsibilities in respect of procurement regulations. There are instances where goods and services are procured across multiple sites through competitive procurement processes, in line with Tipperary ETBs Procurement Policy, but the cumulative value across all sites exceeds National / EU tendering thresholds.

Actions have been identified to reduce the level of non-compliance, but full compliance will remain a challenge because of the current aggregation and threshold rules. However, Tipperary ETB welcomes DPER Circular 05/2023: Initiatives to assist SMEs in Public Procurement, issued in March 2023, which provides for increased thresholds in relation to the tendering of goods and services. In addition, the Department of Education confirmed that it is satisfied that Article 5.2 (Recital 20) of the EU Procurement Directive 2014/24/EU and the related provisions in Statutory Instrument 284/2016 can, subject to certain conditions, be applied to the management of procurement in the ETB sector.

Where those conditions are met, and a school or centre for education is independently responsible for a particular category or categories of procurement, the threshold values for the procurement may be established at the level of the school or centre concerned and accordingly the rules of aggregation will not apply to that procurement. The Department of Education has also confirmed that it will engage with Education and Training Boards Ireland to support the ETB sector in putting in place consistent approaches to procurement where possible. Tipperary ETB will implement these clarifications to their procurement programme going forward.

Details of non-compliance have been disclosed in our Statement of Internal Control in our 2023 Annual Financial Statements.

Tipperary ETB has developed a Corporate Procurement Plan for 2023-2024 which sets out actions to address areas of identified non-compliance and other Tipperary ETB procurement needs. Tipperary ETB will continue to monitor and review all areas of expenditure to identify opportunities where tendering and the utilisation of existing National Frameworks for goods and services will provide best value for money and meet compliance requirements.

Climate Action



The [Climate Action Plan 2023](#) (CAP23) envisages the public sector leading by example on climate action to reach the target of reducing Ireland's greenhouse gas emissions by 51% by 2030 and becoming climate neutral no later than 2050.

The [Climate Action and Low Carbon Development \(Amendment\) Act 2021](#) gives legal underpinning to climate action by the public sector. It requires all public bodies to perform their functions in a manner consistent with national climate ambitions.

Education and Training Boards Ireland (ETBI) is collaborating with Sustainable Energy Authority Ireland (SEAI) on behalf of the Sector to provide a comprehensive and coordinated energy management initiative. Tipperary ETB will work with our SEAI Partnership Support Manager in addressing our gap to 2030 targets, and other initiatives such as, energy projects, energy management, training courses, site visits, and support for ETB management, staff, principals, teachers, and caretakers.

Tipperary ETB has established an ETB Climate Action Committee consisting of OSD, schools and Further Education and Training staff to coordinate Tipperary ETBs response in planning and actioning our obligations under the Climate Action Plan.

Tipperary ETB has submitted its Climate Action Roadmap which details how Tipperary ETB aims to achieve its Climate Action targets.

Training has been undertaken in Green Public Procurement, Gap to Target, Monitoring and Reporting and Reduce Your Use and communication is ongoing with staff regarding Climate Action.

Tipperary ETB is complying with its responsibilities regarding the SEAI Monitoring & Reporting System which calculates information in relation to overall energy performance and greenhouse gas emissions.

Official Languages (Amendment) Act, 2021

Tipperary ETB is continuing to work towards meeting all its obligations in respect of the Official Languages (Amendment) Act, 2021.

In relation to advertising (Section 10A), Tipperary reached 7% compliance for placement of Irish language advertisements. Tipperary ETB did not reach the compliance requirements as this has been set at 20%.

Tipperary ETB placed 5.6% of yearly advertising spend with Irish Language media. Tipperary ETB reached its compliance requirements regarding this action.

A member of the organisation has been appointed as a point of contact for the Official Languages (Amendment) Act, 2021 and Tipperary ETB is working towards full compliance in the areas of our Language Scheme, signage, publications, placenames, advertising and recorded oral announcements.

Tipperary ETB awaits guidelines in relation to the obligation that 20% of recruits be proficient in Irish by 2030.

Nenagh Community National School (CNS)

We continue to work with our first Community National School in 2023. Nenagh CNS is the first multi-denominational primary school in Tipperary. We will support the Board of Management and Staff of the school as they grow to a full vertical, coeducational primary school.

Comptroller and Auditor General Audits

The 2023 Annual Financial Statements were completed and approved by the Board before the 31 March deadline as required under legislation.

The 2022 Audit was completed in 2023 and an unqualified report was issued in December 2023.

Please note that the Tipperary ETB Annual Financial Statements for the year ended 31 December 2023 are subject to audit by the Comptroller and Auditor General at the time of publication of the Tipperary ETB Annual Report for 2023.

Tipperary ETB will publish the 2023 audited Financial Statements within one month of receipt from the Office of the Comptroller and Auditor General.

Internal Audit Unit (IAU-ETBS)

The following internal audit reviews were commenced, continued or finalised in the period from 1 January 2023 to 31 December 2023;

- Enrolment Audit
- Review of Network Security Accreditations and Policies
- High Level Review of Internal Financial Controls
- Review of Previous Audit Findings
- School Meals Audit
- Post Leaving Certificate and Co-operation Hours Audit

A sectoral report on Procurement Compliance Leases/Stock Management/Tax Compliance and Supplier Bank Account Details was received by Tipperary ETB on 1 February 2023. The recommendations contained in this report were reviewed by the Audit and Risk Committee and circulated to the Board in 2023.

A sectoral report on Local Training Initiatives was received by Tipperary ETB on 20 March 2023. The recommendations contained in the report were reviewed by the Audit and Risk Committee and circulated to the Board in 2023.

Risk Management

The Risk Register is a “live” document which is updated as new risks are identified or as risks are addressed and changed and reviewed by both the Executive and the Board.

The Board maintains active oversight of risk management and confirms that it has carried out an assessment of the principal risks, associated mitigation measures and reviewed the effectiveness of these measures in 2023. The Board manages risk for the organisation through a structured risk management programme. The Board is assisted in its risk management function by the Audit and Risk Committee. The Board also relies on the Internal Audit Unit (IAU-ETBs) and its reports, on the Comptroller and Auditor General annual audit and any external Audit such as a European Social Fund audit and or Revenue audit.

In addition, there is a review of Internal Controls performed on an annual basis. Risk Management is a standing item at all Board meetings and consideration includes:

- Risk reports from senior management,
- Reports of the Audit and Risk Committee,

- Changes in risk ratings,
- And Audit Register.

Human Rights and Equality Commission Act 2014

Section 42 of the Irish Human Rights and Equality Commission Act 2014 places a positive duty on public sector bodies to have regard to the need to eliminate discrimination, promote equality, and protect human rights, in their daily work.

We will at all times endeavour to:

- Eliminate discrimination,
- Promote equality of opportunity and treatment of staff and all persons to whom we provide services,
- And protect the human rights of our members, staff, and all persons to whom we provide services.

A Public Sector Duty Implementation Team was established in 2022 and work was carried out throughout 2023 in relation to the following areas:

- Development of an Equality and Human Rights Values Statement,
- Undertaking an evidence-based assessment of equality and human rights issue relevant to the functions of the organisation,
- And development of an Implementation Plan for the Duty.

The Assessment Report and Implementation Plan for the Duty will be finalised in 2024.

Protected Disclosures

Section 22 of the Protected Disclosure Act 2014 requires that every public body shall prepare and publish a report on matters on protected disclosures made to it no later than 30 June of each year for the preceding year.

Pursuant to Section 22, Tipperary ETB confirms that no protected disclosures were received under the Protected Disclosure Act during 2023.

Capital Building

Schools Capital Building Projects

COLÁISTE PHOBAL ROS CRÉ

This project comprises of the provision of a new replacement 800 pupil Post Primary School with four Class Special Educational Needs (SEN) Base on the existing site.

The Stage 1 Preliminary Design, presented to the Department of Education and the Design Team, in consultation with Tipperary ETB, are addressing the Department of Education's comments. The project is ongoing.

SCOIL RUÁIN, KILLENAULE

Accommodation approved consists of the design and construction of a permanent two classroom ASD Base, new Music Room and five classrooms, new ground floor entrance foyer, relocated admin facilities, meeting rooms, boiler room and all additional associated works, includes a Special Needs Unit, music room and general classrooms for prefabricated replacement. The appointed Design Team, in consultation with Tipperary ETB, are progressing the project in Stage 2b (Detailed Design) which will shortly be submitted to the Department of Education. The project is ongoing.

COLÁISTE MHUIRE CO-ED, THURLES

The Design Team were advised to hold the preparation of Stage 2a Developed Design, pending a decision from the Department of Education in response to Business Case submitted by Tipperary ETB to provide a long-term solution to meet the accommodation needs at Coláiste Mhuire. The project is ongoing.

NENAGH COLLEGE

The Department of Education sanctioned additional accommodation totalling 1,357 m² including a Special Needs Unit, practical rooms, and general classrooms. Site investigation surveys were completed, and the Stage 1 Preliminary Design report approved by the Department of Education Stage 2a (Developed Design) has been submitted to the Department of Education and is awaiting response on the submission. The project is ongoing.

NEWPORT COLLEGE

The Department of Education sanctioned additional accommodation totalling 2,397 m² including a Special Needs Unit, practical rooms, and general classrooms. The Stage 1 Preliminary Design report, approved by the Department of Education Stage 2a (Developed Design) has been submitted to the Department of Education and are awaiting response on the submission. The project is ongoing.

COLÁISTE DÚN IASCAIGH, CAHIR

The Department of Education increased the sanctioned for additional accommodation from 1,555 m² to 2,209 m² to include an additional Special Needs Unit, general classrooms, additional specialist rooms and a special education teacher room and an addendum to the Stage 1 Preliminary Design has been submitted to the Department of Education to enable progression of the enhanced brief to Stage 2a. The project is ongoing.

ST AILBE'S SCHOOL, TIPPERARY TOWN

The Department of Education sanctioned additional accommodation totalling 907 m² including general classrooms, a music room, science laboratory and science preparation area. Stage 1 Preliminary Design has been approved by the Department of Education and the project has progressed to Stage 2a (Developed Design). The project is ongoing.

BORRISOKANE COMMUNITY COLLEGE

The Department of Education sanctioned additional accommodation totalling 1,150 m² including a Special Needs classroom, general classrooms and specialist rooms. Site investigation surveys were completed, and the Stage 1 Preliminary Design report is being prepared by the Design Team, in consultation with Tipperary ETB. The project is ongoing.

Other Capital Projects Undertaken in Schools in 2023, included Summer Works, Emergency Works Temporary Accommodation and pathfinder Projects

COLÁISTE DÚN IASCAIGH, CAHIR

Phase 2 Temporary Accommodation, purchase of five 49 m² mainstream classrooms and two 15 m² prefabricated. The Consultant and Contractor have been appointed. The project has been completed.

SCOIL RUÁIN, KILLENAULE

- Summer Works to toilet facilities upgrade. This project has been completed.
- Emergency Works to Science Block and Boiler Replacement. This project has been completed.
- Emergency Works to Science Block and Heating Repairs. This project has been completed.
- Emergency Works to heating system and external works. This project is ongoing.
- County Tipperary Schools: Reinforced Autoclaved Aerated Concrete (RAAC) Visual surveys. This Project has been completed.

ST AILBE'S SCHOOL, TIPPERARY TOWN

- Temporary Accommodation providing five general classrooms. This project has been completed.
- County Tipperary Schools, Reinforced Autoclaved Aerated Concrete (RAAC) Visual surveys. This Project has been completed.

CENTRAL TECHNICAL INSTITUTE, CLONMEL

- Summer Works upgrade of toilet facilities. This project has been completed.
- COVID-19 Minor Works, and astroturf. This project has been completed.
- Emergency Works, electrical upgrade, specialist rooms. Funding has been approved by the Department of Education. An application has been submitted to the Department of Education for additional funding. The project is ongoing.
- Emergency Works, heating repairs. This project has been completed.
- Emergency Works, roof repairs. This project is ongoing.
- Emergency Works, new boiler. This project is ongoing.

- County Tipperary Schools, Reinforced Autoclaved Aerated Concrete (RAAC) Visual surveys. This Project has been completed.

BORRISOKANE COMMUNITY COLLEGE

- COVID-19 Minor Works Project for Extension of an Engineering Room. This project has been completed.
- Temporary Accommodation, purchase two general classrooms. This Project is ongoing.
- County Tipperary Schools, Reinforced Autoclaved Aerated Concrete (RAAC) Visual surveys. This Project has been completed.

NENAGH COLLEGE

COVID-19 Minor Works project to refurbish an old woodwork project store into two classrooms. This project has been completed.

NEWPORT COLLEGE

- Emergency Works, Special Needs accessibility. This project has been completed.
- Phase 3 Temporary Accommodation, approval received from the Department of Education to purchase one 100 m² room for Information and Communications Technology (ICT) Interim Accommodation and four 49 m² mainstream interim accommodation under modular framework. This project is ongoing.
- Refurbishment of existing home economics room, re-purpose construction room to woodwork room, re-purpose IT room to Design and Communication Graphics (DCG) room. This project has been completed.
- County Tipperary Schools, Reinforced Autoclaved Aerated Concrete (RAAC) Visual surveys. This Project has been completed.
- Energy Efficiency, Retrofit Project has been approved by the Department of Education.

COLÁISTE MHUIRE CO-ED, THURLES

- Temporary Accommodation, purchase of a two SEN class base and two mainstream classrooms. This project has been completed.
- Summer Works, heating, and floor covering. The removal of Asbestos floor covering element of this project has been completed. The installation of new heating system element is on hold pending the decision of the Department of Education in respect of Tipperary ETBs business case for the long-term solution for Coláiste Mhuire Co-Ed.
- Emergency Works, roof, application for funding has been submitted to the Department of Education. This Project has been completed.
- Emergency Works, electrical upgrade, specialist rooms, funding has been approved by the Department of Education. This project is ongoing.

- Phase 2 Temporary Modular Accommodation. Approval was received to purchase two general classrooms, one Science laboratory and one Preparation room under Department of Education Modular Framework. This project is ongoing.
- County Tipperary Schools, Reinforced Autoclaved Aerated Concrete (RAAC) Visual surveys. This Project has been completed.

COLÁISTE PHOBAL ROS CRÉ

- Summer Works, construction of toilet block. This project is not proceeding as the Department of Education approved a major devolved project for Coláiste Phobal Ros Cré,
- Temporary Accommodation, approval has been received from the Department of Education to purchase modular accommodation under Modular framework two 100 m² Special Needs classrooms and one toilet block. This project is ongoing.
- County Tipperary Schools Reinforced Autoclaved Aerated Concrete (RAAC) Visual surveys. This Project has been completed.

NENAGH COMMUNITY NATIONAL SCHOOL

- Approval was received from the Department of Education to upgrade the toilets in the purchased property adjacent to the school. This project is ongoing.
- County Tipperary Schools, Reinforced Autoclaved Aerated Concrete (RAAC) Visual surveys. This Project has been completed.
- Application was submitted to the Department of Education for additional general classrooms and internal re-configuration works.

ADMINISTRATIVE OFFICES, NENAGH

- Works undertaken to boundary wall, health, and safety issues in respect of visibility of pedestrians. This project has been completed.
- Various non-Tipperary ETB Schools, approval of funding for Reinforced Autoclaved Aerated Concrete (RAAC) Visual surveys at non-ETB locations in County Tipperary, Scoil Mhuire, Carrick-on-Suir; Presentation Secondary School, Clonmel; St Anne's Secondary School, Tipperary Town; Ardscoil na mBráitire, Clonmel; Presentation Secondary School, Thurles; Presentation Secondary School, Ballingarry; St Mary's Secondary School, Nenagh. This Project has been completed.

SOLAS Capital Building Projects and Renovations

FET CAPPWHITE

Emergency Works application for roof upgrade works was approved. This Project is ongoing.

THURLES FET TRAINING CENTRE, ARCHERSTOWN

Five additional classrooms and lift installation. This Project has been completed.

KICKHAM BARRACKS, CLONMEL

C1138 Upgrades works to hut 11. Project has been completed.

CARRICK-ON-SUIR FET TRAINING CENTRE

- Approval has been received from SOLAS to proceed to Decision Gate 1 to deliver the following:
- Phase 1, Upgrade of existing accommodation to provide a new training facility, two electrical workshops, classrooms, canteen / kitchen / office accommodation. This project is ongoing.
- Phase 2, New build apprentice workshops / woodwork room / cutting shed, new classroom, car park and site works. This project is ongoing.

We wish them Health and Happiness



Retired Staff Presentation held on 10 November 2023 in the Anner Hotel, Thurles



Staff honoured at the Tipperary ETB presentation in the Anner Hotel in Thurles.

Back row, Joan Brophy (Coláiste Phobal Ros Cré), Tommy Coleman (Further Education and Training Centre, Archerstown), Carmel Needham (Coláiste Phobal Ros Cré), Patrick Lonergan (Coláiste Dún Iascaigh, Cahir), Julia Murphy (Nenagh Community National School), Paddy Cullen (Tipperary ETB Head Office, Nenagh), Geraldine Ryan (Tipperary ETB Head Office, Nenagh). Front row, Kathleen Ryan (Literacy), Mary Ryan Maher (Coláiste Mhuire Co-Ed, Thurles), Gerardine Hickey (Coláiste Dún Iascaigh, Cahir), Bernadette Cullen (Chief Executive, Tipperary ETB), Cllr Mary Hanna Hourigan (Chairperson, Tipperary ETB), Kathleen O'Callaghan (St Ailbe's School, Tipperary Town), Siobhán Landers (Scoil Ruáin, Killenaule). Photo: Odhran Ducie.

Absent from photo: Ann Tanner (Teach an Léinn, Nenagh), Anne Lohan (Coláiste Dún Iascaigh, Cahir), Anne Ryan (Borrisokane Community College), Eimir Blackmore (Comeragh College, Carrick-on-Suir), Katherine Cahill (Comeragh College, Carrick-on-Suir), Margaret Ryan (Lifelong Learning Service, Nenagh), Mary O'Connor (Newport College), Nóra Moriarty (Central Technical Institute, Clonmel), Nuala Hughes (Newport College).

NENAGH COMMUNITY NATIONAL SCHOOL OFFICIALLY OPENED BY EDUCATION MINISTER



The Minister for Education Norma Foley TD officially opened Tipperary’s first Community National School during a special ceremony which included members of Tipperary ETB, members of the school Board of Management, teachers, parents and pupils at the school in Nenagh on Friday, 27 January 2023.

[Nenagh Community National School](#), which is located on the site of the former St Mary’s Junior Boys National School on St Flannan Street, is the first primary school in the county to deliver a co-educational and multi-denominational education programme, under the management and patronage of Tipperary ETB.

Minister Foley unveiled the school’s new signage during a ribbon cutting ceremony attended by the Chair of Tipperary ETB, Cllr Mary Hanna Hourigan; Tipperary ETB Chief Executive, Ms Bernadette Cullen; Bishop Fintan Monahan, Diocese of Killaloe; Oireachtas members, Tipperary County Council Chief Executive, Mr Joe MacGrath; Nenagh CNS Principal, Mr John Gunnell; Deputy Principal, Ms Bríd Walshe; past and present staff, members of the past and present Boards of Management, and students of the school.





Education Minister Norma Foley TD being presented with framed artwork completed by pupils at Nenagh Community National School. (Left to Right) John Gunnell, Nenagh CNS Principal, Norma Foley TD, Harry Hogan, Jaroslav Sapovalas

The reconfiguration of the 108-year-old former all-boys school was agreed between the Diocese of Killaloe and Tipperary ETB in late-2021, and Nenagh Community National School is in its first school year catering for pupils from Junior Infants up to Second Class, with Third Class students enrolling for 2023/24.

Community National Schools (CNSs) are State, co-educational, multi-denominational primary schools underpinned by five core values: Excellence in Education, Care, Equality, Community and Respect. This school model has been developed in response to increasing diversity in Irish society, and a growing demand from parents for the provision of multi-denominational education. Nenagh Community National School is part of a pilot divestment project, the lessons from which will inform future projects.



The ribbon cutting ceremony at the neighbouring site on Saint Flannan Street which will house the extension of Nenagh CNS. (Left to Right) Clodagh Kelly, Director of Schools Tipperary ETB, Brid Walshe, Deputy Principal Nenagh CNS, Joe MacGrath, CEO Tipperary County Council, Jackie Cahill TD, John Gunnell, Principal Nenagh CNS, Nikola Dutek, Norma Foley TD, Alan Kelly TD, Cllr Mary Hanna Hourigan, Chair Tipperary ETB, Bishop Fintan Monahan, Diocese of Killaloe, Bernadette Cullen, Chief Executive Tipperary ETB, Michael Lowry TD, Cllr Michael O'Meara, Cllr Roger Kennedy, Vice-Chair Tipperary ETB, Kirill Ilascu



John Gunnell, Principal Nenagh CNS, and Education Minister Norma Foley TD unveiling the new website for Nenagh Community National School



Bishop Fintan Monahan, Diocese of Killaloe, speaking at the official opening of Nenagh CNS



Chair of Tipperary ETB Mary Hanna Hourigan speaking to some of the pupils at Nenagh CNS



The School Choir from St. Ailbe's

Over 100 students and learners from schools and further education centres across Tipperary ETB performed at The Dome in Thurles for a special Schools' Talent Show on ETB Day, Thursday 2 March 2023.

Teachers, parents and Tipperary ETB staff were part of a large audience in Thurles as young learners from across the county displayed a broad range of musical performances. The event took place on ETB Day, a national celebration of heroes and learners within each ETB, ten years on from their establishment.

RTE 2FM presenter Aindriú de Paor, a former student of Gaelcholáiste Chéitinn in Clonmel, was the guest presenter on the night. He welcomed 24 acts on stage from across the ETB family of schools, as well as bands from Music Generation Tipperary and further education students in CTI Clonmel.

Vice Chairperson of Tipperary ETB, Cllr Roger Kennedy, was among those in attendance on the night, and he paid wholesome tribute to the performers and school staff for the quality of talent on display.

Earlier on the day, Croke Park hosted the ETB Excellence Awards in which the great work of learners and ETB staff was highlighted in an event hosted by RTE News journalist and former ETB student Ray Kennedy.

Schools, as well as further education and training centres under the Tipperary ETB umbrella, spent the week celebrating the ethos and core values of ETBs with special events and social media promotions.



Liam McGrath, Director of OSD at Tipperary ETB, Bernadette Cullen, Chief Executive of Tipperary ETB, Roger Kennedy, Vice-Chair of Tipperary ETB, Clodagh Kelly, Director of Schools at Tipperary ETB, Colin Cummins, Director of FET at Tipperary ETB



Millie Finn from Comeragh College



Ethan Philips (Vocals) and Jamie Hartigan (Piano) from Coláiste Dún Iascaigh, Cahir



Fast Junction from Music Generation Tipperary

Nenagh Community National School

Junior Infants

Learning through play is an enjoyable way for pupils to learn. Our junior classes really love taking part in Aistear. Aistear is the early childhood curriculum framework for all children from birth to six years in Ireland. The framework uses four interconnected themes to describe children's learning and development: Well-being; Identity and Belonging; Communicating; and Exploring and Thinking. In November Junior Infants learned about our homes and our families. We started by looking at houses and homes, different types of houses and the rooms in a house. We read the story "The Three Little Pigs" and decided that brick was the best material to use when building a house. We have lots more exciting activities to come. Here are some pictures of us making the Three Little Pigs houses, building houses at the construction station and role play from the kitchen.





Snowman at Sunset

Junior Infants took to the stage in December to perform “Snowman at Sunset” for their families. The children made their families proud, delivering their lines and singing songs in front of a large audience.



Buddy System

Junior Infants and Third Class have started a Buddy system as part of our school Wellbeing. The boys in Third Class have been visiting Juniors to help them make jigsaws and read them stories. The Juniors enjoy the big adventure upstairs to their classroom too. It is a popular time of the week for both classes and a wonderful addition to our weekly routine.



Garda Visit

Garda Maureen and Garda Mags visited Junior Infants in May to teach them about road safety and their work in the community. They explained all the ways that the Gardaí can help us and what to do if we need their help. They danced to songs about bike safety, the safe cross code, had their fingerprints taken and left the Juniors some wonderful colouring books. More importantly they had lots of fun radioing back to base on their walkie talkies and trying on their hand cuffs.



Chess

The boys in Second and Third Class started chess last term and are becoming masters of the game. A number of boys recently represented our school in a chess competition which was held in Gaelscoil Aonach Urmhumhan. Over 60 children took part from a number of schools. Nikola from Second Class was the top scorer in the competition. Well done Nikola and “chess-mates”.





GAA is growing in Nenagh CNS. with after-schools training at nearby Nenagh College for hurling and football. The pupils in First, Second and Third Class have taken part in a number of blitzes recently. A big thank you to Pat McCormack and Shane Hennessey and all from Nenagh Éire Óg for organising events for our teams. Also pictured Junior Infants with representatives from Nenagh Éire Óg, A Sportsman’s Dream and Albany, when they received hurleys from the hurling club.



Green Schools Programme

Nenagh CNS takes part in the Green Schools Programme. We have received four Green Flags for the following themes: Litter and Waste; Energy; Water and Travel.

The Green Schools Committee are busy working towards their fifth Green Flag for the theme 'Biodiversity'.

Previous themes need to be maintained in addition to working on the current theme. The following are some of the events Nenagh CNS takes part in to help maintain previous themes: National Spring Clean; Scoot to School Week; Tree Week and Annual Clothes Collection.



STEM Education in Nenagh CNS

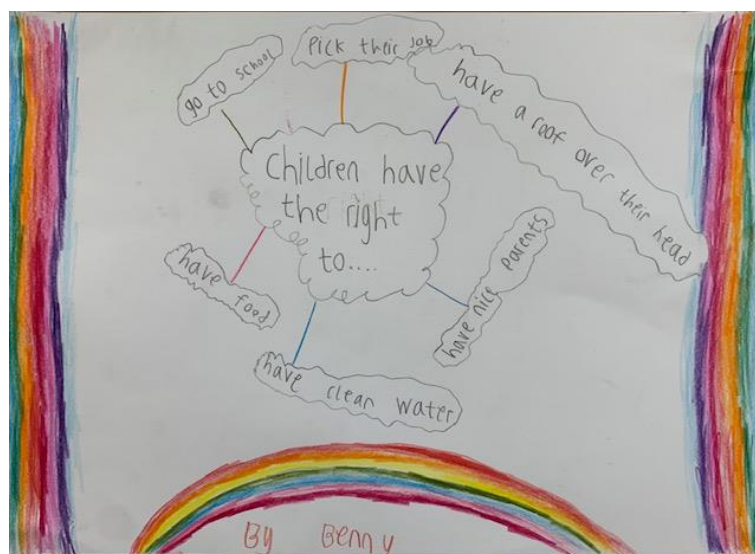
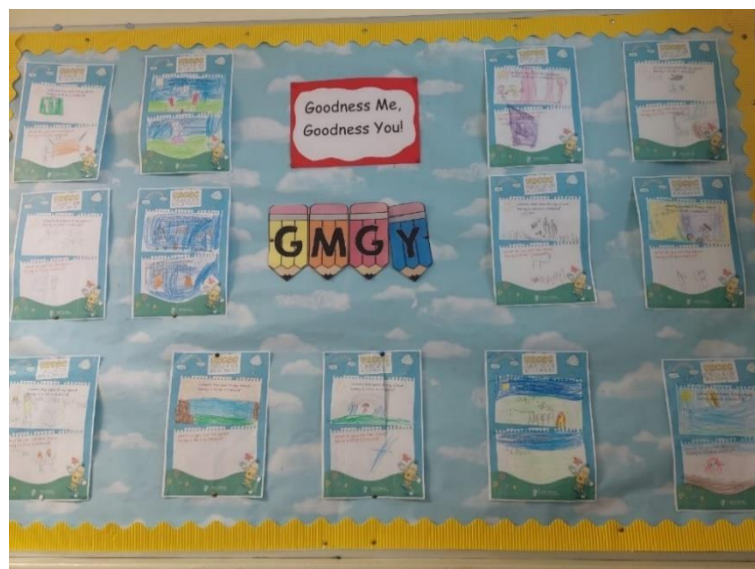
In Nenagh CNS we acknowledge that the foundations for STEM education begin in early childhood. We started using our Bee bots to introduce children to the basics of programming and coding in a fun way. It helps to develop problem solving, critical thinking and logical thinking. Our STEM challenges allow the children to problem solve in a fun, hands-on way.



GMGY- Goodness Me, Goodness You



As part of our Goodness Me Goodness You - our patron's programme, we are focusing on the Strand "We are a CNS". We are learning all about Equality, Rights and Responsibilities. Our classes developed their understanding of fairness and explored the rights of children.



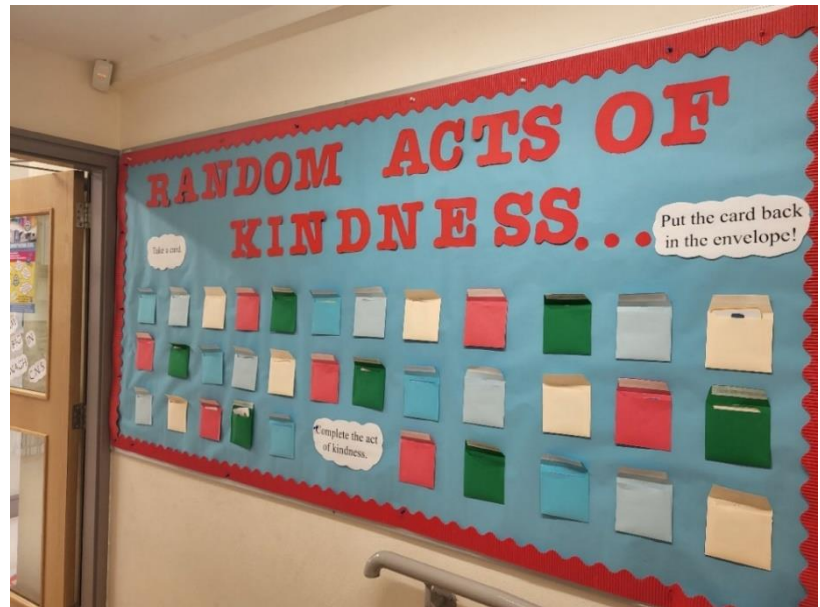
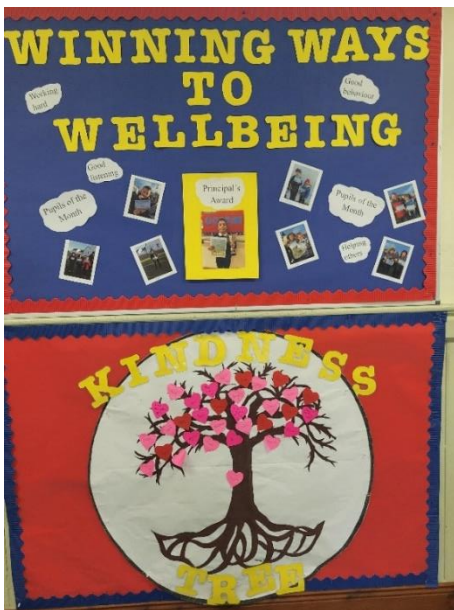
Bake Sale

In October we had a bake sale to raise funds for the school. We were overwhelmed by the response. We invited parents of the new Junior Infant Class for a coffee and a chat. Parents got a chance to meet other parents and staff members. Pamela Quirke and Mary Jo Kennedy from Tipperary ETB came along to meet parents and tell them about supports available to them and courses being provided by the ETB.

It was a wonderful occasion for the school community.

Wellbeing

In Nenagh CNS our Wellbeing Team help to promote good behavior. Children are encouraged to show kindness and respect to each other. Children love getting their name written on the "Kindness Tree". As part of our assembly, Mr Gunnell commends children for their hard work, achievements and good behaviour. They are presented with awards and the "Student of the Month" is named.



Children's photographs are placed on our "Winning Ways to Wellbeing" Board for the month. "Random acts of kindness" are promoted by all staff

Nurture

A Nurture Room was set up in 'The Bungalow' following the completion of Nurture Room Training by three Nenagh CNS staff members.

Nurture Groups, in a Nurture Room setting, aim to provide carefully routined sessions, where there is a balance of learning and teaching, affection and structure within a home-like atmosphere.

The children start the morning by making breakfast and then take part in activities such as baking, yoga, art and co-operative games.





Song Tales

May 2023: We had the pleasure of welcoming "My Song Tales" to Nenagh CNS and they put on a fantastic show for us!





Coláiste Shliabh na mBan, Clonmel

School Talent Show

Three of our students demonstrated their exceptional talent at the Tipperary ETB Talent Show hosted in the Dome in Thurles. Through diligent hours of practice, under the guidance of their teacher, they delivered a stellar performance during the event. The highlight of the evening was their rendition of "What a Day," an original composition collaboratively created by Reggie Carthy, Jack Commins, Jack Johnson, and their teacher, Mr Byrne. Kudos to this gifted ensemble for their outstanding presentation, showcasing creativity and flair while representing the school!



Rock Paper Scissors



In a collaborative exploration of traditional Irish craftsmanship, Michael Stocker, Reggie Carty, Jonathan Gilligan, and Jack Johnson immersed themselves in a transformative workshop led by sculptor Philip Quinn. Guided by Quinn's expertise and fuelled by a shared eagerness for sculpting,

carving, and crafting, these individuals, diverse in backgrounds, discovered hidden talents and unleashed their creative potential. Each chisel stroke honed their skills, breathing life into raw materials, resulting in masterpieces reflecting their unique perspectives. Showcased at Tipperary County Museum, their collective efforts mesmerised audiences, illuminating a newfound passion for traditional crafts. Their artistic journey was immortalised in the groundbreaking documentary, "Rock Paper Scissors: Traditional Crafts Explored by Diverse Communities," standing as a testament to craftsmanship's resilience, community unification, and self-discovery.

<https://youtu.be/Xgo2Y4BO1Hw?si=zslbvOaD28K5Sje->

Core Value Awards



The school year reached its pinnacle with the awarding of the Tipperary ETB School Core Value Awards. Heartfelt congratulations extend to Jack Johnson (Senior) and Kieran Morrissey (Junior) for their remarkable achievements, symbolizing their impactful contributions to the Coláiste Shliabh na mBan community. Ms Josephine Chamney, a distinguished member of the school Board of Management and Tipperary ETB, had the honour of



presenting these prestigious awards. It is noteworthy that Ms Chamney, a former staff member of Coláiste Shliabh na mBan, presented the awards to Jack and Kieran. Captured in a photo, Jack and Kieran stand proudly as recipients of these well-deserved accolades.

Clonmel and District Anglers



This Year we had Clonmel and District Anglers visit our school. Their insightful session delved into the art of fly fishing, encompassing the intricacies of tying flies and the fundamentals of this angling technique on the majestic River

Suir which borders the school. The students were captivated by the expertise shared, gaining valuable insights into the world of fishing. This engaging and educational experience has left a lasting impression, fostering an appreciation for the art and skill of fly fishing among our students.



Nenagh College

Ethos Week

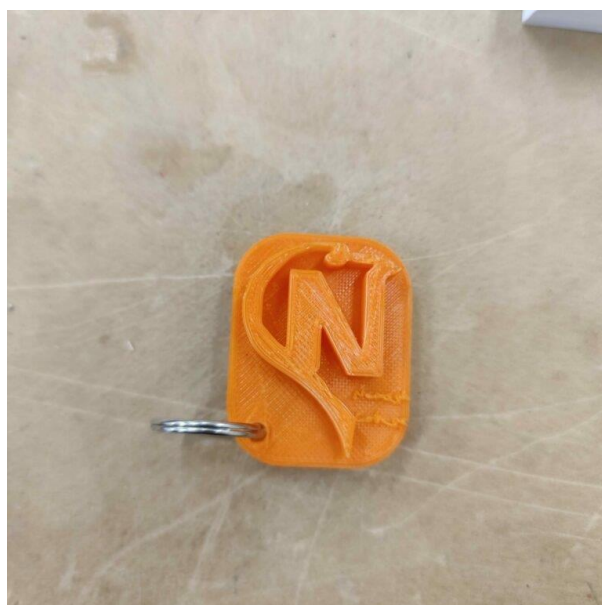
To celebrate ETB Ethos week, all years in Nenagh College will get a chance to enjoy a cuppa honouring the key ethos values of CARE and COMMUNITY. Fifth Years kicked off the celebration of Ethos today with their tea party.



Technology Week

Technology week is a yearly event in Nenagh College. Students were welcomed to a 3-D Printing demonstration. Students were introduced to the processes of designing and prototyping using the additive process of 3-D Printing. They were given a demonstration on how to prepare their files to facilitate the manufacture process, instructed as to the best practice in locating their product on the machine bed, and shown how to troubleshoot any potential areas for malfunction prior to commencing printing.

Each student who attended this workshop was gifted a Nenagh College keyring which had been designed using 3-D modelling software in the room and manufactured on the machine.



Biodiversity Garden

The students of Nenagh College have been working hard behind the scenes in our biodiversity garden over the last number of months. A variety of native trees have been planted by students which has given the students a great opportunity to link theory and practical work.

The level of biodiversity in this area has also given Fifth Year biology students a great opportunity to identify a number of flora and fauna that have appeared naturally in our school. This was of particular importance when carrying out their recent study of the grassland habitat. We are very lucky to have this space and cannot wait to watch it grow and mature.



Swim Meet 2023

We are so proud of our school swim team's stellar performance at the Munster Schools Swim Meet! All the swimmers delivered excellent swims, with the majority achieving personal best times. What an incredible achievement! Well done Emilia Chanas, Magdalena Chanas, Fabian Gluszak, Brianna Graham, Mark Griffin, Oskar Koniuszek, Ben Parker, Zoe Parker and Thomas Ryan. [#schoolsports](#) [#hardwork](#)



Choose Respect Campaign



Nenagh College is proud to be part of the Nenagh Choose Respect Campaign, whose aim is to highlight the unacceptable normalisation of abusive language and behaviour witnessed in our society.

Pictured here are Damien Kennedy (Principal), Charlie Williams (Student Council Chairperson), Laura Corish (Sixth Year Student Council representative), Catherine O’Keeffe SPHE Coordinator).

The ‘Call It Out’ campaign provides a blueprint to become an active bystander and to recognise and challenge abusive behaviour whenever possible.

Nenagh College students continue to be involved in the Choose Respect Campaign, which began over a year ago with Mr Marney O’Reilly and Mr Denis Finnerty.

This is a community project involving all three post-primary schools in Nenagh, together with the sports clubs, the businesses and so on in Nenagh – it is a community project aimed at increasing awareness around how we show respect towards ourselves and others in our society.



The following students attended a meeting which was held on Friday, 31 March in the Pastoral Centre. Ms O’Keeffe is pictured with members of the Student Council as follows: Charlie Williams, Ava Delaney, Laura Corish, Gaja Lustrynowicz, Emma Gleeson (absent from photo), Katie Wilford, Darragh Corish



Such meetings involving all three post-primary schools in Nenagh, allows students to gain a greater understanding of the needs of young people in our society and allows for fruitful discussions.



Stem Days

Nenagh College would like to say thank you to our students who assisted in our STEM days. We had three days of fun and they were enthusiastic, helpful and encouraging to the primary schools who visited. Go raibh míle maith agaibh!



THE BEST
GUIDES

PIC•COLLAGE



PIC•COLLAGE

ETTA Young Engineer Competition

Congratulations to our talented former Nenagh College student, Ava Sherlock! Ava secured the top spot in the ETTA Young Engineer Competition regional event, and her outstanding project advanced to the national final, where she received a well-deserved Certificate of Distinction. Your dedication, innovation, and hard work set a remarkable example for aspiring young engineers everywhere. We're incredibly proud of your achievement, Ava! [#Youngengineer](#) [#TipperaryETB](#) [#nenaghguardian](#)



Nenagh CNS students sharing facilities with Nenagh College





Newport College

Action-packed Active School Week celebrates the positive impact of physical activity

For **Active School Week** we held an exciting and action-packed week, organised by our Transition Year Students as part of the schools Active School Flag program. The event was a celebration of physical activity, promoting the positive impact it has on health and wellbeing. The whole school community participated, and the week was a resounding success.

Kicking off with a tug-of-war blitz at Portumna Community College, our Transition Year students competed in categories such as men's, ladies, and mixed teams, displaying their muscular endurance and strength. Well done to the ladies' team who placed third and were awarded bronze medals.



Our Second Year students competed in a sports blitz organised by our Leaving Certificate Applied students, featuring soccer, spike ball, and basketball. First Year students also took part in a similar sports blitz, where each team competed in all the events against each other.

The Active School Week also included a 'rowathon' in aid of Crumlin Hospital. Students from each year group rowed on machines to cover the distance from Newport College to Crumlin Hospital. The event was thoroughly enjoyed, with the Transition Year students raising vital funds for the hospital.

The highlight of the week was the appearance of Cork All Star Ladies Gaelic Football and Australian Football League (AFL) player Erika O'Shea, who gave an inspiring talk about her sporting career to date. Erika shared her journey from playing club Gaelic Football to reaching county level, shared stories of her success at basketball, and spoke of her current success with North Melbourne Women AFL team. She also spoke about her return to Gaelic football with the University of Limerick in the O'Connor's Cup and her return to county before she heads back to Australia for another season of AFL.



Erika shared an insightful and inspiring message with our school community about the power of perseverance. Drawing on her own experience of initially being unsuccessful at U14 and U16 trials before joining the county team at minor level, she encouraged us to use setbacks as motivation to try again and push harder towards our goals. Her words left a lasting impact on our community.



Following her talk, Erika joined our own colleague and Limerick Ladies Gaelic Football Captain Róisín Ambrose, along with the Transition Year students to cut the ribbon and officially open our Active School Walkway.



We would like to express our gratitude to Erika for her inspiring talk, which left a powerful message with our students and staff to persevere in the face of adversity. Her visit was a memorable day for our community, and we were honoured to have the opportunity to meet and talk to such an incredible sports ambassador. We wish Erika all the best in her future sporting endeavours.

Overall, Newport College Active School Week was a fun-filled and inspiring event, encouraging our students to embrace physical activity and its positive impact on their health and wellbeing.

Celebrating STE(A)M in Action: Showcasing Learning



Our Second Year students participated in the Junior Cycle for Teachers (JCT) STE(A)M in Action Initiative in which they were required to choose an issue which affects them and come up with solutions for this issue. Three Second Year students along with their teacher Ms Rogers, attended the JCT Celebration of Learning at the Tullamore Court Hotel, where they presented their project, 'The Effect of Increasing Student Population on Student Wellbeing'.

The preparations for this event began in October 2022, when our school's application to participate in the initiative was accepted by the JCT. Students and teachers worked together to brainstorm ideas for the project, aiming to address an issue that affects members of the school community. In looking at the impact on their own wellbeing, as a result of the rise in student numbers, they came up with innovative solutions by applying their knowledge of Science, Maths, Business, and Geography. They investigated the need for exercise, the amount of recreational area required per student, and the local, economic, and social impact of our new school building and population density.

Congratulations to all the students who participated in this project and to the representatives Cormac Kennedy, Anna O'Gorman and Alison Comber who presented their findings at the event. The Celebration of Learning was an excellent opportunity to showcase the STE(A)M skills of our students. Well done to all our students and the teachers involved.



Top Honours for Newport College Students in Trinity Law Outreach Programme



Newport College students participated in the Trinity College Law Outreach Programme 2023 competition held in Dublin. We extend our congratulations to all the participants for their hard work and dedication. We are especially proud of our team comprising of Eoin McDermott, Abbie Cooke, Caitlin Keogh and Róisín Coleman who emerged as the OVERALL WINNERS of the competition. They presented the prosecution in their mock trial and not only won the trial but also scored the highest points on the day! Their exceptional performance earned them the honour of receiving prizes from Jennifer Brady of Walkers Global Law Firm. Well done to our team and to all our

students for their excellent efforts!

The Trinity Law Outreach Programme is a competition aimed at post-primary school students who are interested in careers in law and legal studies. Organised by Trinity College Dublin, it aims to provide participants with an opportunity to learn more about the legal profession and develop skills in critical thinking.

The programme took place over a number of sessions online at Newport College with Trinity College Programme facilitators. Students were involved in mock trials and worked in teams taking on the role of a lawyer and presenting their case to a judge. The competition is set up to resemble a real-life courtroom and judged by legal professionals.

This competition is open to students all over Ireland and involves several rounds of elimination before the final competition. The final held in Trinity College Dublin was attended by legal professionals,



academics and members of the public. We were delighted that Newport College was chosen to participate in this prestigious competition, which provided our students with an excellent chance to acquire essential skills and explore career options in the legal field. We would like to give special recognition to Mr Keane and Ms McMahon for leading the programme.



A Night of Drama'



Newport College presented **'A Night of Drama'** in Newport Community Hall on **Friday, 3 March 2023**. It was the very first Transition Year production and was indeed a night that was very special for all involved. The Transition Year class of 2023 produced and starred in adaptations of two, One Act Plays, **'Love and Acid Drops'** by Seamus Burke and **'Between Heaven and Hell'** by local playwright Tom McCabe.

Under the direction of teaching staff Sandra Hynes, Shane Cunniffe and Marie Tuohey, the cast and crew of both productions gripped the audience for an evening of fun and laughter. Tom McCabe's "Between Heaven and Hell" was first up with leading roles of James and Terry played by Abigail Bates and Lydia Ryan Foley. After experiencing fatal heart attacks, James and Terry found themselves in purgatory, "Between Heaven and Hell". While awaiting revelation of their eternal destiny, they cross paths with a woman who has lived her whole life devoted to God, but who finds herself barred from Heaven's Door. The audience thoroughly enjoyed the hilarious story and sang along to great singing performances including a rendition of George Ezra's 'Green Green Grass'.

Before the curtain lifted for the second half, First Year students along with soloists Seamus Bridgeman and Aoife Sweeney were accompanied by Mr Madden and Ms Sullivan who gave a resounding rendition of Travelling Soldier. The performance went down a treat with the audience and great fun was had by all the first years who were involved.





Opening the second play with an uplifting session of traditional Irish music, Seamus Burkes, 'Love and Acid Drops' proved another hit with the audience. Farmer, Mickey Free played by Michael Foley was looking for a wife and on the advice of his friend Thady played by Damien O'Brien, places an ad in the local newspaper. With prospective candidates arriving for interview, his housekeeper Ivy tends to her duties with her presence felt but significance overlooked. As the women come for interview, Mickey realises that maybe what he was looking for was right there under his nose. As the story unfolded, Ivy unexpectedly came into wealth, causing Thady to contemplate securing his own future. Despite his advances and proposal, Ivy rejects Thady, much to the audience's delight. Instead, she found solace in Mickey's embrace, bringing the heartwarming tale to a highly romantic and feel-good conclusion.

The show was a resounding success and allowed our students to explore and develop their artistic talents, develop confidence and build friendships. We would like to thank Sandra, Shane and Marie who worked tirelessly on the project and huge thanks to all students and staff involved. Final thanks to the Transition Year class, no matter how big or small a part you played, we are so proud of you. You engaged with enthusiasm and energy, enjoyed the banter and many laughs and we hope the memories and the confidence you have gained will live with you forever.



St Ailbe's School, Tipperary Town



The Addams Family

The Michael Quirke Physical Education Hall was full to capacity for St Ailbe's production of The Addams Family which embraced the wackiness in every family. In the world of The Addams Family, misery is wonderful, torture is enjoyed, and death and suffering are the epitome of excitement. Gomez Addams, played by Jack Ahern McInerney, must do something he's never done before, keep a secret from his beloved wife, Morticia, played by Abi Ryan.

Careers Day

St Ailbe's had their careers exhibition on Thursday, 7 December in the Michael Quirke Physical Education building. There were many exhibitors including universities, colleges, apprenticeships, training centres, finance, business and local services. It was attended by over 600 students from First Year to Sixth Year. There was a great atmosphere for the entire day. All exhibitors were very generous with their advice and support and very complementary of the students. The exhibition was part of the St Ailbe's Whole School Guidance Plan which introduces careers and training from First Year in line with our European partners.



Congratulations Rory



Rory Sampson, who has been awarded a JP McManus sponsored All-Ireland Scholarship.

Rory is now studying Medicine in Trinity College Dublin and was honoured at the All-Ireland Scholarships Award Ceremony 2023 on 16 September at the University Concert Hall, University of Limerick. Rory achieved top results in his Leaving Certificate and was also awarded Student of the Year while at St Ailbe's School. He is also a former student of Bansha National School.



Sviatlana Tsikhanouskaya's Visit

St Ailbe's students were very privileged to have Belarusian politician and opposition leader - Ms. Sviatlana Tsikhanouskaya visit our school on the same day she received the Tipperary International Peace Award. This was a fantastic opportunity for our students to get a first-hand insight into political affairs around the world. During her time in St Ailbe's she talked about her experience of visiting Ireland as a teenager. She encouraged students to be brave, follow their values and ideals, and always achieve their goals.



School Tour

St Ailbe's students and teachers in Madrid for the Transition Year school tour. Students enjoyed sightseeing, shopping around Plaza de España and the renowned Plaza Mayor. They also visited the beautiful El Retiro Park to take in the lovely Spanish sun among many other activities.



Sustainable Development Goals (SDG)





Borrisokane Community College

Retirement of Principal

In September 2023 we marked the end of an era in Borrisokane Community College with the retirement of Principal Matthew Carr after 29 years. Matthew was a leader, mentor, and a true inspiration to anyone who had the pleasure to work alongside him. Matthew led with a unique blend of wisdom, humility and an infectious passion for education. He did not just manage a school, he fostered a community where every student felt seen, heard and valued and where every staff member knew that they could depend on him.

Matthew was the architect of Borrisokane Community College's success and the heart of our community. We say thanks and wish him a long, happy and healthy retirement. 'Is ar Scáth a Chéile a Mhairimid'.

GAA Future Leaders Gold Award

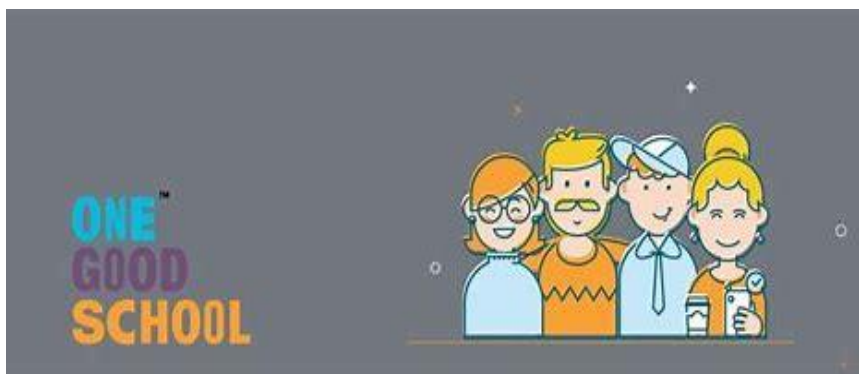
Tuesday 17 October 2023 was a historic day for Borrisokane Community College and the GAA Transition Year Future Leaders Programme – a first Awards ceremony for the new GAA and Oide Initiative and a Gold Award for the Transition Year Future Leader class of 2022/2023 from Borrisokane Community College. As one of only seven schools nationwide to receive the Gold Award, Borrisokane Community College students had to prepare a presentation for the Silver and Bronze Award recipients. The Future Leaders is a leadership programme where students are encouraged to forge links with the community, organise and run events to promote activity, wellbeing and collaboration.



Pictured are the six lucky BCC students who attended the Award Ceremony in Croke Park on behalf of the TY Future Leader class of 22/23.

One Good School

Emer Leahy presented Borriskane Community College with a Gold Award to officially certify the school as a 'One Good School'. Jigsaw's One Good School supports a shared responsibility for mental health and wellbeing across the whole school community.



Education for Sustainable Development Forum

A group of students from Borriskane Community College, accompanied by Ms E Linehan, travelled to TU Grangegorman on Friday, 1 December 2023 to exhibit at the National ESD Forum. It was the first-time students were present at this event and we were delighted to be chosen to showcase our work with the Take 1 programme.

This programme was developed by Valerie Lewis in Tipperary ETB and focuses on embedding the Sustainable Development Goals in the Junior Cycle curriculum.



Dillon Quirke Fundraiser

On Tuesday 23 May we held our Fundraiser evening for the Dillon Quirke Foundation. It was a fantastic evening where the community of Borrisokane Community College, past and present, got to come together.

We had the official opening of our Ball Wall and thanks to Niall O'Meara for cutting the ribbon. We had hurling and camogie games with students from the past and present showing their skills and entertaining the crowds for the evening.

An amazing €5,000 was collected for the Foundation.





Wellread Award for Life

Borrisokane Community College was awarded the Professional Development Service for Teachers (PDST) Readers for Life Award in April 2023. This celebrates the work done to maintain the culture of reading in the school.

Dromineer Literary Festival

Two Third Year students from Borrisokane Community College won First and Second prize for their short stories on the theme of Respect at the opening of the Dromineer Festival. Author Donal Ryan judged the stories, giving lovely feedback and encouragement.



SciFest 2023

Borrisokane Community College was very successful in SciFest 2023, winning the Business Excellence Award and the Boston Scientific Award, the Discover Space Award, The Communications Award, The Technological University of the Shannon (TUS) Agricultural Science Award, and Ms. Hayes won the European Space Education Resource Office (ESERO) Ireland Discover Space Teacher Award.

We compete annually in this competition, and it is an excellent showcase of innovation.

Business Excellence Award SciFest



Boston Scientific Award SciFest



The TUS Agricultural Science Award



Discover Space Award

The ESERO Ireland Discover Space Teacher Award



All Ireland Badminton Winners 2023



Our U14 girls won the All-Ireland Badminton Competition. These girls showed great determination and skill all season and were very worthy champions.



Central Technical Institute, Clonmel

CTI All Ireland Champions in Basketball 2023



In May this year, CTI Clonmel First Years were crowned All-Ireland Minor C Basketball School League champions after they defeated Baltinglass CC.

In a thrilling final that went all the way down to the wire, the Clonmel boys, made up of pupils from Gaelcholáiste Chéitinn and Raheen College, prevailed by 34-31.

It has been a fantastic odyssey for the Clonmel First Years, superbly coached by schoolteachers Colm Ó Conghaola and Luke Boland. And to add to the occasion, the boys were roared on by fellow students, parents and siblings, on a day that they will always remember.

Previously in the Southeastern First Year Boys C Basketball final, the team took part in the All-Ireland quarterfinals, which were run as a round-robin competition on Tuesday, 18 April. CTI hosted three teams from Mallow, Mountmellick and Gonzaga College (Dublin) in the Moyle Rovers GAA Centre in Monroe. They came through that day with a clean sweep of victories to progress onwards. A journey now ultimately concluded with a magnificent All-Ireland crown.

The squad of players is Freddie Ó Báicéir, Thomas Molloy, Joshua Ó Slataire, Jason Ryan, Daniel Mak, Gavin Ó Súilleabháin, Owen Ooi, Leon Hewitt, Aaron de Prút, Troy Dorney, Cillian Ó Muirghéasa, Roccó Ó Cuidithe and Adam de Prút.

Fiche Bliain ag Fás: Twenty years of Gaelcholáiste Chéitinn in Tipperary



Mathúin Ó Caoimh, John McCarthy, Méabh Purcell (former student who made the anniversary cake) and Charlie McGeever. Méabh and John did the duties of cutting the fabulous cáca milis.

On Saturday, 18 November, the school hall in Gaelcholáiste Chéitinn, The Mall, Clonmel, hosted a very special evening to mark a significant milestone in the growth and continued development of the school.

This academic year 2023/2024, the Irish-speaking post-primary school at the heart of education in Clonmel will turn 20 years old. To honour the occasion, current staff members, former students and staff, along with family and friends, gathered to celebrate all things Gaelcholáiste Chéitinn.

The evening commenced with Príomhoide Mr John McCarthy welcoming all present, joined on stage by former Príomhoide Mr Charlie McGeever, and the first Múinteoir i bhFeighil at the dawning of this innovative institution back in 2003/2004, Mr Mathúin Ó Caoimh.

Principal Mr McCarthy spoke enthusiastically about the values that Gaelcholáiste Chéitinn embodies among students and staff, and how he is filled with pride and joy as a principal of a school with such a strong tradition and grá for the Irish language. This tradition has been fostered on a daily basis through the hard work and dedication of former Múinteoir i bhFeighil Lorna Ní Ghallachóir, current Múinteoir i bhFeighil, Bróna Ní Chuinneáin and current acting Múinteoir i bhFeighil Máire Ní Mhurchú.



Former students Chloe Ní Lionsigh, Clár De Paor, Rachel Ní Eochaidh at the recent twentieth anniversary celebrations at Gaelcholáiste Chéitinn in Clonmel.

Inspiring Partnership between Clonmel Museum and Raheen College



Clonmel Museum has been a constant source of historical reference for our students. We have engaged in many projects with them over the last academic year and it is a partnership that is sure to continue into the future.

Stem Stars in Action



Our First Year students Yusuf Muhanna, Cillian Wiernierski and David Hoare won a prestigious Science Competition. Their project focused on making *Hospital Waiting Times Shorter*. This is part of the STEM Stars competition, and these First Years really embraced this project. What a fabulous project to work on that celebrates our ethos of community wholeheartedly.



Coláiste Dún Iascaigh, Cahir

Community



The students of the Coláiste continue their strong links with the community. The school is very proud to help look after the local playground along with supporting the local tidy towns and many other voluntary organisations.



Sports

Rugby returned to the Coláiste for the first time in many years. A large number of boys are taking part and enjoy participating in competitions and blitz. The management of the Coláiste would like to thank all staff who support extra-curricular activities in the school. Over the course of the year, over 50 teams left the school to participate in various sporting events and competitions.



Excellence in Education

The school has introduced a “Learning Zone Module” in First Year where students are coached on how to be effective learners and are supported by Student Leading Learners from Transition Year. This development is increasing student voice and leadership within our community but is also helping to increase academic expectations in Junior Cycle.



School Musical

This year Sister Act took to the stage and sold out to full capacity over three nights. This is always a highlight of the school year, well done to all involved. The school has now produced 24 shows and we look forward to our 25th. This year the students themselves introduced an after party in school where a brilliant sing song was had for a couple of hours along with refreshments. Thanks to all our parents for their continued support.



Excellence in Education

This year saw the launch of Junior School Class Captains. This development is about challenging students to empower their classmates to be positive role models and leaders of learning and other initiatives in our school. Their first role was to lead the decoration of each classroom door as part of their Connect Class with their tutor teacher. This created a sense of fun and community spirit. The judges had hard decisions to make. The class captains are also supporting our Student Council and Green Schools team in our School Environment Campaign.



**Coláiste
Dún
Iascaigh**

**CLASS
CAPTAINS
2023-2024**







Coláiste Mhuire Co-Ed, Thurles (CMCO)

Poetry Aloud National Final



Congrats to Third Year student Lewie Cavanagh who proudly represented CMCO at the prestigious **Poetry Aloud National Final** in the Reading Room of the National Library of Ireland in December. Lewie having won a place in the final with his rendition of 'Picking Figs' by Anna Tannam, gave two excellent renditions of the prescribed poem in the Intermediate Category, William Butler Yeats poem 'What Then' and his chosen poem 'Connolly' by Liam MacGabhann. He was one of twenty-two students from across Ireland to participate in this year's final.

Photo shows Lewie proudly displaying his certificate with his mentor Ms Mary C Ryan. #etbethos #excellenceineducation

Dillon Quirke Foundation Fundraiser



Photo shows CMCO students from the parishes of Clonoulty and Rossmore presenting a cheque for €550 to Adam Fryday of the **Dillon Quirke Foundation**. Funds were raised by opening the school car park during the Tipperary vs Kilkenny fundraising hurling match and serving complimentary tea, coffee and sweet treats to all who were supporting this very worthy foundation that aims to raise awareness about Sudden Adult Death Syndrome (SADS) and save lives by screening every GAA player, both male and female, from the

age of 12 upwards. Many thanks to our Parents Association members who organised the car parking, and to the students and teachers from Clonoulty/Rossmore who helped on the day. *'Ní Neart go Cur Le Chéile'* - *'Together We Stand'* #care #community #kindness #respect #etbethos

CMCO School Choir



Congratulations to our school choir who competed at the AIMS Choral Festival in New Ross securing a joint third place in the Senior Chorus Competition singing 'Oceans' led by Kate Kennedy and 'Waving through a Window' from the popular modern musical Dear Evan Hansen with Keelan Fahey taking the opening solo and was later joined by Jamie Ryan and Ben Nolan along with the choir. The senior choir secured 4th place in the Cameo competition with the song 'Welcome to the Rock' from the musical Come from Away. In early March, our wonderful choir also performed at the Tipperary ETB Schools' Talent Show in The Dome. Special acknowledgement to Ms Wallace, Ms Lowth and Ms Geaney for all the after-school practice throughout the year. #CMCOchoir #etbethos #proud

'Three in a Row' Munster U17 Hurling Final Success for CMCO



Congrats to our U17 Hurlers and their managers Mr Paraic Russell and Mr Matt Feehan on being crowned *Munster Hurling Champions* for a third consecutive year following a superb one-point victory over Hazelwood College, Dromcollogher. The TUS Corn Uí Dhonabháin was presented to captain Dylan Cotter. #cmcoabú #etbethos

CMCO Girls in STEM

Transition Year and Fifth Year female students participated in the **STEM Passport for Inclusion** programme, an initiative aiming to address the barriers in STEM for females. Our students learned about computational thinking, micro:bit and python programming and enjoyed being mentored by Microsoft Ireland employees.



On successful completion of the programme workshops and assignments, students earned a five-credit module Level 6 NQF STEM Qualification worth 50 CAO points. Special thanks to their mentor Ms Bergin for her continuous support and encouragement. Promoting #femalesinSTEM #excellenceineducation

'School of Rock' Musical



Congrats to the very talented cast, crew and production team of **'School of Rock'** who showcased the best of talent to delighted audiences over three days in the Dome in October. Congrats to *Sarah Ryan* on receiving the *Spirit of the Musical Award* for her performance as 'Madison' and to *Róisín Costello* who won the *CMCO Rising Star Award* in association with Dwan Academy for her performance as 'Katie'. #etbethos #community #rathassaotar

Sustainability in CMCO



CMCO collaborates with WorldWide Global Schools, ECO UNESCO and the ETB Take1 Programme to embed Sustainability in our school. Under the guidance of Ms Meagher and Mr Hayes, the **CMCO Sustainability Committee** members have been very busy completing the Climate Literacy Programme, a fantastic initiative funded by the Department of Education and delivered in TUS Thurles. Thus, we are delighted to have over 30 certified Agents of Change, committed to taking small, but impactful actions for a more sustainable school community. We also introduced a Sustainability module in Transition Year, with all students taking an eight-week course to become certified Environmental Influencers. Remarkably, over 70 students contribute to the Sustainability Committee outside of school hours, highlighting their deep interest in a sustainable future. *#etbethos #successthrougheffort*



Midlands Boys' Basketball Champions



Congrats to our Second Year Basketball Team and their coach Ms Carey on being crowned **Midlands Boys Basketball Champions** following their triumphant victory in the Midlands Plate Final against Templemichael College, Longford.
#cmcoabú
#successthrougheffort
#etbethos

WorldSkills Ireland Visit



CMCO Sixth Year students studying Technology subjects - Engineering, Design and Communication Graphics (DCG) and Construction Studies enjoyed visiting the WorldSkills Ireland exhibition where countless career prospects and trades were on show. **#STEM**
#excellenceineducation



Coláiste Phobal Ros Cré

Excellence Award



Ms Dore and Ms Moloney travelled to the London Transport Museum to collect a Prodigy Learning Centre of Excellence Award.

The Centre of Excellence Award is presented each year to the top Certiport Authorised Test Centre customers across the UK and Ireland who deliver a continuous high volume of digital skills certifications at a high standard to students and staff. This achievement is recognition for the commitment, hard work and time that staff have given to advancing our students' success and their employability prospects through Microsoft, Adobe, Autodesk, Information Technology Services

(ITS) and other internationally recognised certification programmes. To receive this award there must be a minimum of 250 geometric exams completed in the school year.

Senior Soccer ladies team reached the National Cup Semi Final



Our Senior Soccer ladies team reached the National Cup Semi-Final vs Scoil Mhuire Buncrana narrowly beaten by one nil in Sligo. They overcame a very strong Presentation Kilkenny team to become Leinster Champions.

Camogie Champions



Our Senior Ladies were victorious in the Senior B County Camogie competition.

Sustainability Project



A dedicated core group of students work very hard on our sustainability and green school's projects. They identified an area in the school grounds to grow wildflowers with the aim of attracting wildlife and allowing biodiversity to thrive on our school campus.

Music Generation



Music Generation continues to be a fantastic resource in the school guided by Mr Kevin Sutton. Our students love the practical and interactive approach for all level of learners. Music Generation Tipperary is a performance music education programme for children and young people in County Tipperary.

All Ireland Success



Marie Shanahan won a gold medal at the All-Ireland Junior Girls Discus competition held in Tullamore. This was a phenomenal achievement for Marie and a very proud day for us here in the Coláiste and for her coach Ms Cleary.

Tipperary ETB Core Values Awards

Two students were recipients of the Tipperary ETB Core Values awards at our awards evening. Bailey Loughnane was our Junior recipient and Lorcan O'Donnell was our Senior recipient. Both students are great examples of the core values and apply themselves to all aspects of our school community. We are very proud of both students.



Microsoft Office Irish Final Participant



Samantha Lombard took part in the Microsoft Office Irish Finals enjoying a great day at Microsoft Head Office in Dublin.

Some Past Pupil Success



Our past pupil Leah Edwards received an Entrance Exhibition Award in Trinity College. Mr Flynn attended the award ceremony held in Trinity

Past pupil, Dr Joe Thompson, and his colleagues from UCD launched the first ever Irish satellite EIR SAT-1 in the Vandenberg Space Centre in Florida



Some of our Trips and Tours

Throughout the year our students participate and travel on many trips, tours and sporting activities out of the school. Here are some of the highlights.



Transition Year students visited Paris for a three-day tour of both the city and Euro Disney



Sixth Year English classes travelled to Athlone to see Hamlet



Students taking part on the Gaisce hike



Students travelled to Limerick to visit TUS Limerick and the University for their respective Open Days



Sixth Years travelled to the Slieve Bloom Mountains to participate in their Geography Fieldtrip project



Students travelled to An Taibhdhearc Theatre in Galway to see 'An Triail'



Ashford and Gleanfeely classes enjoyed a trip to Ballyhas Lakes Activity Centre in Mallow

Sad Farewell to Fr Lorcan



Fr Lorcan Kenny left the Coláiste after 25 years as our Chaplain. With mixed emotions we said goodbye to a lifelong friend of the Coláiste.



We, as a school community, are sad to see Lorcan leave us, but we are excited for him as he embarks on a new pathway in Portroe. We know he will continue to help, support and guide so many in his new role and we wish him every happiness. Our Sixth-Year music class presented Lorcan with a framed copy of the music piece 'Building Brave' they composed especially for Fr Lorcan for our Opening of Year service.



Comeragh College, Carrick-on-Suir



Our first Rugby outing took place in Dungarvan where some of our students travelled to Dungarvan for an U17's 7's game. A great day was had by all

Apprenticeship Fair 2023



On 29 March 2023 Comeragh College hosted the inaugural ‘Carrick-on-Suir Apprenticeship and Training Recruitment Fair’. The fair was a joint venture between the three post-primary schools in Carrick-on-Suir and organised by the Guidance Counsellors in each school. Maria Jensen, Guidance Counsellor in Comeragh College, thought of the idea and felt it would benefit the town more to invite students from the three schools along with interested adults. After discussing the idea with Kevin Langton, the event was organised with Aileen O’Keefe and Síle O’Grady from Edmund Rice and Scoil Mhuire secondary schools.

This collaboration with the community of Carrick-on-Suir really showcased the ethos of Comeragh College and Tipperary ETB in action. The Fair promoted excellence and opportunity in education along with showing collaboration in action and the development of further community links.

On the night 30 private companies and public service bodies were on hand to assist local students and jobseekers. The fair was a huge success with

a great turnout from the local community. It was an opportunity for attendees to learn more about different apprenticeship and training opportunities on offer along with having a chance to meet and chat to old friends and to make some new ones too. It allowed our students to explore the different opportunities open to them and resulted in some of our students securing an apprenticeship on completion of the Leaving Certificate.



Among the companies that had stalls there on the night were MSD, GSK, Dawn Meats, Suir Engineering, Radley Engineering and Boland’s, while public bodies were also represented in the form of the Irish Defence Forces, the Gardaí and the HSE.

Employers from the hairdressing, tourism, agriculture and further education sectors were also represented at this informative event.



Calum Costello

Calum is a Sixth Year student at Comeragh College and is due to sit his Leaving Certificate examinations in June 2024. He is a very talented sports person and has excelled at soccer.

He captained the school's U19 soccer team during their very successful run in the Munster A competition, he scored numerous goals including a hat-trick against Nenagh.

Due to his performances with his school team, Calum went on a series of trials for the Munster Schools team. He subsequently made the team and played in the Interprovincial Schools tournament. When Munster played Leinster, they scored two goals, Calum got both of them.

Calum's star continued to rise on the sporting fields. He was selected to play for the Irish Schools team in an international friendly game against Australia, in which he scored the side's only goal in a 2-1 defeat on his debut for his country.

It is brilliant for Comeragh College, Calum's family and friends to see him play for his school, his club, his province and most of all, his country.

The entire school community is thrilled to watch Calum make such strides in his chosen sport and we hope he will continue to achieve great things in the years ahead.





Scoil Ruáin, Killenaule

Fair Trade Bake-Off



At Scoil Ruáin, the spirit of excellence shines brightly in our school community. Throughout the year, our students have showcased their talents, passion and dedication in various endeavours whilst achieving academic successes.

Scoil Ruáin hosted an exciting and meaningful Fairtrade Bake-Off, inviting students to demonstrate their baking skills while promoting ethical consumption. With the aim of raising awareness about Fair trade practices and supporting sustainable agriculture, students enthusiastically embraced the challenge of incorporating as many Fairtrade products as possible into their delicious creations.

Young Environmentalist Awards



In an outstanding display of talent and commitment, Scoil Ruáin's Second Years emerged victorious in the prestigious All Ireland Final of the Young Environmentalist Awards. Selected from an impressive 290 entries nationwide, their project, titled 'Change by Trees' captured the hearts and minds of judges, earning them well deserved recognition for their innovative environmental initiative.

U-17 Munster Hurling Victory



Scoil Ruáin secured a memorable U17 Munster Hurling victory against Mount Sion CBS in adverse conditions for the final. Despite an early deficit, our young men rallied with clinical attacking play, scoring three crucial goals. Their second-half comeback, marked by resilience and determination, culminated in the lifting of the cup amidst jubilant scenes at the final whistle. Their sporting achievement stands as a testament to the team's exceptional sporting ability, adding yet another outstanding achievement to Scoil Ruáin's illustrious year of success.

Our music department had a stellar year, showcasing their talent at the Tipperary ETB Talent show with captivating performances by our school choir and solo artist Isabel Hayde. They concluded the year on a high note with an enchanting Christmas concert, spreading joy and festive cheer.

Music Department



All-Ireland TRI Inter-Schools Equestrian Competition



We extend our heartfelt congratulations to Tamara Perry for her outstanding accomplishment in finishing second in the All-Ireland TRI inter-schools final while proudly representing Scoil Ruáin. Tamara's remarkable achievement fills us with immense pride as a school community, and we celebrate her dedication and success in this prestigious event.

Amber Flag

Our Wellbeing Committee achieved the esteemed Amber Flag for the second consecutive year, reflecting our ongoing dedication to prioritising mental health. Throughout the year, the committee orchestrated a diverse range of activities geared towards enhancing wellbeing, including revitalising yoga sessions, engaging Wellbeing Wednesdays, therapeutic mindfulness colouring sessions, enlightening guest speaker presentations, invigorating nature walks, and a heartwarming Kindness Week. These initiatives not only promoted individual wellness but also fostered a sense of unity and support among our members. We extend our sincere gratitude to the Wellbeing Committee for their steadfast commitment and innovative endeavours in creating a positive and nurturing atmosphere for all.

Together, we celebrate these accomplishments and look forward to even greater success in the future, as we continue to inspire, innovate and excel at Scoil Ruáin.





Music Generation Tipperary

In March this year, MG Tipperary were delighted to host its 'Big Sing Along' performance workshop in the Source Arts Centre, Thurles. Over three workshops, delivered over one day, 600 children and young people from our primary school programme had the opportunity to come together for a performance workshop, and to perform and sing along with our Music Generation Tipperary house band. This was an extension of our 'Primary Beats' and 'Tune-Up Tipp' programmes, which focus on early years and instrumental performance music education in our primary schools' settings, in partnership with local schools.

For St Patrick's Day, our Trad ensemble travelled as invited guests to play at the national St Patrick's Day festival at Collins Barracks in Dublin. Over 30 children and young people from across Tipperary travelled to play the event at the prestigious venue. This ensemble also played the main stage at the Tanglearound festival in Thurles, along with one of our rock bands, Fast Junction, where Music Generation Tipperary also hosted its own separate stage – reaching in excess of 600 people by way of live workshops and performances.



The Lost Songs of Tipperary is a multi-disciplinary project, rooted in Music Generation Tipperary's Repertoire Project, which focuses on collecting tunes and songs from the local tradition and re-introducing these to children and young people in Tipperary through our programming. Delivered in partnership with the Nenagh Arts Centre, this project links a new narrative written by Liam McCarthy which links five lost songs from the



local Nenagh area, with incredible shadow puppetry by artist Caoimhe Dunn, along with a soundscape created by our Music Generation Tipperary trad ensemble and choir. The story follows Fiona on her trip down memory lane, through the hills and towns of Tipperary and through her much loved and missed Grandad's past. This beautiful project was performed on the 3 December in the Nenagh Arts Centre.





Cillian on Bass



Kevin at Rock Camp



Rock Band at Camp



Lucy and Teagan singing



Youth Work Services

The Youth Work Team was restructured during 2023, Lorraine Duane was appointed as Youth Development Officer to manage the youth work function. We were delighted to welcome Lisa McGrath, who took up the post of Youth Officer in June 2023. Administrative support to the Youth Work Team continues to be provided by Pauline Mogen. The team re-located to Templemore College, during the Summer of 2023 creating a hub of services operating from the centre. We continued our administrative function and began to expand the range of supports and training to support the delivery of high-quality youth work projects, programmes and services across Tipperary, working in partnership with youth work organisations.

Highlights and New Developments in 2023

The Youth Work Team attended the launch of the new UBU, Your Place, Your Space Project for Clonmel which took place on 29 June 2023, in the Department of Children, Equality, Disability, Integration and Youth Offices. This was a wonderful celebration as young people got the opportunity to meet with the Minister and young people from other UBU, Your Place, Your Space projects. A total of eight projects were officially launched by the Minister.

Pictured right are members from Clonmel Youth Project, speaking with Minister Roderic O’Gorman about the work they have been doing since the project opened.





Photo of young people from Clonmel Youth Project with Lorraine Duane, Tipperary ETB, Claire O’Neill, Area Manager, Waterford and South Tipperary Community Youth Service (WSTCYS), Donna Bonelli and Mark Hickey, WSTCYS Youth Workers.

Youth Voice

The young people from Clonmel Youth Project also had the opportunity on the day to have their voices heard as they were asked ‘**What should be included in the next Youth Action Plan for Young People**’. The Department, Opportunities for Youth Action Plan is due to issue in 2024.

Supporting Youth Work across Tipperary

UBU PEER SUPPORT NETWORK

The Youth Work Team established the UBU Peer Support Network, which is made up of UBU Youth Workers from 10 projects. The group is facilitated by a qualified, practising youth worker and provides a space for learning, reflective practice and connection and support from colleagues across the county. The engagement in this network has been very successful. The four funded organisations have been supportive of this initiative, and it will continue in 2024. Photo from the December gathering of youth workers – which concluded with a Christmas lunch.



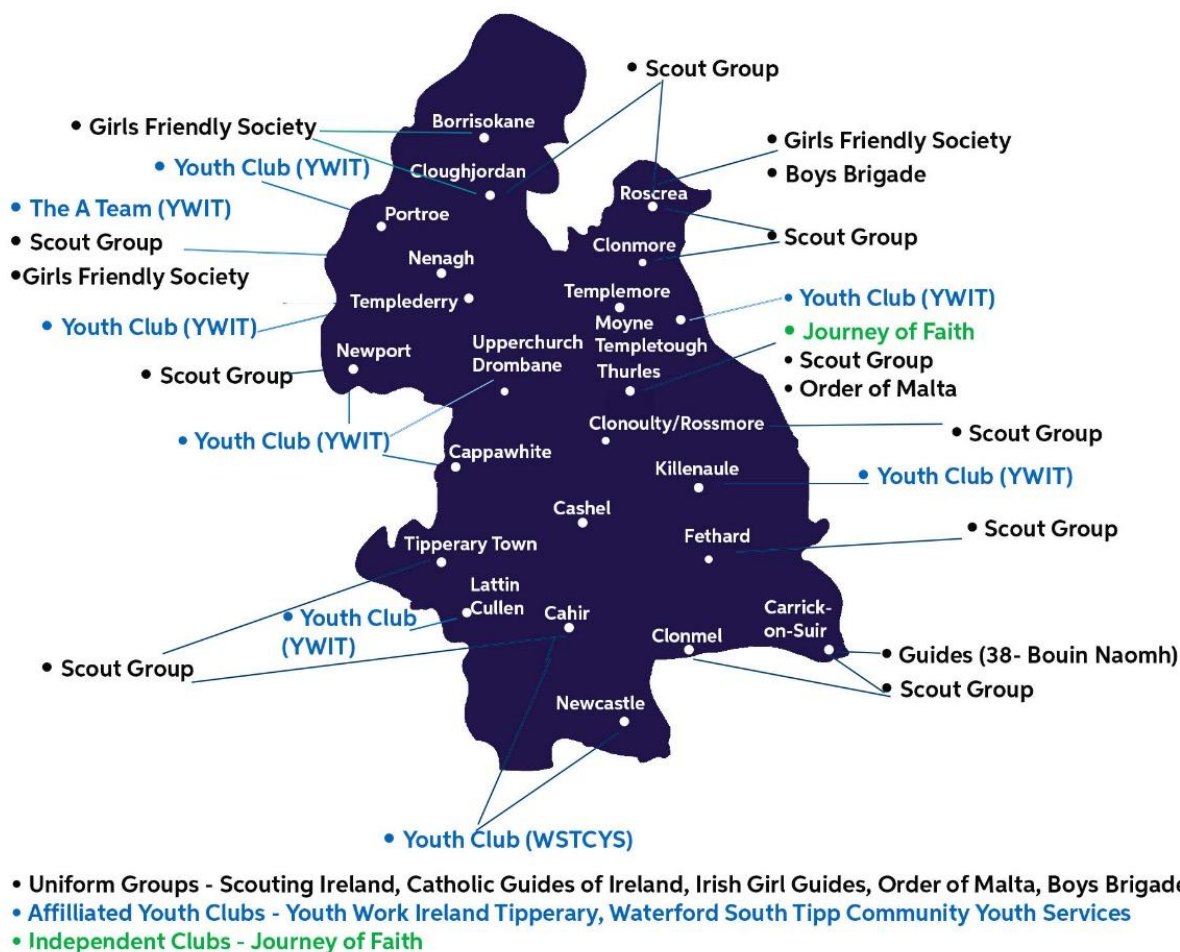
RESTORATIVE PRACTICE TRAINING

Restorative Practice Training was facilitated in two locations in Tipperary in 2023, Thurles and Clonmel. There was strong interest in restorative practice from youth organisations, schools, and school completion programmes. The training was very well-received by those in attendance and there was follow up support sessions offered – as a support space for those that were leading out on implementing restorative practice approaches in their schools/projects.

Youth Clubs supported by the Local Youth Club Grant Scheme 2023



Local Youth Clubs 2023



The past year has been a very exciting one for the Youth Work Team as we continue with our grant administration duties, while developing the service, and growing the supports and training offered to those that work with children and young people in Tipperary.

Regional Education and Language Teams (REALT)



Based on the latest published Central Statistics Office (CSO) data (8 October 2023), there are 2,658 Ukrainian persons residing in Tipperary, with the highest numbers residing in Cashel and Thurles.

Tipperary REALT continues to assist newly arrived Ukrainian families to find school places and assist with school transport for residents of accommodation centres.

In late August 2023 almost 250 Ukrainian persons arrived in Thurles to take up residency in the newly built modular homes. Offers of school places were secured for approximately 120 children, both in the town of Thurles and across the wider community as the demand increased.

Tipperary REALT, in conjunction with our stakeholders the National Educational Psychological Service (NEPS) and the National Council for Special Education (NCSE), assisted pupils with additional needs and Bus Éireann assisted pupils who required school transport to access schools outside of Thurles town. Bus services were established to 10 primary schools and one additional post-primary school outside the town of Thurles.

Tipperary REALT has met with the Home School Liaison Teachers across the county of Tipperary to update them on the role of REALT, signpost services and share resources.

Tipperary REALT supports schools with relevant, accurate and up-to-date information. Tipperary REALT has an up-to-date information pack for schools with relevant signposting of support services for pupils and school communities, communications from the Department of Education, transport application form, English as an Additional Language (EAL) application form, Special Education Teaching (SET) information.

Tipperary REALT created separate EAL resources, guidance on assessments, integration and training information on class placement for both primary and second level pupils. This resource was shared with all schools in the county.

Tipperary REALT has created flowcharts for families seeking school places, and when leaving an area permanently, these have been modified to be included in the information pack for all beneficiaries of the modular home building initiatives nationwide.

Tipperary REALT supports the Department of Education and Department of Children, Equality, Disability, Integration and Youth (DCEDIY) through feedback and information from the primary and post primary education sectors across the county.

Tipperary REALT continues to collate and refer ESOL and FET queries to our colleagues in Tipperary ETB.

2023: A Year of Continued Growth and Transformation for Further Education and Training in Tipperary ETB

Continuing the trend seen over the years since the end of the COVID pandemic, 2023 saw a further rebound in enrolments right across the range of Further Education and Training programmes, with numbers availing of courses across Tipperary ETB exceeding pre-pandemic levels for the first time since 2019. However, while areas of provision such as Apprenticeship and part-time provision were particularly strong throughout the year, 2023 once again continued to be a challenging year for attracting learners to our full-time courses. To address this, Tipperary ETB continued efforts to progress the strategic consolidation of the Vocational Training Opportunities Scheme (VTOS) and Post Leaving Certificate (PLC) programmes into a new consolidated full-time Level 4-6 proposition in the county. Following the pilot program run in Tipperary Town in 2022, which proved highly successful, in 2023 efforts to transition school-based PLC programs under direct FET management PLC provision in Thurles, Templemore, Nenagh, Roscrea and Clonmel were progressed. This realignment streamlines program delivery, facilitates better planning, resource allocation, and overall effectiveness.

In 2023, Tipperary ETB witnessed a significant surge in demand for English for Speakers of Other Languages (ESOL) classes. This increase is directly linked to the arrival of migrants from Ukraine and the rise in asylum seekers and refugees across Ireland. Tipperary ETB, in close collaboration with the REALT team, has actively responded to meet these emerging needs. In 2021, Tipperary ETB provided ESOL classes to 459 learners. This number has more than doubled in 2023, with a staggering 962 learners attending daytime ESOL provision. Additionally, to ensure maximum accessibility, a further 351 learners participated in evening ESOL classes. This expansion demonstrates



Tipperary ETB learners in the new fashion workshop at Tipperary ETB's newly expanded Further Education and Training Centre in Archerstown, Thurles.

our commitment to providing vital language support for newcomers in Tipperary. Furthermore, Tipperary ETB is working hand-in-hand with Tipperary County Council, the lead agency coordinating the accommodation of Ukrainians and other refugees/asylum seekers within the county. Through this

collaboration, we are ensuring that ESOL classes are readily available for those seeking to integrate and build a new life in Tipperary.

In 2023, Tipperary ETB continued to operate our Apprenticeship provision at full capacity maintaining three apprenticeship intakes in electrical and plumbing at Archerstown while also operating our workshops to 150% of capacity to help address the national waiting list. The completion of Phase 5 at Archerstown, which was officially opened in October, provided much needed additional space for future growth in skill training and apprenticeship, encompassing both traditional craft apprenticeship programmes and new apprenticeship opportunities such as Commis Chef, Hairdressing and Sales Apprenticeships which ran successfully in 2023.

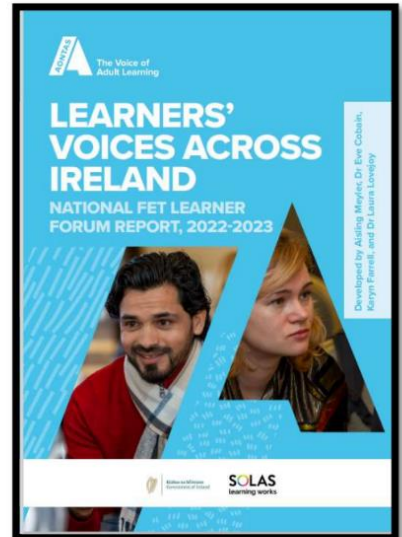
Recognising the importance of foundational skills and the implementation of the national Adult Literacy for Life Strategy, Tipperary ETB implemented additional literacy, numeracy, and digital skills support for apprentices helping to support learner retention and progression. To further tackle waiting lists, two new electrical workshops will open in Carrick-on-Suir in 2024. Tipperary ETB is committed to playing a leading role in Ireland's apprenticeship development, delivering on commitments to developing vibrant apprenticeship options in Tipperary and nationally.

2023 marked a significant year for learner engagement with the establishment of the Tipperary ETB FET Student Council. This council provides a vital platform for learners to express their needs and concerns, fostering a sense of ownership in their educational journeys. The positive impact was further amplified in December when the Chair and Vice-Chair of the Council formally joined as members of the FET Committee, establishing a direct link between the FET student body and the Board of Tipperary ETB and the Senior Management team. The approach taken to establishing the FET Student Council was highlighted in the Aontas Learner Voices Across Ireland National FET Learner Forum Report 2022-2023. The report commended the council for creating a space for learners to connect, advocate for change, and influence their learning experiences. The FET Student Council serves as a powerful testament to the extraordinary students we have in Tipperary

and to Tipperary ETB's commitment to empowering learners and ensuring their voices are heard.



Above: Chair of the FET Student Council Alan Antony Quin and Active Inclusion Officer, Ciarán Kennedy, feature in the Nationalist/Tipperary Star Tipperary Business section



Above: The work done by Tipperary ETB in the establishment of the FET Student Council featured in the recent Learner Voices Across Ireland Report

Some extracts from the Learner Voices Across Ireland Report:

Capacity Building

FET Learners as Leaders Programme

AONTAS are now working with individual ETBs to expand Learner Voice structures in their centres, supporting, for example, the establishment of Learner Councils or working groups. Several of these structures have already been set up. The Tipperary Student Council, through Tipperary ETB, seeks to create positive change for adult learners and improve experiences and outcomes. In March 2023, AONTAS delivered a training workshop to the members of the Tipperary Student Council on understanding advocacy, identifying issues and solutions, and planning an advocacy campaign.

Tipperary Education and Training Board – Learner Voice

– Learners from Tipperary Education and Training Board shared how the Student Council made a difference to their experience of learning. Learners felt that this was an important channel through which they could express their views and be heard by staff, and a number of learners expressed that they felt heard and that their voices had an impact on their learning experience. The Student Council was also seen by learners as a source of connection and mental health support, with one learner noting:

- "We have a Student Council which is great for support, for mental health as well."

Another learner echoed this, stating:

- "The environment in the classroom has meant that we have the confidence to use our voice more, which can actually contribute to other people learning more in the course."

Learners in Tipperary Education and Training Board shared how they felt empowered to use their voices, with another learner describing how:

- "Having the courage to pick up the phone and call the ETB to try and get on to a course is a really big thing for a lot of us here, especially those of us who left school early. And now we are talking in this group. I don't think a lot of us would have been able to do that before."

The quality of our teaching and learning environments was a significant focus as Tipperary ETB works to continually improve our FET buildings. Capital funding, secured through SOLAS was used to improve buildings, facilities, and digital technologies in our buildings right across the county. Tipperary ETB and TUS are partnering to create an exciting new tertiary proposition in Tipperary with the delivery of a first-of-its-kind co-located FET and Higher Education (HE) campus in both Clonmel and Thurles. In August, TUS submitted an application for Thurles Connected Campus to the Higher Education Authority (HEA). A joint proposal with Tipperary ETB, this proposal will provide for over 160 additional HE places and up to 500 FET places in a shared campus at Racecourse Road in Thurles. Meanwhile, in 2023 significant progress was made in the development of a similar proposal for Clonmel Connected Campus which in the same way will integrate FET and HE provision on Clonmel's Kickham Barracks, offering 900 FET and 400 HE places for learners of all backgrounds. Located in the heart of Clonmel, the campus will provide a seamless learning experience from

Levels 1 to 10. Modern facilities, including a digital learning hub, library, and multifunctional spaces, will foster collaboration and innovation. Universally accessible design ensures inclusivity for all learners. The submission will be completed and submitted in January 2024 with news on both projects expected in Q3/Q4 next year.



Architects concept drawing for the proposed new landmark FET/HE

building to be located adjacent to the existing Kickham Plaza in Clonmel. This building is part of the plan to redevelop the former military barracks and will provide a focal point for Clonmel Connected Campus.

The success of Tipperary ETB in 2023 is once again a testament to the dedication and hard work of our entire staff team. From management and program coordinators who tirelessly plan and develop our courses, to resource workers, teachers, tutors, and instructors who deliver exceptional learning experiences, we extend our sincere gratitude. We also recognise the invaluable contributions of staff in our Development and Support, Organisational Support and Development, administrative, and ancillary staff teams, whose behind-the-scenes efforts ensure the smooth operation of all our centres. It is through this collective commitment that Tipperary ETB can continue to empower learners and communities across Tipperary, while continuing to grow provision and meet the performance targets set out for the ETB.

FET Student Profile 2023

Tipperary ETB offered a wide range of Further Education and Training courses across our full-time and part-time provision in 2023 resulting in over 14,000 student enrolments (4.92% increase on 2022).

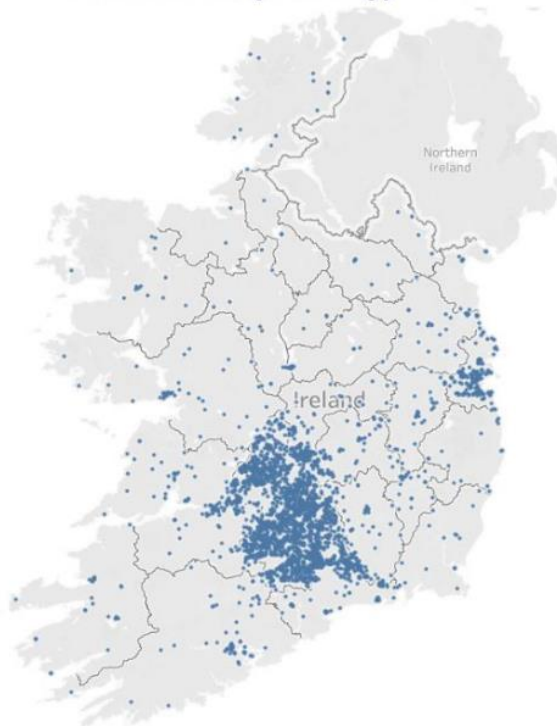
The FET Student Profile below shows where our students came from, the career clusters in which they engaged, their age and gender, their outcomes and so on.

Data has been sourced from the SOLAS Data Analytics Unit, Programme Learner Support System (PLSS) and Apprenticeship Client Services System (ACSS).

FET Beneficiaries (Activity) 2023



In 2023, where did our FET Students come from!



*4,629 males



*8,829 Females

*Age Range	Male	Female
<25	1,306	1,194
>25	3,323	7,635

*Includes PLSS data only. Apprentice learners not counted here.

Economic Status Description (prior to course start)	2023 Beneficiaries
Employed	3,473
Unemployed	3,421

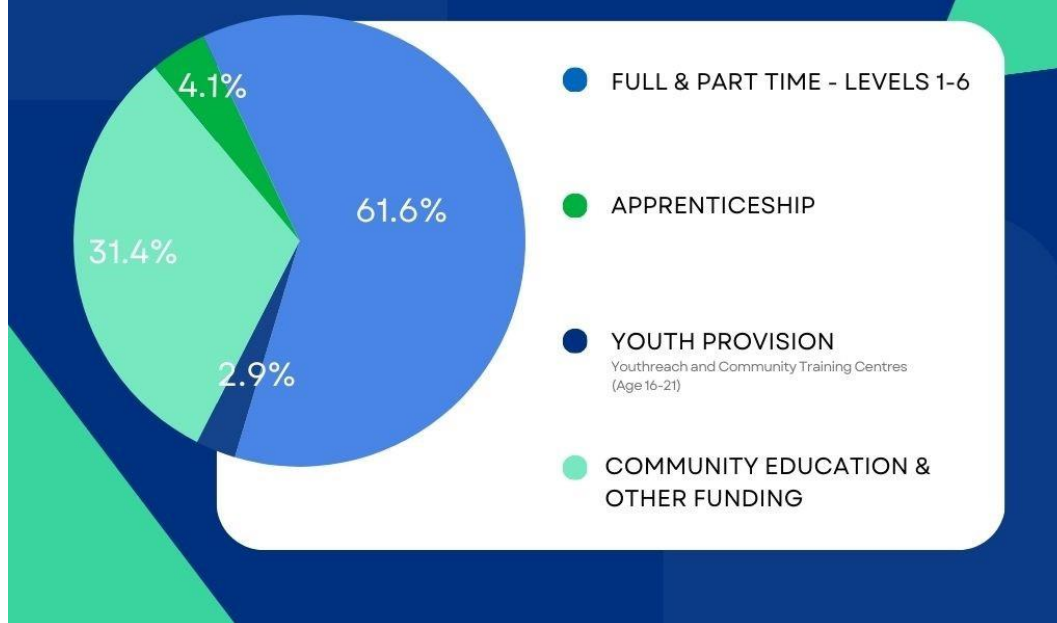
Retired	2,766
Inactive for Other Reasons	1,520
Student/ Trainee	1,122
Engaged in Home Duties	730
Unknown	426
Total	*13,458

*Includes PLSS data only. Apprentice learners not counted here.

Education Description (prior to course start)	2023 Beneficiaries
Leaving Certificate/ A Levels/ Applied Leaving Cert	3,598
Junior/ Inter/ Group Cert, GCSE, O Levels, NFQ L3 (Full/ Major Award)	2,049
Primary Education	1,383
Ordinary Bachelor's degree	923
Certificate NFQ Level 5 (Full/ Major Award)	868
Honours Bachelor's degree	844
No Formal Education or Training	680
Professional (NFQ 8+)	490
Post-Graduate	447
Higher Certificate NFQ Level 6	399
Advanced Certificate NFQ Level 6 (Full/ Major Award)	370
Certificate NFQ Level 4 (Full/ Major Award)	285
Other non-NFQ aligned FET	272
Certificate NFQ Level 1 or 2 (Full/ Major Award)	243
Transition Year	142
PLC NFQ Level 4 or 5	1
Unknown	464
Total	*13,458

*Includes PLSS data only. Apprentice learners not counted here.

FET Beneficiaries (Provision) 2023

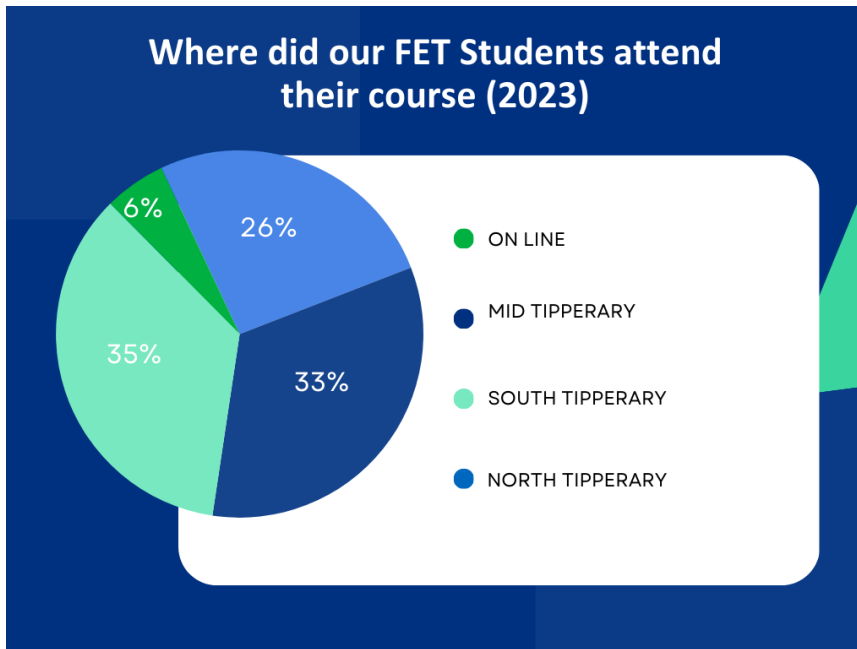


Programme Category	2023 Beneficiaries
Adult Literacy Groups	2,232
Apprenticeship Phase 7	140
Apprenticeship Phase 2	392
Apprenticeship 2016+	37
BTEI Groups	1,593
Community Education	4,350
Community Training Centres	243
ESOL	1,286
Evening Training	382
ITABE	95
Online eCollege	177
Local Training Initiatives	153
Other Funding	61
PLC - Employment Oriented	388
PLC - Progression Oriented	407
Skills For Work	509
Specialist Training Providers	62
Specific Skills Training	567
Skills to Advance - Route 1 - Direct	260
Skills to Advance - Route 2 - Enterprise	245
Skills to Advance - Route 3 - Regional	48
Traineeships Training	59
VTOS Core	176
Youthreach	159
FET Cooperation hours	6

*Includes Apprentices

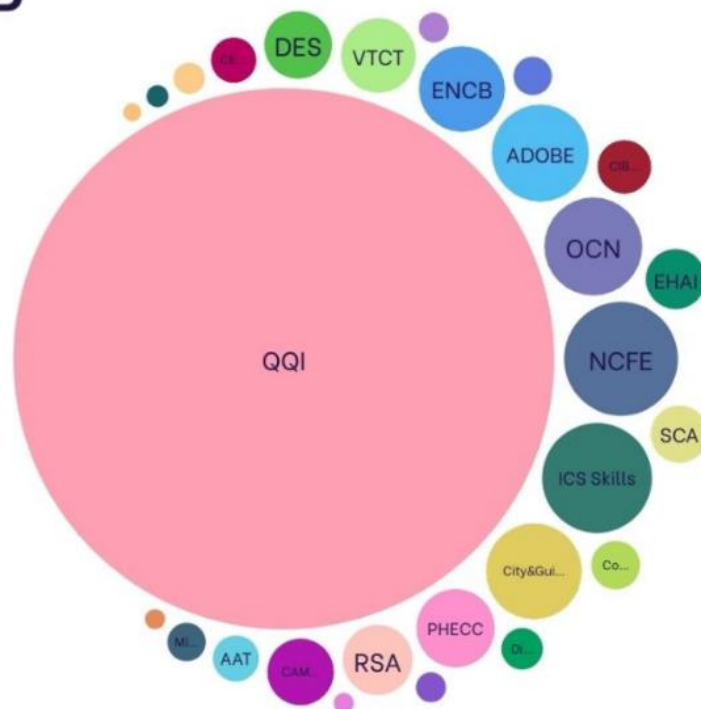
** Self Financing Night Class learners are not included on PLSS

***1,154 Active Apprentices with Tipperary Employers

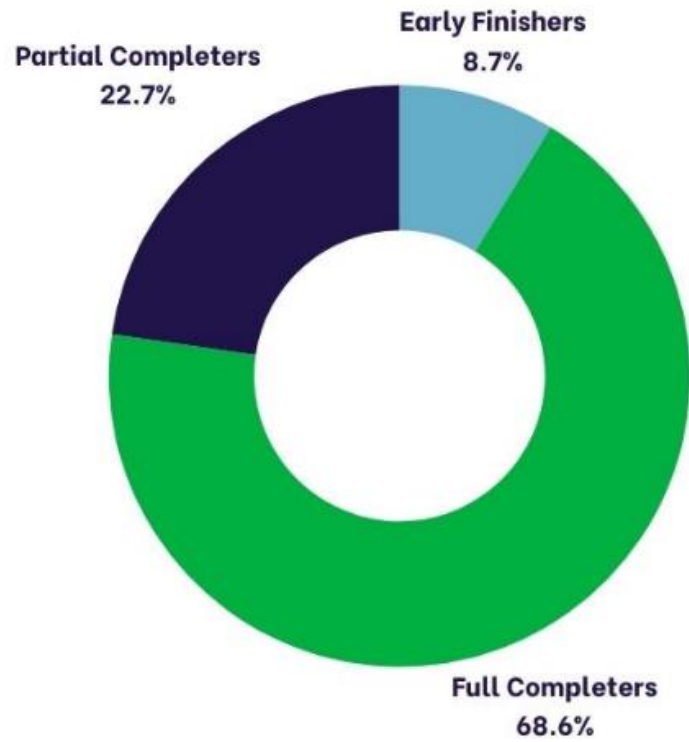


FET Beneficiaries (Awarding Bodies) 2023

28 Awarding Bodies

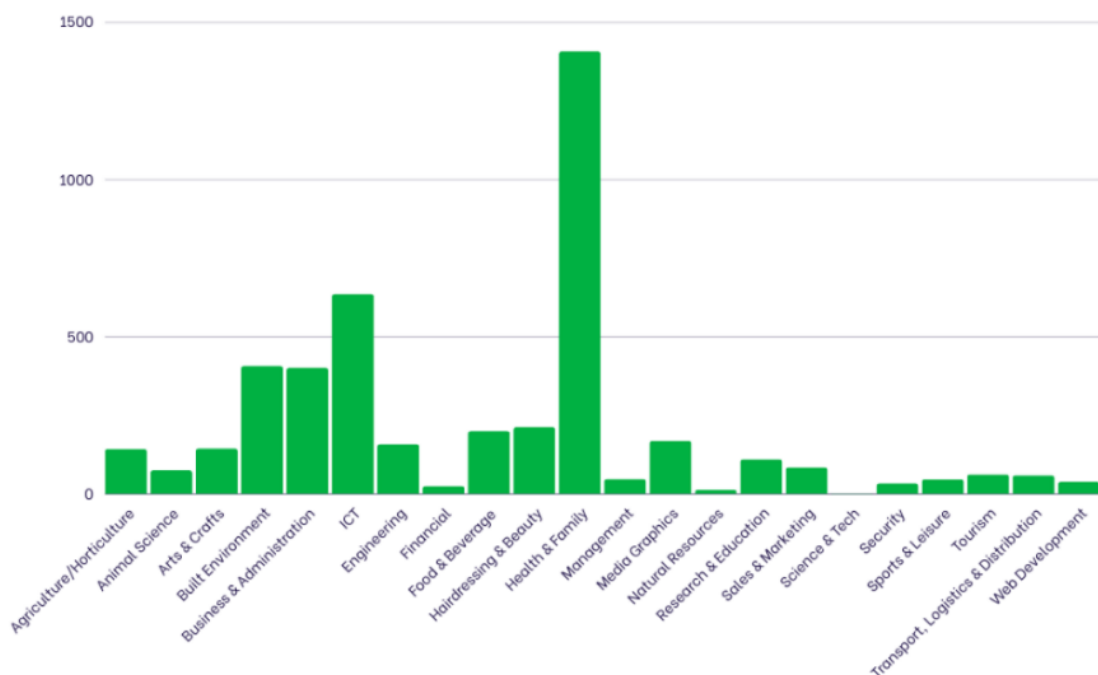


FET Beneficiaries (Outcomes) 2023



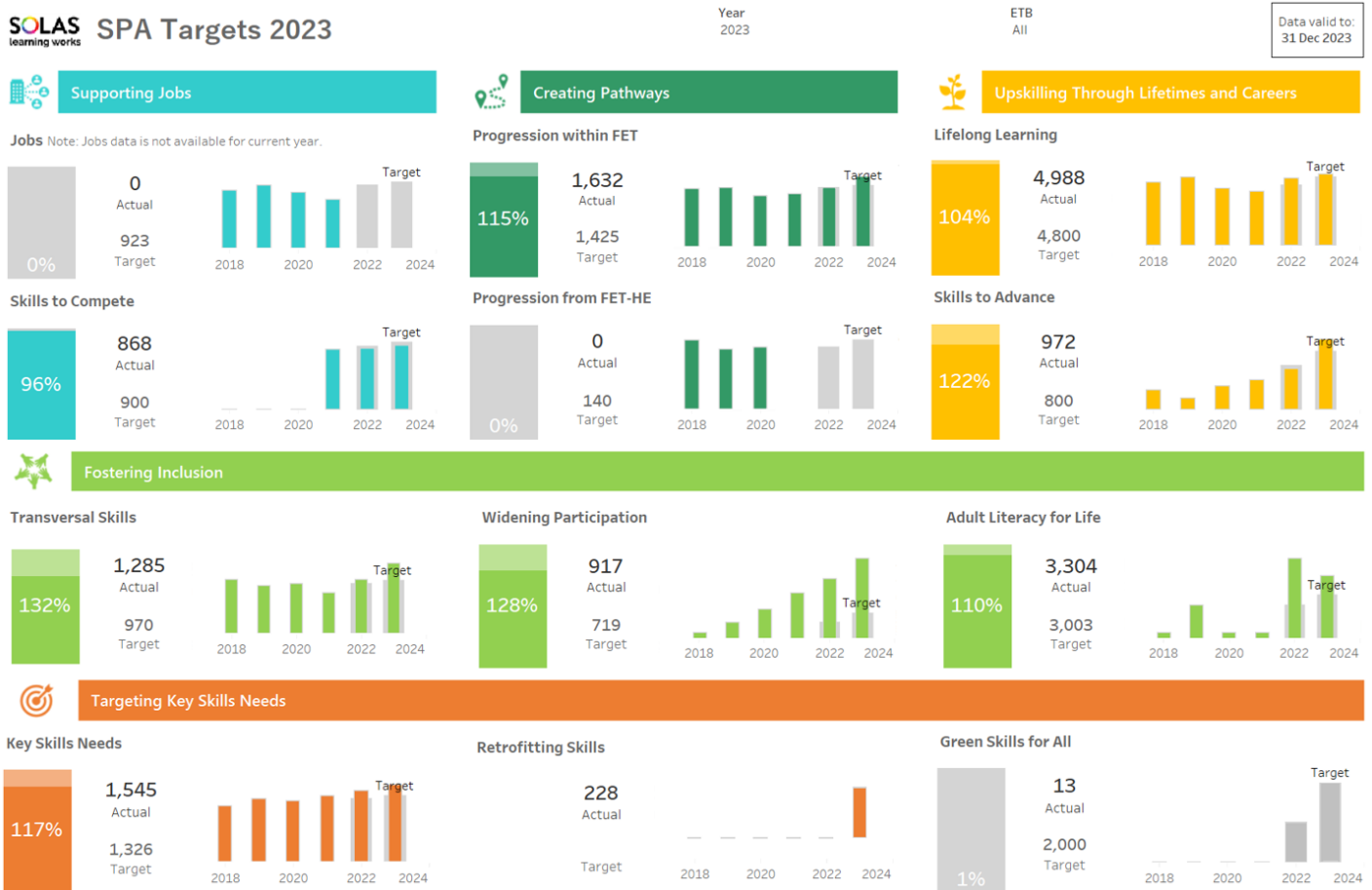
FET Beneficiaries (Career Clusters) 2023

2023



Performance Against the Strategic Performance Agreement

In line with our commitment to providing high-quality Further Education and Training (FET) opportunities, Tipperary ETB works closely with SOLAS, the national agency responsible for overseeing the FET sector in Ireland. This section details our progress on the key objectives outlined in the Strategic Performance Agreement (SPA) established between both organisations for the period 2022-2024. This section will highlight our achievements in meeting the targets set out in the agreement in 2023 and will showcase some of the initiatives and programmes delivered during the year.



The above dashboard highlights the progress made against the targets set out in the Strategic Performance Agreement. Note: the data for Jobs, Progression from FET-HE, Retrofitting and Green Skills for all is not currently available for 2023.



Supporting Jobs

Jobs Note: Jobs data is not available for current year.



Skills to Compete



Supporting Jobs is one of five national system targets agreed with the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) to reflect the objectives of the Future FET Strategy, Transforming Learning, and other key Government policies. These targets are to be met by ETBs over the period 2022-2024. With 2019 figures forming key baselines for performance ambition across 2022-2024, with the first aim for most ETBs to ‘reboot’ to these pre-pandemic levels¹. The Supporting Jobs targets has two categories, that is, **Jobs**: Returning employment outcomes to 2019 levels and grow by a further 10% by 2024 and **Skills to Compete**: Delivering 50,000 places nationally to support those who lost their job to find a pathway back to sustainable work.

As per above chart, the employment outcome

figures for 2022/2023 are, as yet, unavailable from SOLAS for the Supporting Jobs target. This data is made available to ETBs by the SOLAS Data Analytics Unit (DAU) and provides anonymised ETB specific data on completers with continuous 12 weeks employment within 12 months of exit from FET, including with multiple employers. Tipperary ETB has supported this target with 1,331 unique learner enrolments and starters with a finish date in 2023 meeting the first target criteria, that is, NFQ Level 5 and 6. The courses scheduled for 2023 were based on the Area Based Planning (ABP) process that looked at Future Skills Needs, SOLAS Skills and Labour Market Research Unit (SLMRU) data and County Tipperary Employer data and training needs and so on.

Under Skills to Compete – Tipperary ETB’s FET target was to achieve 900 beneficiaries across the County, as a post COVID recovery measure. To be considered eligible for Skills to Compete learners must be attending an NFQ Levels 4-6 course digital and transversal skills, two key growth sectors in FET.



In delivering a figure of 868 Skills to Complete learners in 2023, Tipperary ETB reached 96% of target completion, steadily growing from 2021 and 2022. Significant work is ongoing to deliver 100% of this target in 2024.



Area Based Planning 2023

Creating Pathways

¹ <https://www.solas.ie/f/70398/x/9ae67315b9/tipperary-agreement.pdf>





Creating Pathways

Progression within FET



Progression from FET-HE



Creating Pathways

In 2023 Tipperary ETB built on the work carried out at the Area Based Planning (ABP) meetings in Quarter 4 2022. The ABP approach is a coordinated course planning effort, where Programme/Centre Managers and Principals work together on an overall plan for FET provision across the county. One of the outcomes of this approach was the identification of progression pathways. Progression pathways within FET are not confined to linear trajectories. They embrace the concept of lifelong learning, recognising that individuals may navigate multiple pathways throughout their lives to adapt to changing circumstances and pursue new opportunities.

In 2023, Tipperary ETB ran a number of open days to promote services for learners and to also demonstrate pathways in Further Education and Training.

For example, the Army Barracks Open Day on 20 April 2023 provided the opportunity for tours of the campus, review of the facilities and information regarding the Further Education and Training Pathways available in Clonmel and surrounding regions.

Creating pathways in FET involves designing a comprehensive framework that allows learners to navigate seamlessly through various educational and training opportunities while facilitating transitions between different stages of learning. Within FET, Tipperary ETB have structured progression pathways to accommodate the diverse needs, interests, and aspirations of individuals.

TESTIMONIAL FROM A STUDENT PARTICIPATING IN A NON-CERTIFIED 'PATHWAY INTO HAIRDRESSING/BARBERING' COURSE IN 2023:



'I first heard about the course through a friend and through Brian's social media.

I've wanted to be a barber for a while now and I was lucky to obtain some work experience in a barbershop in my village, unfortunately the shop ceased trading soon after I started and I was very disappointed as I don't drive and I'm 16km from Clonmel, so daily transport is an issue.

Most barbering courses are very expensive, so this was not an option for me, when I heard about this course through Tipperary ETB in Clonmel, I was over the moon. I spoke with Brian, and I enrolled straight away, not only was I fulfilling my goal, but the course was also free. I had no idea this course was running each year, and I was delighted.

I have learned so much over the past three months which was helpful, when I got some work experience in a barbershop in Clonmel, I was up to date with all aspects of barbering and my confidence had grown thanks to the course.

I plan on becoming a barber and although I have a long way to go, this course has brought me on so much, thanks to Brian and Tipperary ETB'.

This student since progressed to a QQI Level 5 Barbering course on a part-time basis.

Tipperary ETB FET sector collaborates closely with Higher Education (HE) providers to facilitate smooth transitions for students to pursue further academic qualifications. It has agreements with local HE institutions such as TUS, SETU and MIC as well as University of Sunderland in England.

In 2023, for example, QQI Business Administration students pursued BA in Education at MIC, Thurles, while Sports, Recreation and Exercise graduates pursued B.Sc. in Physical Education. A Level 6 QQI Childcare student advanced to their final year of BA in Childhood Studies at the University of Sunderland. Emergency Medical Technician graduates pursued B.Sc. at National Ambulance Service College.

Fostering Inclusion



Fostering Inclusion

Transversal Skills



Widening Participation



Adult Literacy for Life



Fostering Inclusion

FET provides a diverse range of programmes and supports designed to meet the needs of individuals at different stages of their learning pathway. Transversal skills includes the core skills that are embedded in all FET provision but within our FET Strategy transversal skills courses are focused on foundation developments such as literacy and numeracy provision (for example, Adult Literacy, ESOL, ITABE). The aim of transversal skills is to build the core capabilities of our learners attending courses at Level 1-3 that will support their move on to more advanced learning opportunities.

The target for Transversal skills in 2023 was engagement of 970 learners and our service surpassed this target substantially returning a percentage of 132%. Significant work was facilitated by the part-time programme manager teams and staff to support our learners to re-engage in this part-time provision post COVID-19. The aim of the widening participation target for our service was to increase the number of learners attending from key priority cohorts as described in the FET strategy to pre pandemic levels. Priority cohorts named in our strategy includes learners who self-declare as having a disability, are from the Roma Community, are from the Traveller Community or are a declared refugee or asylum seeker. Given Tipperary ETB has substantial and longstanding relationships with a range of community and voluntary sector organisations, coupled with existing and longstanding provision to these learner groups, participation has returned to pre pandemic levels, and has in fact been surpassed. Meeting the widening participation targets endorses the good and consistent work of our part-time programme teams in particular.



ADULT LITERACY FOR LIFE

A 10-YEAR ADULT LITERACY, NUMERACY AND DIGITAL LITERACY STRATEGY



The ALL Strategy is a cross government, society and economy approach that aims to address the unmet literacy needs of our communities. The strategy is substantial in that it is of 10 years duration. The 2023 targets set by SOLAS for Tipperary ETB was the engagement of 3,003 learners and our service surpassed this



goal by engaging an additional 301 learners in our services. Tipperary ETB has appointed an ALL Strategy Coordinator to work on the 10-year strategic goals, and this strategic work is stitched alongside the work of our Adult Literacy service.

Upskilling through Lifetimes and Careers

SOLAS SPA Targets 2023

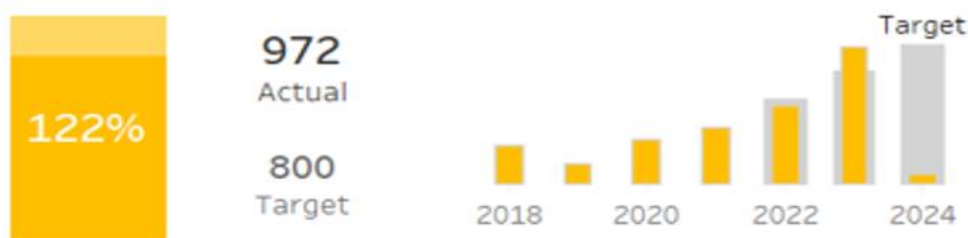


Upskilling Through Lifetimes and Careers

Lifelong Learning



Skills to Advance



Lifelong learning comprises formal, non-formal and informal learning activities that individuals may undertake throughout their lives. In terms of targets for lifelong learning participation (both national and EU), only formal and non-formal learning activities amongst 25-64-year-old adults are considered. Tipperary ETB exceeded the target for 2023.

The Skills to Advance initiative is a government program in Ireland that offers upskilling and

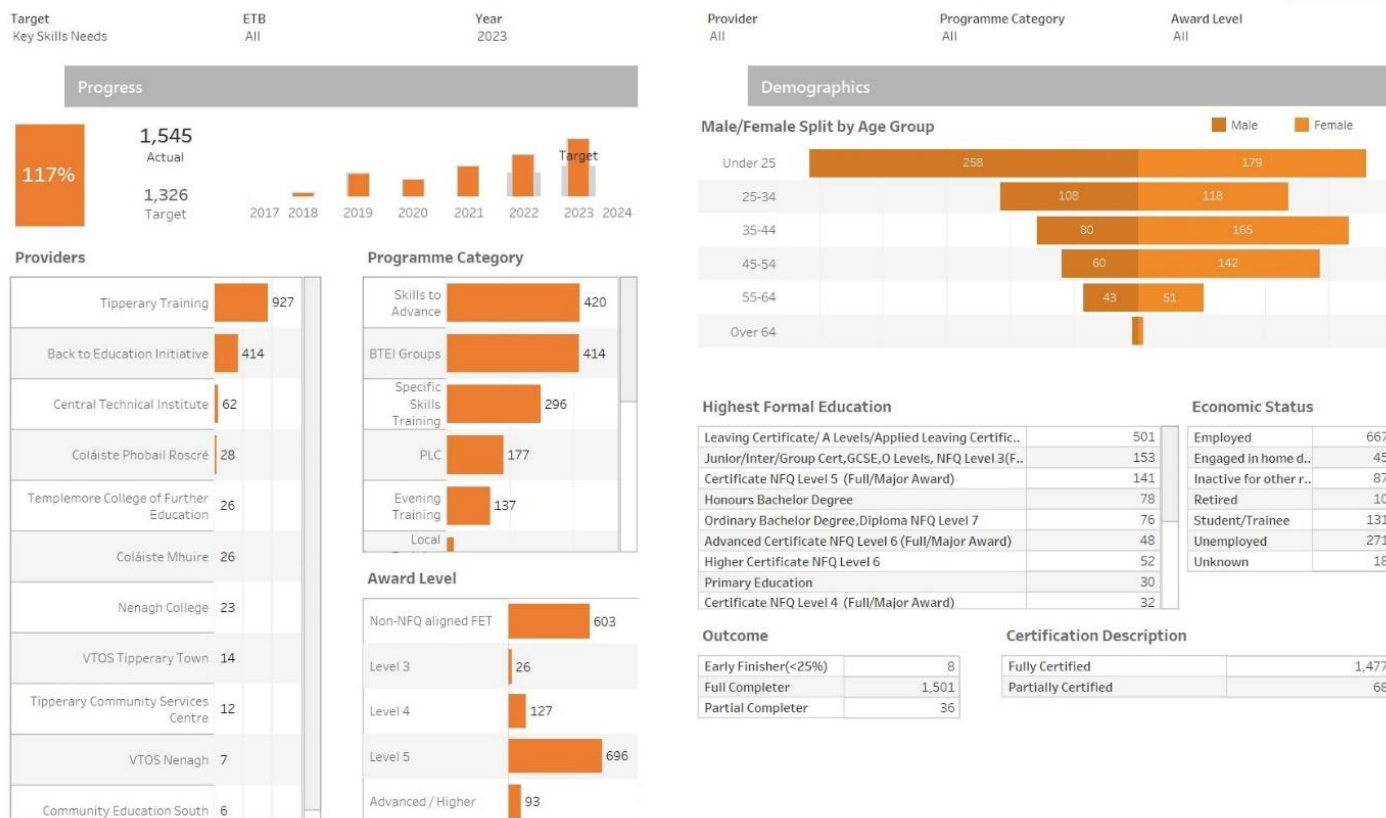
reskilling opportunities to employees in changing fields or vulnerable sectors. The courses run by Tipperary ETB under Skills to Advance helps learners develop the skills they need to progress in their current careers or to find new jobs. Workforce Upskilling Enrolments increased and exceeded the target with 972 learners enrolling in Skills to Advance Courses in 2023. Tipperary ETB was ranked fifth out of the 16 ETB's nationwide for this target. New courses offered in this area to support this growth included the addition of Near Zero Energy Building Concepts and Principles, QQI Domestic BER Assessor and Phlebotomy. This target was also achieved by recognising and recording the learners across the Tipperary ETB provision who are upskilling while in employment.

Key Skills Needs

SOLAS Key Skills Needs Detail

Grow the number of places addressing key skills needs by at least 10% based on 2019 trend baseline. To include certification completions based on key skills clusters (to be revised for 2023). The initial target number is the 2019 trend baseline of 30,290 with a further 15.6% increase of 35,008 by 2024.

Data valid to: 31 Dec 2023



Tipperary ETB has exceeded its target regarding Key Skills Needs in 2023 by 17%. Our target of 1,326 was surpassed as we reached 1,545. When compared to other ETB's Tipperary ETB was in the top ranking for this target. Included in these figures are full-time and part-time programmes such as:

- Early Childhood Care and Education,
- Nursing Studies,
- Special Needs Assisting,
- Healthcare Support,
- Intellectual Disabilities,
- And Care for the Older person.

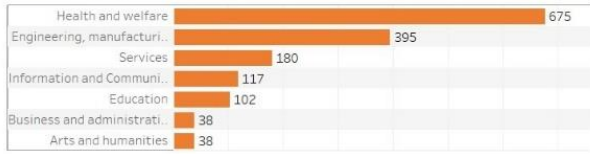
Selected Target
Key Skills Needs

ETB
All

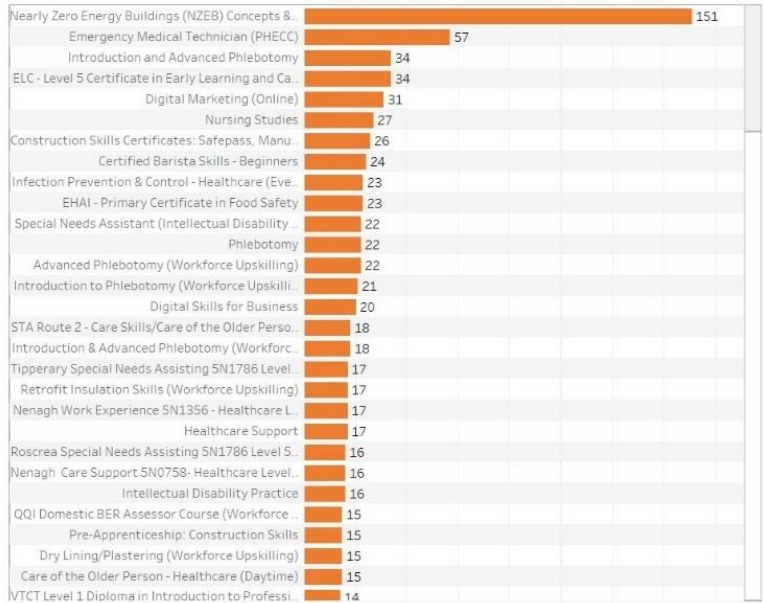
Provider
All

Year
2023

ISCED Category



Course Titles



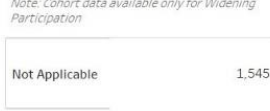
Delivery Method



Course Delivery



Cohort



A total of 1,545 learners achieved certification in these key skills in 2023.

Retrofitting Skills Provision



Targeting Key Skills Needs

Tipperary ETB continues to offer a growing range of training courses to meet local industry and enterprise needs, working closely with partners on programmes to meet the training needs of the construction sector across multiple locations, Tipperary ETB is addressing key skills needs in the county. In 2023, Tipperary ETB continued to adapt course offerings using both external providers and in-house expertise, investing in systems to ensure high-quality, responsive training. Tipperary ETB offered 157 full-time courses in 2023 in the Built Environment/Engineering sector through contracted training in Tipperary Town, Roscrea, Thurles and Carrick-on-Suir in the following areas:

- Retrofit Insulation Skills (Level 5),
- City and Guilds - Diploma in Dry Lining (Level 2),
- Pearson - Plastering Skills (Level 2),
- Pre-Apprenticeship Construction Skills (Multi-trades – Level 2),
- NZEB Concepts and Principles,
- Construction Skills Certificates,
- And Welding.



Dry Lining Facility at Tipperary ETB's Construction Skills Training Centre in Tipperary Town



Plaster and Retrofit finishes at Tipperary ETB's Construction Skills Training Centre in Tipperary Town.

138 learners completed our online programmes including ICT Support Specialist, Digital Marketing, Graphic Design for Print & Social Media, Visual Effects, Adobe Dreamweaver and Adobe Animation leading to part-time and full-time employment.

Green Skills for All - Embedding of core green skills modules across FET courses

In 2023, Tipperary ETB delivered two new programmes from the suite of FET Green Micro Qualifications: Environmental Sustainability Awareness – QQI Level 4 and Environmental Sustainability Awareness in the Workplace – QQI Level 5.

Environmental Sustainability Awareness – QQI Level 4 was delivered through the Back to Education Initiative while Environmental Sustainability Awareness in the Workplace – QQI Level 5 was delivered through the Skills to Advance Initiative.

The Environmental Sustainability Awareness in the Workplace award aims to develop the learner's awareness of the impacts of environmental change and the key sustainable practices that can be implemented by a business and by an individual. The learners on this course were employees from various sectors, including, Education, Healthcare, Customer Service, Transport, and Community Support Services.

While the number of learners attending this course was low, the feedback received following successful completion of the course was very positive:

"I am specifically attracted to the Tipperary ETB's commitment to fostering an inclusive and collaborative learning environment for me to expand my knowledge and skills in environmental sustainability".

"The way the tutor has managed the information, classes and given options to think about, not been a kind of "eco annoying". Was absolutely brilliant".

“This course collaborates well with my Health and Safety profession”.

“Prior to this course, I felt we were being browbeaten by this subject, but I have to admit I quickly came around, it was a real

In 2023, 120 learners also completed the eCollege module ‘Energy and You’ as part of their specific skills training. There were also a host of other courses offered across the ETB in areas such as Sustainability, Biodiversity, Energy, Retrofit, Environment, and Gardening and Horticulture which currently do not feed into the green SPA targets but are very relevant to the green agenda.

FET Highlights from 2023

LEARNER VOICE



The inaugural FET Student Council meeting was held in January 2023. This followed an open invitation through various channels to engage FET students interested in establishing and participating in a Tipperary ETB FET Student Council. Approximately 50 learners engaged. The FET Student Council officers were nominated, and learner preferences for specific council positions were identified. The Council convene twice a month, alternating between online and face-to-face sessions.

The key actions completed in 2023:

- Chair of the FET Student Council spoke at the launch of the new Tipperary ETB Statement of Strategy 2023-2027,
- Invitation to the FET Student Council Chairperson to serve on the Tipperary ETB FET Committee,
- FET Student Council Training with AONTAS on 'Learners as Leaders Development Education Programme' and LGBTQI+ Inclusion Training,
- Formation of two sub-groups to address key areas: Transport and Work Experience for Tipperary ETB Students (September 2023: AONTAS gave an advocacy and planning workshop to the FET Student Council with the theme "Making Changes". 22 FET students identified two key issues to progress in 2023 and 2024: Lack of Transport for attending courses, and lack of access to relevant Work Experience,
- Invitation to register and participate with the Tipperary Public Participation Network (PPN) and have FET Student Council members engaged in Transportation considerations,
- Involvement in the Learner Mental Health Framework Level 1 accreditation to develop a project promoting mental health and well-being for learners,
- Representation at the USI + AHEAD Disabled Student Learner Advisory Group,
- And Participation in the NTSTEP National Student Engagement forum at DCU.





UDL implementation team were busy in 2023 creating an online UDL Self-Assessment Tool. Universal Design for Learning (UDL) is a framework gaining traction in Ireland's Further Education and Training sector. It emphasises creating learning experiences that are flexible and accessible from the

start, benefiting all learners including those with disabilities or diverse learning styles. The aim of the tool developed under the UDL Implementation Plan in 2023 is to benchmark our progression as we implement UDL across the organisation. All FET centres were invited to complete a self-evaluation exercise using the tool and 16 different centres responded to date. The tool reviewed a centre assessment of the following thematic areas: Governance, Empowering Learners, Learner Supports and Services, Physical and Built Environment, Information Technology Systems and Structures, Organisational Development and Support. The Implementation Team are currently developing an action plan for phase 2 of the implementation process.

UDL CONTINUING PROFESSIONAL DEVELOPMENT

13 FET staff from part-time and full-time provision engaged and successfully completed the UDL Digital Badge in 2023. Well done to all who took part in this training.



DEVELOPING UDL ORGANISATIONAL CAPACITY

Our Universal Design for Learning (UDL) Implementation Team have reached out to European Partners with a proposal to develop a small-scale Erasmus project. Two partners have decided to work in partnership with us on the UDL thematic area. A lot of pre-development work is underway to jointly prepare and agree aims and objectives that will align to UDL implementation. A joint application will be submitted to Léargas by 5 March 2024 for a small-scale project. If successful a budget of €60,000 will be allocated for UDL developmental activities.

Our two partners are CVO Vitant and Easy Job Bridge, and both of these organisations deliver similar programmes and services to ours, and we believe this small project will further enhance our implementation goals for universal design.

Post Leaving Certificate at Nenagh College


QQI LEVEL 5 EARLY LEARNING AND CARE



STUDENT NAME:
Kathryn Condron

MY EXPERIENCE:
"Looking for a change of career, I returned to education in Nenagh College. The professional delivery of the course content and opportunity to complete work placement allowed me to discover a career as a Special Needs Assistant which I immensely enjoy working in."

STUDENT PROGRESSION:
Working as a Special Needs Assistant in Nenagh College



COURSE TITLE:
Early Learning and Care
QQI Level 5

- All students completed Work Placement each Thursday in Childcare settings – workplace visits and feedback has been very positive,
- Class group completed People Moving and Manual Handling Course with Ollie Hayes,
- And a follow on Basic First Aid for Children course was also completed.

Industry based guest speaker and former PLC Student Kathryn Condron gave an informative talk to the class before final exams in our last term.

PLC Moving Equipment at Nenagh College



PLC People Moving at Nenagh College





PLC First Aid



QQI LEVEL 5 BUSINESS & OFFICE ADMINISTRATION

- PLC grant funded the complete refurbishment of multimedia room for this course,
- Multimedia room is now fully furnished with state of the art computer based technology including Interactive View Board and individual student PC's loaded with all required software,
- And Head tutor has emphasised that both the equipment and layout of this room has added significant value to the delivery of the course including student:
 - Demonstration,
 - Observation ,
 - And Interaction.





STUDENT NAME:
James Clifford

MY EXPERIENCE:
"When my first choice degree program did not work out for me, I returned to Nenagh College to complete my Level 5 Certificate. The education, guidance and support I received there set out my pathway for future studies and eventually my career."

STUDENT PROGRESSION:
Completed BBS in Marketing and Management, TUS Shannon. Currently working in Role of Online Content Officer at TUS Shannon.

COURSE TITLE:
Business and Office Administration
QQI Level 5

Careers Talk and future options talk provided by James Clifford from TUS, a former Nenagh College and Nenagh College of Further Education graduate. James spoke about his journey in education and how PLC set him up perfectly for the challenges of college and where he is now on his educational journey to date.





STUDENT NAME:
Aaron Morgan

MY EXPERIENCE:
"Completing this Certificate allowed me to gain entry to my degree course of choice. I thoroughly enjoyed my time in Nenagh College, my Tutors were extremely helpful and encouraging. I developed key skills and confidence to help me take on the challenges of a degree program."

STUDENT PROGRESSION:
Currently studying Bachelor of Science in Physical Education. University of Limerick.

COURSE TITLE:
Sports, Recreation and Exercise
QQI Level 5

QQI LEVEL 5 SPORTS, RECREATION AND EXERCISE

- All students completing Work Experience each Wednesday in a variety of Sports/Fitness settings,
- Practical work completed in our fully equipped Fitness Gym each day with students showing a great flair for instruction/coaching (see pictures below),
- And students looking to progress to further education in areas of Sports Management/Sports Therapy/Sports Coaching/PE Teaching,
- And discussion sessions completed with past students who have progressed onto Further Education/Industry Workplace including 2022 student Arron Morgan, pictured here, currently studing PE Teaching.



PLC Gym Facilities at Nenagh College



VTOS at Teach an Léinn, Nenagh

VTOS Credit Union Art Competition Winners

A group of students from Teach an Léinn on a History trip to Kilkenny.



VTOS Students taking part in a Drumming Class

Pre-Apprenticeship Course in Roscrea

Tipperary ETB have been running the 'Pre-Apprenticeship: Construction Skills' in Roscrea since 2021. In 2023 we moved to a better venue in Roscrea Town centre, and this has proved more convenient for the learners.

It is a Level 1 City & Guilds (NFQ Level 3 equivalent) Certificate in Construction Skills. This course is designed to meet the minimum entry requirements of a selection of apprenticeship programmes. While on course, learners will have the opportunity to sample several traditional craft trades. These qualifications provide the ideal introduction to the construction industry and cover essential skills in the construction trades.

Learners will gain skills, knowledge and competency to progress into self-employment or employment in the Construction sector on completion of the course. They can also progress and continue into an Apprenticeship of their choice, or to further their studies on a Construction Skills course with Tipperary ETB, that is, Diploma in Dry Lining, Plastering Skills, Level 5 Retrofit Skills, Level 5 Construction Studies or other related courses.

The course consists of Painting, Wall & Floor Tiling, Plastering, Carpentry and Joinery, Plumbing, Electrical, Bricklaying, Groundworks, Health and Safety, Introduction to Construction Industry, Maths, Safepass, Manual Handling, Abrasive Wheels. We have also included a module on 'Nearly Zero Energy Buildings (NZEB) – Concepts & Principles' to introduce learners to the fundamental requirements to achieve compliance with NZEB building energy standards.

It is a 31-week course with four weeks work placement included. There have been great work placement opportunities for the learners on this course and the current group have secured work placements across a variety of trades including Tiling, Carpentry, Electrical, Painting, Plumbing and Construction.

Some of the learner testimonials for the Pre-Apprenticeship programme include:

- *"The overall experience was very interesting and great to learn new things and new ways".*
- *"I really liked the course, is going well and the teacher was nice. He explained clearly, even if I didn't understand or have a question, you could ask him, he could help you."*
- *"Very good tutor, easy to get along with and has our best interest at heart."*
- *"Brilliant course covering a range of different skills needed in life"*

Adult Literacy for Life (ALL)



The Strategy makes a number of commitments including:

- Increasing the number of learners engaging with literacy and language support by 20,000 by expanding the range of courses available over the first half of the strategy's lifetime,
- Reduce the number of adults in Ireland with unmet literacy needs, from 18% to 7%,
- Reduce the number of adults in Ireland with unmet numeracy needs from 25% to 12%,
- And reduce the share of adults in Ireland without basic digital skills from 47% to 20%.



Fostering
Inclusion

As part of the implementation of the ALL Strategy, the first Regional Literacy Coordinator (RLC), Ester Mackey, was appointed in Tipperary ETB during 2023. The purpose of this new role is to work with stakeholders around the county across the four pillars of the strategy: Understand, Access, Expand and Empower.



The Regional Adult Literacy Coalition was set up in Co Tipperary with key stakeholders across the society to bridge the gap and reach those most in need. The first meet took place on the 11 December 2023 in the Horse and Jockey Hotel. The coalition will work together to lower the number of adults with unmet literacy needs in Tipperary. An action plan will be developed in 2024, with the key element being collaboration across services.

During literacy week in September there were various events to highlight the literacy support services in Tipperary. These included a social media campaign and stands at post offices across the county. Tipperary's RLC also represented ALL at the National Ploughing Championships and participated in a roundtable discussion hosted by An Post nationally.



SOME OF THE KEY ACTIONS IN 2023 INCLUDED:

- Awareness raising regarding the need for Plain English in all meetings,
- Working with the UDL Implementation group to include Integrating Adult Literacy Numeracy and Digital Skills (ALND) into UDL,
- Working with the Literacy service on a potential website option to support people with unmet ALND needs,
- Mapping local and regional services and stakeholders with a role to play in addressing unmet literacy needs and develop key contacts within this ecosystem,
- Researching local approaches to assessment at Levels 1-3,
- Awareness raising with national TUSLA to newly appointed HSCLs,
- And linking with organisations to raise awareness about the ALL Strategy, the opportunities it offers, general awareness raising about unmet needs and accessible use of language (ESOL and Plain English).

ADDITIONAL ALL FUNDING 2023

Tipperary ETB was successful in securing additional funding (€60,000) through the national Adult Literacy for Life Office. This funding was used to run additional programmes for target groups and provide resources for adult literacy learners.

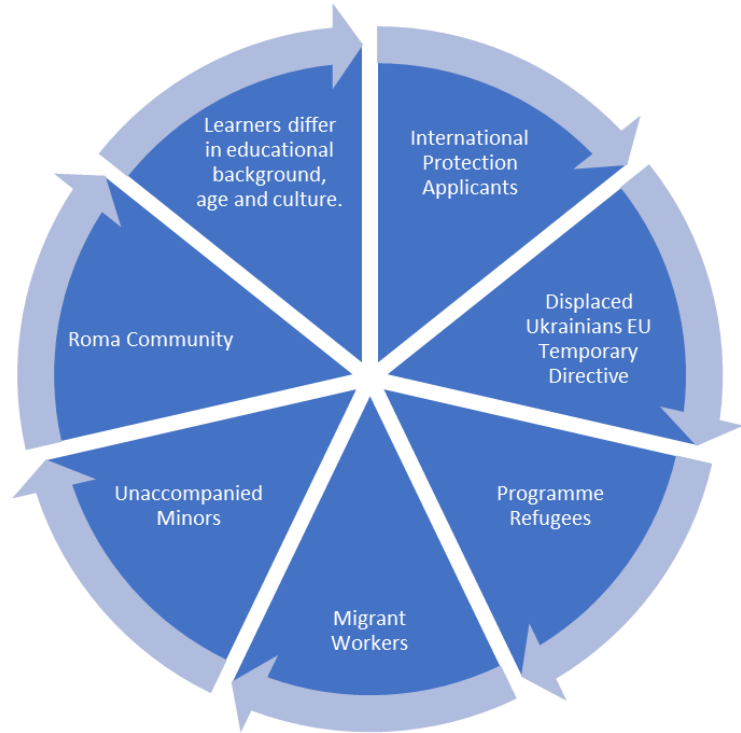
ESOL – REALT - Ukraine Response



Fostering
Inclusion

2023 was a very busy year for referrals to the Adult Literacy English Speakers of Other Languages (ESOL) service. In all, over 962 learners from different groups (as illustrated in the graph) here participated in daytime classes in nine different locations around the county. A further 351 learners took part in evening English language classes. To address the high demand for classes, a bilingual approach was utilised with classes open to many different groups, including displaced Ukrainian and International Protection Applicants.

A referral system was coordinated through the Adult Education Office and ongoing English language assessments and information sessions were held for groups who moved to the Tipperary area. Language assessments helped inform either appropriate levels of class participation or referral to other Further Education or Higher Education courses.





Tipperary ETB are a stakeholder with Tipperary Ukrainian Refugees Community Response Forum (hosted by Tipperary County Council) with other agencies in the county to address and implement responses and actions to the ongoing migration of displaced Ukrainians to the area.

A tweet from a learner who completed their Cambridge English Preliminary English Test (PET) facilitated by Tipperary ETB

A happy learner, just finished PET in June 2023

Wishing him every success!



The launch of **Diverse Tipperary: An Integration Strategy, Embracing Cultures and Differences**

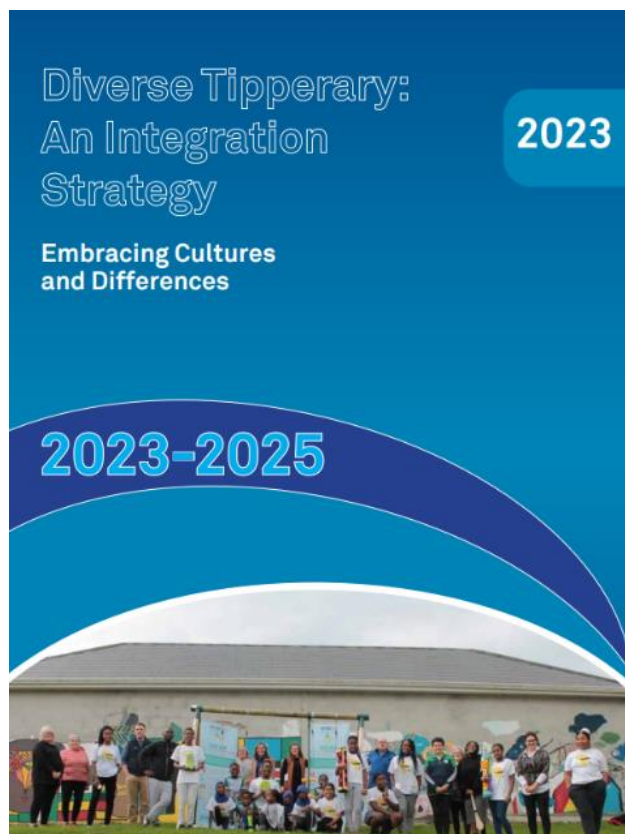
2023-2025 was held on Tuesday 19 September 2023 as part of Tipperary County Council celebration of the UN International Day of Peace.



Tipperary ETB are one of the partners for the strategy and were mentioned for particular thanks at the launch. This is the first Migrant Integration Strategy in the County and is a strategy of the Local Community Development Committee which was endorsed at Tipperary County Council 8 May 2023 meeting. There are 42 actions across the following eight key areas:

- Education and Language,
- Integration,
- Celebrate Diversity,
- Awareness,
- Sport,
- Challenging Racism,
- Increase Representation,
- And Target Marginalised.

Page 17 of the document outlines Migrant Supports in Tipperary identifying Tipperary ETB ESOL, Community Education, Tipperary ETB Family Learning and Tipperary ETB FET Courses. Tipperary ETB's key role in working with HSE and Youth Work Ireland with Roma is identified, and two new projects commenced since September 2023. Tipperary ETB's engagement on the Syrian Resettlement Programme is also outlined.



Apprenticeship and/or Apprenticeship Support



Supporting
Jobs

The staff in the apprenticeship department had a very busy year in 2023 with the following:

- 334 new apprentice registrations,
- 140 apprentices approved for certification (craft apprenticeship),
- 462 active apprenticeship employers,
- 1,154 active apprentices,
- 54 different apprenticeships currently active among Tipperary based employers including 32 Post 2016 apprenticeships (non- craft),
- Hairdressing and sales apprenticeships launched in Templemore and Thurles respectively in 2023,
- New intake of Commis Chefs recruited in 2023 started their studies in Thurles in January of this year,
- And 60 apprenticeship information talks including post-primary schools, career fairs, FET classes and employer events.

Tipperary ETB Adult Literacy service supported over 200 apprentices on Phase 2 of their programme, particularly with Maths. Assessment and additional tuition was provided to support apprentices who found

the maths standard difficult. Additional support was provided by the Adult Literacy Service to apprentices who were engaged in courses in other locations around the country but who were living in Tipperary.

SALES APPRENTICESHIP ADDED TO TIPPERARY ETB'S EXPANDING EDUCATIONAL OFFERING



Tipperary ETB launched an exciting addition to their Apprenticeship offering in the Further Education and Training Centre, Archerstown, Thurles with the commencement of the new National Sales Apprenticeship in February.

This two-year programme, which leads to a QQI Level 6 Advanced Certificate in Sales, was developed by Mayo, Sligo and Leitrim ETB as part of the Government strategy to address skills needs in Ireland. Tipperary is one of only five areas in the country in which this new apprenticeship is offered along with Cork, Dublin, Leitrim and Kerry.

The work-based apprenticeship offers learners the opportunity to work and learn using a blend of online delivery (4%), face to face classes (12%) and work-based learning (84%). The apprenticeship adds to the comprehensive programme of apprenticeship and training courses already available in the Training Centre in Archerstown and across the county.

Speaking at the official launch of the new Sales Apprenticeship in Archerstown on Tuesday 28 February, Ms Bernadette Cullen, Chief Executive of Tipperary ETB, welcomed the first Sales Apprentices to Tipperary ETB and congratulated them on taking the first step in further developing their career in sales.

A total of 19 apprentices started their two-year course in February, starting with an online induction week, followed by their first face-to-face classes on Monday 27 February with Mairead Clohessy who was appointed as the Sales Apprenticeship Instructor.



Members of staff from Tipperary ETB and Mayo, Sligo and Leitrim ETB pictured with the first class of Sales Apprentices at Archerstown, Thurles, at the recent launch of the new programme.

REFURBISHED SALON UNVEILED AS TEMPLEMORE COLLEGE PREPARES TO WELCOME HAIRDRESSING APPRENTICES

Monday, 21 August, marked a significant milestone for aspiring hairdressers in County Tipperary with the grand opening of a new apprenticeship training programme and the unveiling of a refurbished hairdressing salon in Tipperary ETBs Templemore College.



The new apprenticeship, started in Templemore College in December 2023 this year and has been designed to develop a nationally recognised skillset that is responsive to the needs of the industry, through robust engagement with national industry and education experts.

To complement this exciting new learning experience, the Hairdressing Training Salon in Templemore College has undergone an extensive refurbishment to create a state-of-the-art facility that mirrors the ambiance and functionality of a professional salon. The salon now boasts cutting-edge equipment, modern styling stations and an array of top-quality hair products, ensuring apprentices receive hands-on training with the latest industry tools and techniques.

Industry expert, Jamie Greene, has been appointed to tutor the apprenticeship programme in Templemore. Jamie has 12 years of industry knowledge and experience in the hairdressing sector having worked and taught in the Hugh Campbell Hair Group, a busy 5-star salon in the heart of Limerick City, for the past 10 years.



The new training salon for National Hairdressing Apprentices at Tipperary ETB's Templemore College of Further Education



Employer Engagement



Tipperary ETB continues to build relationships with Employers through collaboration with the Regional Skills Fora, Skillnet, Local Enterprise Office, etc. to support local and national employers and employees seeking to upskill through their lives and careers. Employer events, collaboration, and networking are key to effective employer engagement and have proven to be very effective at nurturing the relationship between the Employer and Tipperary ETB.

EMPLOYER ENGAGEMENT EVENT - EUROPEAN YEAR OF SKILLS

Employers from all sectors across Tipperary were invited to attend a collaborative event to hear about the range of schemes and initiatives available to them through various organisations. A panel of Tipperary ETB employers who had upskilled through Skills to Advance and Apprenticeship attended the event to share their experiences with other employers.

86 employers received State Aided Funding through the Skills to Advance Initiative in 2023. In all, 35 courses were delivered to meet the training needs of employers and employees across the county from the following sectors:

- Hospitality,
- IT,
- Engineering,
- Motor,
- HR,
- Childcare,
- Transport/Logistics,
- Construction,
- Agriculture,
- Healthcare,
- Manufacturing,
- And Community Support Services.



FET College of the Future (Clonmel and Thurles)

Clonmel Connected Campus – Tipperary ETBs FET College of the Future



Creating
Pathways

Over the course of the year, significant work was completed on the Preliminary Business Case for Clonmel Connected Campus (FET College of the Future) on the Kickham Barracks site in Clonmel. The business case, which will be submitted to SOLAS for evaluation in early January 2024 and is at Gate 1 of a four-stage approval process, sets out the proposal by Tipperary ETB and the Technological University of the Shannon (TUS) to develop, the first co-located and fully integrated tertiary FET/Higher Education (HE) campus in Ireland, in the heart of Clonmel town centre. This innovative project will provide 900 FET and 400 HE places on an over 9,000 m² unified tertiary campus, with between 75-90 staff (Tipperary ETB 50-65 and TUS 25).

The campus will be universally accessible providing high-quality learning experiences for all students and will provide a range of learning pathways from Levels 1-10 to meet the skills, knowledge and talent needs of individuals, the local and regional economy, industry, and society. Clonmel Connected Campus is unique in its potential to deliver the vision of a unified tertiary education system in Ireland. The development, through a blend of revitalised protected structures and innovative new buildings, will provide a mix of modern, adaptable, and integrated multifunctional teaching and learning spaces, and specialist onsite facilities. Facilities on the campus will include a digital learning hub, library, advanced ICT infrastructure, multifunctional and informal learning spaces, offices, meeting/tutorial rooms, canteen facilities and social spaces. The campus will include modern and efficient heating, energy and life systems and an Integrated Mobility Management Plan. Uniquely, it includes a proposal to develop a district heating system, that will service the Connected Campus itself, a new Regional Garda Station being built adjacent to the campus in 2024, and civic and public buildings close to the campus. The multiplier effect of the regeneration and addition of high-quality education provision on Clonmel and surrounding cannot be understated.

In collaboration and cooperation with TUS, the principles of Universal Design will drive the design, development, and implementation of the shared-campus infrastructure, services, and provision and provide the best outcomes for students. Regardless of level or whether attending as FET or HE, students will experience the same quality student experience on the campus. The facilities and resources will be shared, open to all and student populations will mix in common, open and welcoming spaces in a modern, fit-for-purpose setting.

Above: Officers Mess (right foreground) and West Block (left background) in Kickham Barracks which will be regenerated as part of the proposed development of Clonmel Connected Campus

West Block



Thurles Connected Campus – Integrated FET/HE Campus



Creating
Pathways

A similar joint proposal between TUS and Tipperary ETB for Thurles was submitted in August to the HEA and proposes the development of FET facilities on the TUS Thurles campus on Racecourse Road, accommodating a wide range of full-time and part-time HE and FE provision and the relocation of existing FET provision to one consolidated location. As with the proposal for Clonmel, Tipperary ETB and TUS worked very closely on the development of a business case for an integrated campus on the Thurles Site. TUS are lead partner on this project as the proposal is being submitted to the HEA through the Technological Sector Strategic Projects Fund.

The integrated HE and FET Campus college will provide a stimulating and holistic campus experience on a state-of-the-art tertiary campus where students can engage in programmes from 1-10 on the National Qualifications Framework. The key aim of the project as proposed in the business case is to make Thurles Connected Campus a destination of choice for FET and HE learners in the county while also enhancing progression pathways for FET learners to HE. The proposal if approved, will provide a campus of significance to develop key education and training specialisms that support National, Regional and local priorities. The TUS and Tipperary ETB vision for the campus is for a total learning community of over 2,000 full time and part-time learners on a unique vibrant, green campus as part of a multi-campus Technological University.

The proposal envisages two new extensions to the existing TUS Thurles campus creating additional specialist teaching rooms, multi-purpose teaching spaces, staff accommodation and meeting spaces. A new social hub including collaboration spaces and new dining facility will be created along with a new multipurpose hall. The proposal includes 3,292 m² of new build two-storey construction and 730 m² of refurbished area.



Above: Under the proposal for Thurles Connected Campus, over 2,000 FET and HE places will be provided in the existing TUS facility on Racecourse Road in Thurles

PROGRAMME DEVELOPMENT WITH TUS



Creating
Pathways

In the context of the creation of a unified tertiary system being a priority of DFHERIS, Tipperary ETB has agreed and implemented [Memorandums of Understanding \(MOUs\)](#) with two Higher Education institutions in the region: Technological University of the Shannon (TUS) and Mary Immaculate College (MIC) committing to a stronger and deepening collaboration across a range of joint undertakings in the region. The National Tertiary Office (NTO) has been established to lead out on the Tertiary Education System in the creation of diverse and progressive pathways with increased collaboration working closely with individual ETBs.

National Tertiary Office Oifig Thrasachta Náisiúnta

The aim of our MOUs with TUS and MIC is to identify opportunities for the alignment of existing Tipperary ETB and HE provision to create and underpin progression pathways, to identify opportunities for the co-development and potentially co-delivery of innovative, response led and evidence-based FET/HE integrated programmes and to identify the potential for regional specialisms in Tipperary that can be supported by FET and HE.



Workshops were held in October and December 2023 for Tipperary ETB FET Staff and TUS Staff to come together and collaborate. The group looked at regional and national opportunities and needs, programme development responses and actions required. The workshop focused on provision offerings with a view to working together on creating clear pathways for learners

from FET to HE in 2024 and beyond. With the development in capacity for Programme Development in the FET Development and Support Unit, Tipperary ETB can collaborate on programme development opportunities as they arise, from other ETBs, Higher Education and Industry.

ARTIFICIAL INTELLIGENCE (ROLL-OUT OF PD)



In April 2023, Tipperary ETB established an Academic Integrity Working Group to specifically address **Artificial Intelligence (AI)** and Tipperary ETB's approach to managing AI in FET. This was a direct response to the threat and opportunity posed by artificial intelligence (AI), for example ChatGPT, in the Education and Training sector. The goal was to develop a Tipperary ETB driven approach and strategy to managing artificial intelligence that is informed by national bodies for example QQI, TEL coordinators group, ETBI Academic Integrity Working Group, ETBI, Research groups, Post-Primary and HE sectors etc. Initially looking at professional

development and training for Teaching staff and students, keeping up to date on the developments in AI, and looking at redevelopment of assessment strategies, creating and updating guidelines, policies, procedures and other material to support teaching and assessment staff.



Artificial Intelligence

For the FET Learner and Practitioner

November 2023



Learner Achievements

TIPPERARY ETB WAS REPRESENTED AT WORLDSKILLS EVENT IN THE RDS DUBLIN



Above: Tipperary students and apprentices who competed at Worldskills Ireland 2023. Front row, from left, Brett Adams, Clonmel and Owen Powell, Newport. Back row, from left, Conor Bourke, Nenagh, Conor Grace, Nenagh and Luke Slattery, Clonmel



Eight students and apprentices from Tipperary put their talents and knowledge to the test in September when they competed at Worldskills Ireland 2023, the country's largest experiential skills, apprenticeships and careers event.

Taking place at the RDS, Dublin from 20-22 September, Worldskills Ireland welcomed over 22,000 people including students, parents and teachers, and was a live celebration of apprenticeships, skills and careers, with interactive demonstrations, career zones and employers who are ready to recruit.

Joining the other national finalists from across the country were Brett Adams, Clonmel, competed in the Automobile Technology competition; Conor Bourke, Nenagh, competed in the Carpentry competition; Luke Slattery, Clonmel, in the Digital Construction BIM competition; Sophia Quinlan, Thurles, in the Hairdressing competition; Conor Grace, Nenagh, in the Industrial Control competition; Victor Martea, Cahir, in the Industrial Mechanic competition; Owen Powell, Newport in the Metal Fabrication competition, and Kate Ryan, Cashel, who competed in the Restaurant Service competition.

Conor Grace, an electrical apprentice who attended Phase 2 in Archerstown was the overall winner in the Industrial Control Competition.

TIPPERARY ETB COMMIS CHEF APPRENTICES COOK UP A STORM IN NATIONAL COMPETITION



Tipperary ETB won three awards at the Chef Ireland Final which took place from 21-23 February at Catex 2023 in the Simmons Court Pavilion, RDS, Ballsbridge, Dublin.

Jozsef Horvath, Shauna Kelly and Grace Nagle, all of whom are Commis Chef apprentices based at Tipperary ETB's Further Education and Training Centre in Archerstown, Thurles, were praised by the judges in three separate cooking categories.

Jozsef won the Silver Medal in the National Chef Apprenticeship Skills competition, the highest mark awarded to any ETB student. Meanwhile, Shauna Kelly won Bronze in the Macaroon Tasted Open Class while Grace Nagle came home with a Certificate of Merit in the Cup Cake Tasted Open Class.

Commis Chef Instructor at the Archerstown training facility, Fergal Phelan, was thrilled with the performance of his students:

“Everybody who travelled to Dublin performed to a very high standard. This was a fantastic achievement, particularly as it was our first time competing at CATEX. The feedback from the judges was very positive in their professionalism, hygiene, organisation, and overall quality of their work.”



(L to R) Bernadette Cullen, Chief Executive of Tipperary ETB, Mary Hanna Hourigan, Chair of Tipperary ETB, Fergal Phelan, Commis Chef Instructor, Jozsef Horvath, Matthew Ryan, Training Services Manager in Archerstown, Mallory Higgins, National Apprenticeship Programme Co-Ordinator at Kerry ETB. Photo: Odhran Ducie.



(L to R) Bernadette Cullen, Chief Executive of Tipperary ETB, Mary Hanna Hourigan, Chair of Tipperary ETB, Fergal Phelan, Commis Chef Instructor, Grace Nagle, Matthew Ryan, Training Services Manager in Archerstown, Mallory Higgins, National Apprenticeship Programme Co-

(L to R) Bernadette Cullen, Chief Executive of Tipperary ETB, Mary Hanna Hourigan, Chair of Tipperary ETB, Fergal Phelan, Commis Chef Instructor, Shauna Kelly, Matthew Ryan, Training Services Manager in Archerstown, Mallory Higgins, National Apprenticeship Programme Co-Ordinator at Kerry ETB. Photo: Odhran Ducie.



TIPPERARY ETB COMMIS CHEF APPRENTICE FINDS THE RIGHT RECIPE TO WIN NATIONAL AWARD –

Continuing her success from Catex 2023 Grace Nagle – Commis Chef Apprentices was awarded Hospitality Apprentice of the Year in the Round Room of the Mansion House, Dublin on Thursday, 19 October.

Grace Nagle is one of 14 exceptional apprentices who have received a prestigious award from the National Apprenticeship Office, after a record 222 exceptional apprentices were nominated for an award across the island of Ireland.

Each of the 14 winners was awarded for their exceptional leadership, creativity, teamwork and problem-solving skills, which are prime attributes of a modern-day apprentice.



Award winner Grace Nagle (centre) with Pat O'Doherty, Chairperson of the National Apprenticeship Alliance and Dr Mary Liz Trant, Director of the National Apprenticeship Office

Originally from Fethard and now living in Ballypatrick, near Kilsheelan, Grace has worked in the catering department at Tipperary University Hospital for the past ten years.

Her first role was washing up and two years ago she availed of the opportunity to start a commis chef course with the Tipperary ETB in Thurles, under tutor Fergal Phelan.

Grace will soon complete the course , which runs for two days each week.

"I'm so delighted to have won the award, I cannot believe it," she says.

"I feel that this course has given me confidence in myself and in my pastry skills. It has allowed me to explore new avenues within the hospitality sector and build a rewarding career".

She says she is also grateful to her tutor Fergal Phelan for encouraging her to take on the apprenticeship at this point in her career.

A spokesperson for Tipperary University Hospital says *"Grace is a leader, whether she believes it or not. She always makes sure everyone is well prepared for class and our exams and wants everyone to succeed and to be comfortable with what they are doing."*

INSPIRATIONAL TIPPERARY ETB LEARNER LAUNCHES NEW BOOK



In 2013, Liam Cleere returned to education after 39 years, with a view to improving his literacy skills. Almost ten years to the day, he not only achieved his goal, but also proudly launched his debut publication of poetry and short stories. With the support of his tutors in Tipperary ETB, the Adult Literacy for Life Strategy (ALL) and proudly published by the ETBI Inclusion Unit, this is a fantastic feel-

good story of someone who overcame his own personal fears and inhibitions to create a piece of work that is equally inspiring and uplifting. The book launch for **“My Journey from the Back of the Class with Tipperary ETB”** by Liam Cleere, took place in The Horse and Jockey Hotel on Monday 18 September 2023. Scanning the QR code above, will take you to a short video where you will learn more about Liam’s

extraordinary story. It can also be watched by typing this address into a web browser: bit.ly/Liam-Cleere



SCAN ME



Above: Fergus Craddock ETBI, Stacey Cannon DFHERIS, Liam Cleere Author, Yvonne McKenna ALL Director, Colin Cummins Director of FET, Bernadette Cullen CE.

BLOOM – SUSTAINABILITY AND ADDICTION PROGRAMME



Tipperary ETB and Clonmel Substance Misuse and Recovery Service of the HSE have been working in partnership for many years through tutor hours support and REACH funding.

This project supports adults in addiction and recovery by providing an opportunity to learn horticultural skills while also being a social and therapeutic programme. The project participants in this project created and exhibited a ‘Colour Purple’ garden at Bloom 2023, which was a huge achievement and a massive undertaking as the garden was transported from Clonmel to Bloom. The garden portrays, through the medium of related plant species, the journey undertaken in recovery.

The darkness that abounds and requirement for shelter when in addiction was evidenced in many of the participants’ life stories that were represented in the Garden using creative design and innovative approaches to planting. The participants stories were relayed through interpreted planting schemes, which not only showcased their horticultural and design know-how but also reflected their evolution in their journey out of addiction and their willingness to embrace knowledge and light.



Images of Substance Misuse Recovery and ETB staff at Bloom and getting to meet a very special guest, Charlie Bird.

ERASMUS MOBILITY FOR STAFF

In October 2023, Templemore College facilitated seven of its staff to attend a professional development programme on Artificial Intelligence (AI) in Malta. The programme was funded by the Erasmus+ project. The staff were shown the benefits that AI has in their classrooms in terms of research, planning, inclusive education, and having a multi-faceted approach to teaching. They were also introduced to various AI platforms that can be used in FET. On their return, we held training sessions where they imparted their new knowledge related to AI to the rest of the staff. We have planned to send more teachers on Erasmus+ funded professional development courses in 2024/25.



TCFE Staff in Malta at the Artificial Intelligence programme.

Award Ceremonies

Tipperary ETB is dedicated to recognising and celebrating the exceptional accomplishments of our learners. Throughout 2023, we hosted a series of Learner Award Ceremonies across Tipperary. These events provided a valuable platform to showcase the diverse range of achievements within Further Education and Training programmes offered by the ETB. They were a wonderful opportunity to acknowledge the dedication, perseverance, and talent of our learners in all areas of study. Below are just some of the highlights from the events held across the county, with a selection of some of the photographs of learners who received their awards. Congratulations to all our learners and we wish them the very best as they continue their learning journeys.

TIPPERARY ETB HONOURS ADULT LITERACY LEARNERS AT CAHIR AND NENAGH CEREMONIES

Tipperary ETB marked two momentous occasions in 2023, hosting awards ceremonies across Tipperary. Two particular events, held in in **Cahir** and **Nenagh**, shone a spotlight on the remarkable accomplishments of adult learners in the Tipperary area.



Gathering over 300 individuals who had successfully completed **National Framework of Qualifications (NFQ) Level 1, 2, or 3 courses**, both mornings were filled with an overwhelming sense of pride as each learner received their well-deserved QQI Certificates.

Among the highlights of the events were the poignant reflections from adult learners. Their speeches highlighted how crucial the support from tutors and peers was in their learning journey. Their tales of determination and success left a lasting impact, showing how education can truly transform lives.

The success of these events is due to the tireless efforts of the staff, whose dedication laid the groundwork for seamless and memorable ceremonies. Equally due praise are the adult literacy tutors, whose commitment and guidance to Tipperary ETB learners throughout the year proved instrumental in their achievements.

These events truly celebrated **Respect, Excellence, Care, Equality** and **Community** - the core values of Tipperary ETB. Well done to all our learners who received their certificates at these events and right across the range of similar events held in the county.









CERTIFICATION ACHIEVED BY PART-TIME LEARNERS LEVELS 1 TO 3 (ALS) DURING 2023

- 60 part-time learners received QQI full awards in 2023 across a variety of programmes,
- 541 part-time learners received QQI component certificates in 2023,
- And 55 part-time learners received ICDL certificates.

AWARDS IN CLONMEL AND NENAGH

Following the successful certification periods of August and October part-time learners from Tipperary ETB campuses in Carrick-on-Suir, Clonmel, Tipperary Town, Thurles and Cashel were presented with QQI Full Award certificates at a ceremony in Clonmel and learners from Roscrea, Nenagh and Newport were presented at an awards ceremony in Nenagh. Below are pictures of some learners at these great occasions.



Recipients of QQI Full Awards at the Nenagh ceremony

DIVERSITY AND INCLUSION HIGHLIGHTED AT TEMPLEMORE GRADUATION

Templemore College Graduation in October 2023 highlighted the importance of diversity and inclusion by acknowledging the achievements its students who had recently arrived in Ireland. The welcome and acceptance of our newly arrived students has created new perspectives and understanding of all students and staff in the College.

Pictures below is our Chief Executive Bernadette Cullen – the guest of honour on the evening – presenting ECDL graduation certificates to a number of our students. We hope that these amazing learners will continue their education journey with us within Tipperary ETB over the coming years.



Annual Learner Events / Festivals

Tipperary ETB organised a 'Walk & Talk' event to celebrate AONTAS Adult Learners Festival on Tuesday 7 March 2023, starting at the FET campus on Dillon Street in Clonmel.

The onsite Gym was a hive of activity as over 150 adult learners and staff gathered together to celebrate the national event.

The event celebrated diversity and promoted a healthy lifestyle, walking, and conversation while fruit and water were also provided for everyone. The participating learners are engaged in a variety of classes in Clonmel and surrounding towns and at different levels such as Adult Literacy (reading, writing, numeracy and digital skills), Men's Shed, Women's Groups, English language, Childcare, Healthcare and Horticulture, to name a few.



Mary Hanna Hourigan, Chairperson of Tipperary ETB, welcomed everyone and led the outdoor walk along the beautiful Suir Blueway.



Taking part in the annual Aontas Adult Learners Festival's 'Walk and Talk' are L to R: Mary Whelan, Peter Cleary, Richard Carroll and Louise Mulcahy



Group from the 'Beauty Therapy Course' in Clonmel, taking part in the annual Aontas Adult Learners Festival's 'Walk and Talk'.



Tipperary ETB Chairperson, Ms Mary Hanna Hourigan, speaking to the group before leaving the Clonmel Tipperary ETB FET Campus for the Aontas Adult Learners Festival's 'Walk and Talk'.



Full group photographed before setting off from Clonmel Tipperary ETB FET Campus on Tuesday, March 7, 2023, as part of the annual Aontas Adult Learners Festival's 'Walk and Talk', celebrating adult learning.

LAUNCH OF ADULT LITERACY SERVICE LITERACY ANNUAL



Stories of life, learning and literacy programmes across Tipperary were shared during the launch of Tipperary ETBs Adult Literacy Service Annual 2022.

On Thursday 16 March, over 300 adult literacy learners, tutors and Tipperary ETB staff attended the online launch of the 72-page magazine, which chronicles the broad array of literacy events organised throughout the Premier County in 2022, as well as publishing a wide range of written works produced by literacy learners in Tipperary.

Six of our amazing adult learners read out their stories to the attendees during the launch, with the themes including everything from memories of the Clonmel Races and Prince Charles' visit to Cahir, to a Field of Memories and the history of rabbits in Ireland.

LATCH-ON

Tipperary ETB in partnership with Down Syndrome Ireland ran a Practical Literacy and Technology (Latch-On) programme which is a 2-year literacy programme for adults with Down syndrome. The programme provides opportunities for adults with Down syndrome to commence and continue their literacy development.

Latch-On was developed at the University of Queensland, Australia. The Latch-On course is taught **2 days a week over 2 years**. The course content is designed to allow the students opportunities to access literacy in all its forms, from viewing through to reading and writing.



On Tuesday, March 7th our Latch-On group in Cahir had some visitors – Sinéad Flynn and John Condon from Down Syndrome Ireland and all the way from Queensland Australia, two of the people who originally designed the Latch-On programme, Anne Jobling and Jan Lloyd.

Anne and Jan were in Ireland to visit Latch-On groups around the country; one of those visits to our group in Cahir.

The visit started with each student getting some time to introduce themselves and talk about their experience of Latch-On so far. Students showcased their artwork, their book reviews and their computer work. Then Anne and Jan sat in 'the hot seat' to answer questions from the students. *"Tell us about Latch-On in Australia"*, *"how long does it take to get to Ireland"* and *"what is your favourite thing about Latch-On"* were some of the questions posed.

Afterwards the students and visitors had a tea break and a chat together with rugby and Australian soaps being popular topics of conversation!

The students all enjoyed the morning spent with the Australian visitors who were very impressed by all the hard work done by our Latch-On students and tutors.

"I liked hearing all about Australia and the other Latch-On groups there".

"It was good to show what we are working on, especially the computers, they're my favourite".

"I liked showing the visitors my own locker and artwork and talking about Ireland rugby".

"I liked doing the book review and the new words that we learned when reading the book".

Partners in Education - Collaboration

Several of our FET programmes and services work in partnership with community, voluntary and the business sector for programme delivery and FET promotion. Some of this work is organised through service level agreements or other informal or formal arrangements.

Tipperary ETB delivered a range of Adult Literacy, Family Learning and Community Education programmes through an agreed Service Level Agreement basis in 2023, in the ethos of Tipperary ETB core values – community, care, equality and respect. This was over 12 locations in county Tipperary: Ballina, Cahir, Cappawhite, Cashel, Carrick on Suir, Clonmel, Glengoole, Nenagh, Newcastle, Roscrea, Thurles and Tipperary Town. Courses were planned and delivered in partnership with Brothers of Charity, Acquired Brain Injury Ireland, Ability Matters, Active Retirement groups, Avista, Circle of Friends, Cluain Training Centre, Down Syndrome Ireland, Cuan Croi Tipperary Town, Glenroyd, Irish Wheelchair Association, Journeyman, Knockanrawley Resource Centre, Moorehaven, National Learning Network, Place 4 U, Rehab, Spafield FRC, St Cronan's, South Tipperary Development Company, North Tipperary Development Company, Three Drives Traveller Project and HSE.

The focus of this provision is for learners with special education needs, those most at disadvantage in their community and learners who benefit from support through involvement with a local agency who in turn, Tipperary ETB forges relationships and devises delivery around these target groups.



Four Stroke engine maintenance in Nenagh for young men in partnership with NTDC

Learners in Cahir in partnership with Down Syndrome Ireland





A key ethos within our community education is service delivery, through partnership work. Annually we engage our partners to apply for the community education service and in 2023 a total of 4,350 learners were engaged in learning across the county. Some of our partnership community education outcomes are highlighted below.



THE BOOK OF DIMMA PROJECT AND EXHIBITION

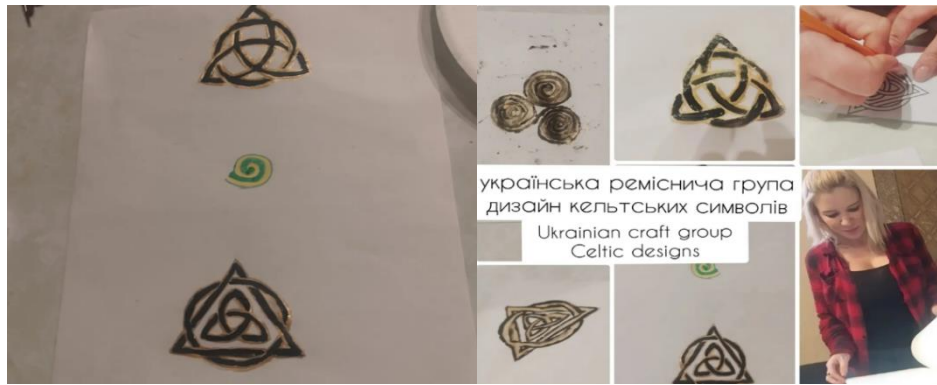
For the Book of Dimma Project members of Ballycommon Craft Group created 16 wall hangings and one three-dimensional piece. The Dimma Project is currently on display in the Nenagh Arts Centre and is the first exhibition in the Art Centre’s new gallery space.

As well as investigating the fascinating history of the Dimma manuscript, made in Roscrea in the eight Century, the mixed media pieces showcase a wide range of textile skills learned including cross stitch, embroidery, appliqué, fabric printing, needle felting, calligraphy and collage.

The pieces are created wholly from repurposed materials gathered and shared by the group members and tutor.



Fethard Ukrainian Women’s Group engaged in an Irish themed Celtic Design course which focused on folklore and mythology in each country. Українська крафтова група Celtic designs.



Community education also ties in its partnership provision with National events such as the Bealtaine Festival, an older adult in the community event. This was a huge success for Tipperary ETB and the Tipperary Writers Group as was a healthy cookery demonstration in Nenagh and Carrick.



LTI/STP

RAISING THE AMBER FLAG AT CLONMEL CTC

Learners raised the Amber Flag at Clonmel CTC to highlight our commitment to looking after our mental health. In attendance Mayor Richie Molloy, John Murphy Senior Training Officer Tipperary ETB, Una O’Dwyer and CTC students.

Raising the Amber Flag at Clonmel Community Training Centre (CTC)



LITTLETON LTI INTRODUCED A NEW MODULE - GROWING VEGETABLES

Learners on the LTI in Littleton started their horticultural journey with a blank polytunnel, an empty plastic structure. They were engaged from the beginning, with all the processes from the grounds work, irrigation, growing and harvesting of vegetables.



Gardening brings learning alive, growing food, plants and being involved in the gardening process all contribute towards improving learners' well-being, in terms of personal achievement, pride and empowerment.

Another big benefit of the polytunnel is the protection it offers from the elements, allowing learners to be out of the classroom in a warm and dry environment even on the windiest and wettest of days.



THE MAKING CONNECTIONS LTI PROGRAMME

The Making Connections LTI Programme held an Awards Ceremony at the Waterford and South Tipperary Community Youth Service (WSTCYS) building in the Wilderness centre Clonmel, on the 23 of November 2023.

The event was a great success and was attended by management and staff from Tipperary ETB, WSTCYS and representatives from the programmes' referral agencies. Also in attendance was the former Tipperary hurling star and special guest speaker, Mr. John Leahy. The ceremony celebrated the hard work and achievements of learners on the programme, who received 16 Minor/Component Awards and 1 Major Award.



CLUAIN GRADUATION CEREMONY

This was the first time Cluain had held a graduation ceremony since COVID-19, and we were delighted to do so at TUS. During the COVID-19 period we were unable to host a graduation ceremony, meaning that the learners who graduated during COVID, received their certificates in the post, which was very disappointing considering what they had gone through with Zoom classes and social isolation. Cluain invited them to attend this year's ceremony, where they all received a certificate of achievement, to acknowledge all that they had achieved and to mark the occasion. We also had this year's group graduating. The programme is funded by Tipperary ETB and attending from Tipperary ETB were Matthew Ryan - Training Services Manager, John Murphy - Senior Community Development Officer, Tony Perez - Quality Assurance. Gerry Flynn - Chairperson Cluain Training & Enterprise Centre and several board members, Stephen Moroney Interim Manager Cluain, Patricia O'Meara - Programme Coordinator Cluain, learners, family, and friends attended the event also.



Mini Olympics



The Tipperary ETB Mini Olympics 2023 was held at Moyle Rovers GAA club in April. It was a day of great excitement involving students and staff from across our Youth Provision including Community Training Centres (CTCs) in Clonmel, Nenagh and Thurles, and Youthreach programmes in Cappawhite, Roscrea and Templemore. Participants competed across a wide range of sports and activities, including track and field, team activities: soccer, basketball, tug of war in addition to art, beauty and gaming and so on.



The Inclusive Mini Olympics for Youthreach and Community Training Centres in Tipperary is aimed at promoting social inclusion through intentionally planned and implemented activities for whole centre engagement. The aim being to utilise both individual and team games that cater for all students and their abilities and interests. For the 2023 Games, Clonmel CTC organised the event. A leader board was used on the day to track the scores. The centre who accumulated the most points after all the events have taken place, were declared the winners. Points were awarded to first (5 Points), second (3 points), third (1 point) place in each event.

Well done to all the students and staff who got involved in a wonderful Tipperary ETB Mini Olympics and heartiest congratulations to Youthreach Cappawhite, taking home the trophy to west Tipperary.



LCA Students

TEMPLEMORE STUDENTS WIN “THE FEARGAL QUINN AWARD”



In November 2023, two of Youthreach students; Rodika Kennedy and Mia Moynihan, had been awarded “The Feargal Quinn Award” for achieving top marks in the 2023 Leaving Certificate Applied Examination. This is an extraordinary achievement for these two students and a reflection of the support, care, and respect all students on this programme encounter in Templemore. At our recent FET Conference in February 2024 Minister Harris, in his address, said that he could not conclude his address about our FET provision without mentioning the Youthreach programme. He was so impressed by the work done by the staff providing this programme across the country that he said: “What the staff in Youthreach are doing with our Youthreach students is something magical”. Well done to the staff in our Youthreach provision in Templemore, Roscrea, and Cappawhite - continue your magical work.

Rodika and Mia receiving their awards from Jerome Chambers, Leaving Certificate Applied National Association Chairperson



Adult literacy student progression

SHOWCASE: PROGRESSION JOURNEY IN FURTHER EDUCATION THAT UNLOCKED THE IMAGINATION OF ONE LEARNER.



Keil Maher is 23 years old and contacted Tipperary ETB in 2019 for literacy help. He had completed his second level education, but he needed extra help with reading and writing. After meeting with him, we decided to support him through one-to-one tuition as he was quite anxious about joining a class setting.

Keil has a love for art and animation and his tutor Philip Bourke also recognised his technical ability, so he suggested using technology as a teaching tool. Philip helped Keil to design a digitised book about his art where Philip intertwined reading and writing throughout. He went on to complete Reading and Writing QQI Level 2 which really helped him to move forward.

After COVID-19, classes went online and this change of delivery actually suited Keil as he was experiencing anxiety due to the lockdown. His tutor Philip had another literacy class, and he discovered the learners seemed to concentrate more if the material used in class related to their local area, so he also used this technique with Keil.

The next goal for Keil's was to go to college in Limerick but he was getting anxious again about this prospect. We arranged for Keil to meet the principal of Templemore College, Micheál Lenihan to enquire about the Creative Media course Level 5. Once Keil called to the college with his mother, he was introduced to the teacher who helped him to be more relaxed to join the course. He successfully completed this course in 2022 and he really enjoyed his time in TCFE.

This progression to TCFE was a massive stepping stone for Keil as he was mixing with other students and got a taste for college life. He decided to continue on his educational journey and applied for a course in Limerick College of Further Education. He was successful and he is currently studying Creative Media Level 6.

Next year, he hopes to progress onto Limerick Institute of Technology to complete a Level 7 course, but he is taking it one day at a time. Throughout this journey and even recently, Keil always keeps in contact with the literacy service for ongoing support and guidance.

FASHION DESIGN

Tipperary ETB official opening of Phase 5 expanded education facilities

There were great celebrations at Tipperary ETB's Further Education and Training (FET) Centre in Archerstown, Thurles on Friday 13 October as an impressive expansion of education facilities was officially opened in conjunction with the launch of Tipperary ETB's Statement of Strategy 2023-2027.



'Phase 5' of the FET Centre in Archerstown was unveiled to hundreds of attendees on Friday morning. The new development includes additional training space, an innovative fashion workshop, state-of-the-art classrooms, a dedicated tutor hot desk area and an extension to the canteen.

The expanded facilities, built by Marlhill Construction, will help to meet the significant growth in demand for Further Education and Training (FET) courses in Tipperary, which has seen the Archerstown centre operating at 150 percent capacity in recent years.



Chairperson of Tipperary ETB, Cllr Mary Hanna Hourigan, said it's exciting to see education provision grow further in the county:



"The expansion here in Archerstown is a testament to Tipperary ETB's commitment to providing quality education and training opportunities to the people of Tipperary and beyond. Our mission is to provide quality learning opportunities and support clear learner pathways."

"The additional training space is more than just bricks and mortar; it is a space where skills will be developed, and futures will be built. It provides us with the room to expand our course offerings, welcome more students, and diversify our programmes to meet the ever-evolving needs of our learners and apprentices."

Tipperary ETB learners in the new fashion workshop at Tipperary ETB's newly expanded Further Education and Training Centre in Archerstown, Thurles.

HOME ECONOMICS

MIC Thurles in conjunction with Archerstown Training Centre offered Home Economics from September 2023.

Speaking about this exciting new development Dr Finn Ó Murchú, Head of School of Education at MIC Thurles said:

*"We are delighted to be able to officially announce the launch of the **BA in Education, Home Economics and Business Studies (MI015)**. This four-year, full-time, undergraduate concurrent teacher education degree, commencing in September 2023, is a significant addition to our existing suite of Level 8 degrees and is an exciting development for MIC Thurles and the broader educational community."*

"This new provision is supported by Tipperary ETB and their culinary resources at their nearby Archerstown Training Centre and, it has been agreed with the Department of Education that a number of places will be reserved for mature and further education applicants".

REACH

The aim of REACH funding is to provide educationally disadvantaged learners support in accessing and participating in community education. It aims to increase the participation of disadvantaged learners, particularly those who are undertaking literacy and skills programmes. The fund has a strong focus on building the digital infrastructure of community education providers, including providing devices and software. The outcome of REACH in meeting the aims of the funding were successfully met as is evident in the categories supported below.



Key

learner cohorts who benefited from this fund included adults with disabilities, adults with Level 1-3 education, adults in addiction and in recovery, as well as support provided to fund digital infrastructure.

Moycarkey Borris Men's Shed hosting Nature Walk and Talk Event

A summary of the REACH Fund in 2023 is set out below:

- REACH Applications submitted – 42,
- REACH Applications approved – 27,
- Grantees supported under REACH categories:
 - Learner assistance fund - €30,320,
 - Innovative green projects - €9,281,
 - Increasing participation of priority cohorts - €17,600,
 - ALL Strategy: Literacy/ digital technology/ access to Wi-Fi/ broadband - €46,521.08,
 - And community groups in pre-development for marginalised & disadvantaged - €2,330.
- Total amount of funding approved - €106,052.08,
- And total amount of funding expended - €100,669.01.



The REACH Fund 2023 had a positive impact with a reported number of beneficiaries totalling 734.

As Tipperary ETB looks towards the future, we remain committed to providing a dynamic and responsive Further Education and Training (FET) offering. By collaborating with industry and community partners, embracing innovation in course delivery, and fostering a culture of lifelong learning, we continue to empower

our learners to achieve their full potential and contribute to the social and economic development of Tipperary. Given the significant achievements and growth in FET provision 2023, exciting times lay ahead and 2024 is likely to again prove to be a very significant year for Tipperary ETB, the development of the FET College of the Future and continued expansion and growth in the range of FET provision available throughout the county.

Appendix A: Abbreviations

ABP	Area Based Planning
AFL	Australian Football League
AHEAD	Association on Higher Education And Disability
AIMS	Association of Irish Musial Societies
ALL	Adult Literacy for Life
ALND	Adult Literacy Numeracy and Digital Skills
AONTAS	Aos Oideachais Náisiúnta Trí Aontú Saorálach
ASD	Autism Spectrum Disorder
BTEI	Back to Education Initiative
CAO	Central Applications Office
CAP	Climate Action Plan
CBS	Christian Brothers School
CMCO	Coláiste Mhuire Co-Ed
CNS	Community National School
CSO	Central Statistics Office
CTC	Community Training Centre
CTI	Central Technical Institute
DAU	Data Analytics Unit
DCG	Design and Communication Graphics
DCEDIY	Department of Children, Equality, Disability, Integration and Youth
DCS	Document Centric Solutions

DCU	Dublin City University
DFHERIS	Department of Further and Higher Education, Research, Innovation and Science
DMARC	Domain-based Message Authentication, Reporting and Conformance
DSP	Department of Social Protection
EAL	English as an Additional Language
ESBS	Education Shared Business Service
ESI	Executive Software Information
ESERO	European Space Education Resource Office
ESOL	English for Speakers of Other Languages
ETB	Education and Training Board
ETBI	Education and Training Boards Ireland
EU	European Union
FET	Further Education and Training
GAA	Gaelic Athletic Association
HE	Higher Education
HEA	Higher Education Authority
HSE	Health Service Executive
IAU	Internal Audit Unit
ICT	Information and Communications Technology
IT	Information Technology
ITABE	Intensive Tuition in Adult Basic Education
ITS	Information Technology Services

LGBTQI+	Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex and others
MG	Music Generation
MIC	Mary Immaculate College
NCSE	National Council for Special Education
NEPS	National Educational Psychological Service
NFQ	National Framework of Qualifications
NTO	National Tertiary Office
NZEB	Nearly Zero Energy Building standard
OSD	Organisation Support and Development
P2P	Purchase 2 Pay
PE	Physical Education
PET	Preliminary English Test
PDST	Professional Development Service for Teachers
PLC	Post Leaving Certificate
PLSS	Programme Learner Support Service
PPN	Public Participation Network
QQI	Quality and Qualifications Ireland
RDS	Royal Dublin Society
REALT	Regional Education and Languages Teams
RLC	Regional Literacy Coordinator
SADS	Sudden Adult Death Syndrome
SEAI	Sustainable Energy Authority Ireland

SEN	Special Educational Needs
SET	Special Education Teaching
SETU	South East Technological University
SIC	Statement of Internal Controls
SIEM	Security Information and Event Management
SLMRU	Skills and Labour Market Research Unit
SOC	Security Operations Centre
SOLAS	Seirbhís Oideachais Leanúnaigh agus Scileanna
SPA	Strategic Performance Agreement
SPS	Single Pension Scheme
STEM	Science, Technology, Engineering and Mathematics
TD	Teachta Dála
TEL	Technology Enhanced Learning
TUS	Technological University of the Shannon
UDL	Universal Design for Learning
USI	Union of Students Ireland
VLAN	Virtual Local Area Network
VTOS	Vocational Training Opportunities Scheme
WSTCYS,	Waterford and South Tipperary Community Youth Service



**Tipperary
ETB**

Bord Oideachais & Oiliúna Thiobraid Árann
Tipperary Education & Training Board

**Statement of Strategy
2023-2027
Implementation Update
May 2024**

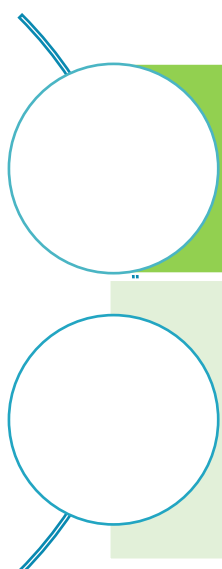
**Your
journey,
our
commitment.**

Background

The Tipperary Education and Training Board Strategy Statement was developed in accordance with Section 27, of the ETB Act 2013, and was approved by the Board on 5 September 2023.

The development of Tipperary ETB's Statement of Strategy 2023-2027 has been an opportunity to reflect and build on the impact of the first strategy, 2018-2022. The process has involved extensive consultation with stakeholders on the suitability of our vision, mission and values, and sets out key strategic goals and priorities. This consultation process ultimately endorsed our vision and mission, reflecting our functions, purpose and strategic direction.

Our vision, mission and core values are as follows:



Vision
To be a progressive organisation that enriches lives, offering innovative education and training opportunities to all

Mission
Tipperary ETB provides a quality education and training service, which creates diverse opportunities enabling learners and communities to unlock their potential



Strategic Priorities & Goals

Six strategic goals are identified in our 2023-2027 Strategy Statement:



Unified Organisational Core Values

The consultation process endorsed the five core ETB national values as our own, and these will guide the organisation going forward.

Excellence

We aim for excellence in all aspects of our work as an ETB. We are committed to achieving the highest quality standards of teaching and learning, and in the delivery of all our services. We value innovation and seek to achieve continuous improvement, supporting our staff to engage in professional development opportunities.

Care

We care for the welfare, wellbeing and safety of our students and staff by creating safe and welcoming environments for learning and working. We have a culture that recognises and celebrates the achievements of students and staff.

Equality

We strive to ensure that all students, staff and members of our communities are afforded equal opportunity to participate in education and training, and that our work is based on a core respect for human rights and diversity. Our ways of working create an environment and culture where everyone feels involved, consulted and valued. We do this by listening and being open to other perspectives, respecting diversity and valuing alternative views.

Community

Our Tipperary ETB community includes our staff, our students and our partners, working together to achieve our collective goals. We are closely linked to communities in which our services are provided. We value our partnerships with community groups and organisations to bring social, cultural and economic benefits to the county.

Respect

Tipperary ETB promotes equality of opportunity and treatment for staff and all people who avail of our services. We operate within a culture of accountability, fairness, honesty and inclusion. This culture is exemplified in the relationships between all members of the Tipperary ETB community and is reflected in the decision-making processes we use. Our focus is to impact positively on the rights and aspirations of the diversity of people within the Tipperary ETB community. We treat every person with respect and protect the human rights of our students, staff and all persons whom we serve.

Conclusion



The Statement of Strategy aims to deliver the inspiration, clarity and guidance necessary for Tipperary ETB as we strive to deliver our vision of being a progressive organisation that enriches lives, offering innovative education and training opportunities to all.

We envisage that the 5 years of the Strategy will be a period in which Tipperary ETB's impact and influence on all our stakeholders and the environment in which we operate will deepen.

In addition to the nationally agreed goals and priorities with our funding bodies, the following specific strategic priorities for Tipperary Education and Training Board were identified in the 2023-2027 Strategy Statement. The table below outlines the progress made in 2023 in the implementation of our strategic goals and priorities.

Implementation Plan Update

Goal 1: Leadership and Stewardship

Goal 1 : Leadership and Stewardship		
<ul style="list-style-type: none"> Priority 1.1: Ensure continuing focus on strategic direction and planning that aligns with national policy and identified targets 		
<ul style="list-style-type: none"> Priority 	<ul style="list-style-type: none"> Action 	Progress achieved in 2023
Address Cyber Security.	Adoption and implementation of Cyber Security Baseline standards. Implement SOC/SIEM. Move existing Microsoft tenancies to corporate Tipperary ETB tenancy. Preparation of ICT Support Services Contract. Implementation of Microsoft 365 backups.	Cyber Security Awareness training delivered in Q4. Commenced implementation of SOC/SIEM solution. Penetration Testing scheduled for Q1 2024. Collaborating with HEAnet on security services to identify security vulnerabilities on the website, network, firewall and servers. Business Continuity Workshop delivered for Senior Managers in Q4. New Administration Office server installed, and upgrades undertaken to Server 2022 in some schools.
Implementation of Education Business Shared Projects <ul style="list-style-type: none"> 	Implementation of various ESBS projects in line with nationally agreed objectives and timelines	The General Ledger Conversion (Manser) project implementation commenced with a completion date of Q2 2024. The transfer of SAP to SUN was completed in 2023. SAP Learner payments scheduled Q1 2024. Tender and Contracts Management project team established, with key implementation deliverables and dates identified.

Goal 1 : Leadership and Stewardship

- **Priority 1.1: Ensure continuing focus on strategic direction and planning that aligns with national policy and identified targets**

• Priority	• Action	Progress achieved in 2023
The implementation of the SOLAS Strategic Performance Agreement and Financial Planning processes.	Through the implementation of Area Based Planning (ABP), implement the Strategic Performance Agreement (SPA) as signed with SOLAS, and link ABP to the financial planning processes.	Area-Based Planning further developed in 2023. Our Strategic Performance Agreement targets are being managed through the implementation of Tableau and tracked at all FET Senior Management Team meetings. ABP planning feeds directly into the financial planning processes. We have also progressed the integration of full-time provision in Thurles, Clonmel and Tipperary.
Adherence to the Code of Practice for the Governance of Education and Training Boards.	Identify gaps where Tipperary ETB is not adhering to the Code of Governance Circular. Address gaps and ensure appropriate documentation is in place using compliance schedule . Roll out of training to Managers .	A gap analysis for adherence to the Code was substantially completed in 2023 and will be finalised in 2024.
Establish Further Education and Training Colleges of the Future.	Establish and implement the FET College of the Future as set out in the FET Strategy by delivering integrated FET Campuses across the county.	A Strategic Infrastructure Upgrade Fund project in our Carrick On Suir Campus was in progress at Stage 2A/B at the end of 2023. The Phase 5 development process in our FET Campus Archerstown was completed and officially opened in Q4 2023. An application for a College for the Future Connected Campus located on the TUS campus in Thurles, was submitted by our strategic partner TUS .

Goal 1 : Leadership and Stewardship

- Priority 1.1: Ensure continuing focus on strategic direction and planning that aligns with national policy and identified targets

• Priority	• Action	Progress achieved in 2023
		<p>A sister project for a College of the Future Preliminary Business Case for Kickham Barracks, Clonmel was substantially completed by Q4 2023 for submission in Q1 2024.</p> <p>Approval was received for the lease in Castlebrands in Nenagh. This facility will integrate full and part-time provision. Fit out works commenced in 2023.</p>
To implement the new Further Education and Training (FET) Funding Model.	To develop Tipperary ETB Level FET Financial and Resource Planning Structures to facilitate consistent and reliable FET planning to meet the new SOLAS funding model requirements.	<p>We are awaiting full implementation of new Funding Model by SOLAS scheduled for 2024.</p> <p>The Director of FET, the FET Senior Management Team and Organisation, Support and Development (OSD) Team attended SOLAS briefings on the new funding model.</p> <p>The Director of FET and Finance Team contributed to the cost location harmonisation exercise as part of development of new funding model (through ETBI and SOLAS).</p> <p>Through our SOLAS Funding Application Requests (FAR) process and reporting, non-programme costs moved to FET Operational level e.g. rent/utilities etc to reflect funding model requirements.</p>
Develop the Further Education and Training (FET) Management Structure.	To develop the FET Management Structure to deliver on our Statement of	A number of planning sessions were undertaken in 2023 to

Goal 1 : Leadership and Stewardship

- **Priority 1.1: Ensure continuing focus on strategic direction and planning that aligns with national policy and identified targets**

• Priority	• Action	Progress achieved in 2023
	Strategy strategic direction and FET Strategy in line with national policy.	develop management structures in line with Area Based Planning as well as consolidation of programmes.
Identify Pensions Liability for financial reporting.	<p>To identify and make provision in the financial statements for the present cost of the future benefits that have accrued to staff members and existing pensioners under the superannuation schemes operating in Tipperary ETB.</p> <p>Contact ESBS Pensions Accruals Liability Project lead, to gather information in respect of project requirements with a view to rolling the project out to Tipperary ETB.</p> <p>Contact ETBs who have completed the Pensions Accruals Liability project to better understand work requirements to complete the project. Agree funding for the project with ESBS. Recruit a resource to commence project work to complete data gathering.</p> <p>Complete the data gathering phase of the project to allow for actuarial guidance in preparation of the Liability Disclosure note in the financial statements.</p>	<p>Contact was made with the ESBS Project Lead who supplied a template detailing the information required by an actuary to prepare an Actuarial Valuation Report to meet the requirements for Pension Scheme disclosures in the Financial Statements.</p> <p>Contact made with another ETB that has completed the Pensions Liability Project to better understand the requirements of the project.</p>
Provide annual Single Public Sector Pension Scheme Statements.	<p>To complete a Pensions remediation project to meet the obligation to provide annual pension statements to members of the Single Public Service Pension Scheme (SPSPS).</p> <p>Review and amend the pensions data forwarded by ESBS Project Team for Tipperary ETB employees.</p>	<p>Data forwarded by the ESBS Pensions Remediation Project Team for Tipperary ETB employees was reviewed and amended as necessary to ensure employees are correctly entered into the Single Public Service Pension Scheme.</p> <p>Following the successful conclusion of the pilot phase of this project, Pension Benefit</p>

Goal 1 : Leadership and Stewardship

- **Priority 1.1: Ensure continuing focus on strategic direction and planning that aligns with national policy and identified targets**

• Priority	• Action	Progress achieved in 2023
	<p>Issue Pension Benefits Statements for SPSPS member employees and former employees for the period 2013 to 2022.</p> <p>Following instructions from the ESBS project team, implement sectoral solutions in respect of employees and former employees who either overpaid or underpaid SPSPS contributions in the period 2013 to 2022.</p> <p>Issue Pension Benefit Statements to SPSPS member employees and former employees for 2023.</p> <p>Issue Pension Benefit Statements Annually.</p>	<p>Statements were produced for 1,232 members in Tipperary ETB who paid SPSPS contributions and earned SPSPS referable amounts during the period 2013 to 2022.</p>
Enhanced Revenue Reporting Requirements	ERR - Returns by Employers in Relation to Reportable Benefits	System changes were implemented in 2023 to facilitate the new travel Revenue reporting requirements. The new process will go live in 2024.
To create a fit for purpose organisational structure to support the growth of the organisation and the delivery of quality teaching and learning.	Continue to participate in the ODII process as we seek resources for a fit for purpose organisational structure	Work on going at national level with funding bodies to deliver additional resources.

Goal 1: Leadership and Stewardship

- **Priority 1.2: Focus on effective action planning to address identified targets**

Priority	Actions	Progress achieved in 2023
To implement a Business Continuity and Disaster Recovery Plan.	Schedule a Business Continuity and Disaster Recovery (BCDR) workshop for SLT/APOs with ERGO to understand Tipperary ETBs current status around BCDR.	<p>Critical Incident Response Plan completed.</p> <p>Business Continuity Planning presentation attended.</p>

Goal 1: Leadership and Stewardship

- **Priority 1.2: Focus on effective action planning to address identified targets**

Priority	Actions	Progress achieved in 2023
	<p>Participate in Business Continuity Cross functional collaboration and training to develop an overall BCP Plan.</p> <p>Identify the requirements of BCDR for Tipperary ETB.</p> <p>Following establishment of a cross functional team to finalise a BCDR plan the ICT Department will commence testing the ICT elements of the plan with third party support providers.</p> <p>ICT will review the testing and determine the recovery time objectives (RTOs).</p> <p>Test recovery of files.</p> <p>ICT will carry out a specialised piece of work as part of Business Continuity Planning.</p> <p>Microsoft 365 Backups. Third party immutable back ups are required to back up Sharepoint File Storage, email, TEAMS and one drive. Once a file is backed up it cannot be altered, changed or encrypted in the event of a cyber-attack. Timeline is dependent on budget.</p> <ul style="list-style-type: none"> • Get quotations for Microsoft 365 immutable backups • Secure SLT approval to purchase a backup solution based on quotations received. • Purchase the solution once agreed by SLT Implement and test back up solution • IT network and firewall Upgrades • Failure to upgrade the network and firewalls increases the risk of downtime in the event of a 	<p>Commenced draft of Business Continuity Plan.</p>

Goal 1: Leadership and Stewardship

- Priority 1.2: Focus on effective action planning to address identified targets

Priority	Actions	Progress achieved in 2023
	disruption e.g. power failure or hardware failure	
To establish Data Retention Schedules for all staff.	<p>Co-ordinate Data Retention schedules with the aid of Canva (IT).</p> <p>Engage in Data Retention review with other ETBs.</p> <p>Prepare and implement a training plan. Communicate data retention procedure at regular intervals.</p>	<p>Current Data Retention Schedule co-ordinated in user-friendly manner</p> <p>A member of the Corporate Services Team Joined Data Retention Subgroup with other ETBs to discuss updating Data Retention Schedule.</p>
Support of our Committee Structures.	<p>Strengthen the supports to the Board and all its sub Committee structures including Youth and Music Generation.</p> <p>Review and enhance the role of the FET Committee with a view to providing support, advice and recommendations to the FET SMT on key strategic areas for the development of FET services.</p> <p>The Organisation Support and Development pillar to assist in the establishment of the new ETB Board in 2024 and all its sub committees.</p> <p>The Director of Schools and the Director of Organisation Support and Development to plan for establishment of new school boards - develop and implement new training structure for all school Boards of Management.</p> <p>Prepare presentation sessions, and webinars for all schools.</p>	<p>Ongoing supports provided.</p> <p>Self assessment evaluations undertaken for the Board, the Finance and Audit and Risk Committees.</p> <p>A review of the FET Committee structure was undertaken in Q3 2023 and terms of reference approved by the Tipperary ETB Board. A calendar of meetings was scheduled for 2024. A slot for thematic sessions were added to the agenda to allow the Committee to explore key issues in depth.</p>
To implement General Data Protection Regulations.	Implement a General Data Protection Regulations (GDPR) training programme for all staff using Privacy Engine tool.	Any new agreements have considered Data Protection Impact Assessments/Data Processing Agreements.

Goal 1: Leadership and Stewardship

- **Priority 1.2: Focus on effective action planning to address identified targets**

Priority	Actions	Progress achieved in 2023
	<p>Identify Data Protection (DP) Champion leads across schools and centres to assist DP Department in meeting it's legislative obligations.</p> <p>Undertake new and retrospective Data Protection Impact Assessments (DPIAs) and Data Processing Agreements.</p> <p>Information sessions to schools, centres and admin on the legal requirements surrounding DPIAs and risks due to non-compliance.</p>	<p>Retrospective Data Protection Impact Assessments have been carried out.</p>

Goal 1: Leadership and Stewardship

- **Priority 1.3: Continue the focus on risk management through effective implementation of procedures and internal controls indicative of robust corporate governance**

Priority	Actions	Progress achieved in 2023
Implementation of Health and Safety Action Plan.	<p>Establishment Tipperary ETB Health and Safety (H&S) Committee to include organisational wide representatives.</p> <p>Identify actions and develop plans to implement and monitor actions from H&S Risk Assessments, including reporting of accidents and incidents</p> <p>Training for all staff on Health and Safety obligations.</p> <p>Conduct Health and Safety Audits, provide feedback and supports on findings.</p>	<p>Specific actions not commenced due to operational aspect of Health & Safety taking priority.</p>
Establish a Policy Management process.	<p>Organisation wide template for policies to be put in place.</p> <p>Procedure for approval process of policies to be finalised.</p>	<p>Working Group for Policy Templates established with representatives from OSD, FET and Schools.</p>

Goal 1: Leadership and Stewardship

- **Priority 1.3: Continue the focus on risk management through effective implementation of procedures and internal controls indicative of robust corporate governance**

Priority	Actions	Progress achieved in 2023
	<p>Establish and maintain a repository of policies.</p> <p>Communicate template, process and repository to staff.</p>	<p>Organisation-wide template for policies nearing completion.</p>
Implement a robust Risk Register.	<p>Continue to develop the format of the Risk Registers for all elements of Tipperary ETB and identify the optimal reporting structure.</p> <p>Training plan to be established and implemented.</p> <p>Prepare quarterly Risk Registers updates for the Senior Leadership Team (SLT), Audit and Risk Committee and the ETB Board.</p> <p>Develop and refine the Risk Appetite Statement (reflecting our new Statement of Strategy and present to the Audit and Risk Committee and the ETB Board.</p>	<p>Risk Register format agreed.</p> <p>Risk Registers for Youth Work now in place.</p> <p>Training provided to Music Generation, Risk Register to be in place for Q1 2024.</p> <p>Risk Registers presented to THE Senior Leadership Team, the Audit & Risk Committee and Board on a regular basis.</p> <p>Draft Risk Appetite Statement prepared for approval by the Senior Leadership Team in Q1 2024.</p>
Establish and maintain Service Level Agreements.	<p>Ensure that Service Level Agreements (SLAs) are in place with relevant contracted suppliers.</p> <p>Corporate to work with the Procurement Team on developing template.</p> <p>Conduct gap analysis to identify SLAs needed to be retrospectively completed.</p> <p>Use the Privacy Engine tool to monitor and record all SLAs.</p> <p>Working with OSD, ensure that Tipperary ETB has a Service Level Agreement in place with all FET Secondary Service Providers and Youth Organisations.</p>	<p>Monitoring log for SLAs now in place.</p> <p>FET Pillar requested list of SLAs in place.</p> <p>Sample template for SLAs reviewed.</p>

Goal 1: Leadership and Stewardship

- **Priority 1.3: Continue the focus on risk management through effective implementation of procedures and internal controls indicative of robust corporate governance**

Priority	Actions	Progress achieved in 2023
Implement new E-Tenders System.	Engage with and attend training regarding the new E-Tenders system. Implement the new system for all relevant procurement activity to ensure compliance with government directives.	<p>New Tenders now entered on new platform.</p> <p>Discussed training needs at ETBI Procurement Forum.</p> <p>Basic eTenders training completed.</p> <p>Advanced eTenders training booked for 2024.</p>

Goal 2: Organisational Empowerment and Accountability

Goal 2: Organisational Empowerment and Accountability

- **Priority 2.1: Continue to lead the development of a culture of shared responsibility and collective accountability across the organisation**

Priority	Actions	Progress achieved in 2023
Stakeholder Engagement with relevant parties.	<p>Establish a culture of shared responsibility.</p> <p>Leadership and networking at the various fora with a view to supporting collective accountability and responsibility.</p>	Ongoing progress being made.

	Teams such as SLT, FET SMT, Principals and Deputy Principals, Youthwork, Music Gen and REALT to engage in the above.	
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Goal 2: Organisational Empowerment and Accountability

2.1 Continue to build a culture of individual and collective wellbeing through personal development initiatives

• Priority	• Actions	• Progress achieved in 2023
Implement an organisational approach to Wellbeing.	<p>Adopt a consistent organisation wide approach to Wellbeing.</p> <p>Implementation of FET Wellbeing Strategy across FET and Tipperary ETB.</p> <p>Schools Wellbeing Action Plan to be implemented from 2024.</p> <p>OSD Pillar to consider wellbeing initiatives for staff.</p>	<p>Progress being made in this area.</p> <p>A well being element is now incorporated at staff meetings.</p>

Goal 2: Organisational Empowerment and Accountability

• Priority 2.3: Ensure appropriate opportunities and effective channels exist for employee voice to be heard and inform decision making

Priority	Actions	Progress achieved in 2023
Prepare and commence implementation of the Tipperary ETB 2023-2027 Statement of Strategy.	<p>Prepare 2023-2027 Statement of Strategy.</p> <p>Establish Statement of Strategy Implementation Team</p> <p>Midterm review of Statement of Strategy Implementation with stakeholders</p>	<p>The 2023-2027 Statement of Strategy was approved and officially launched in 2023.</p> <p>An Implementation plan has been prepared and an implementation team established.</p> <p>Board oversight committee established.</p>

Goal 3: Communications and Transparency

Goal 3: Communication and Transparency		
Priority 3.1: Review and develop information flows and incorporate effective use of systems and technology		
Priority	Actions	Progress achieved in 2023
Establish a robust and effective Communications Group.	<p>Expand the membership of the Communications Group to include representatives from all parts of the organisation.</p> <p>Develop technical specifications for Corporate Tipperary ETB website.</p> <p>Embed the use of technology as a communications tool for staff and learners by establishing an enhanced user friendly website and population of Staff hub as an information repository.</p>	<p>A Communications Officer was appointed in 2023.</p> <p>Website implementation group established with organisational wide representation.</p> <p>A tender process for a website provider undertaken and completed. Ease of use and accessibility for persons with a disability will be key factors in website design.</p> <p>A review of the content of the Staff Hub commenced and is ongoing.</p>

Goal 3: Communication and Transparency

Priority 3.1: Review and develop information flows and incorporate effective use of systems and technology

Priority	Actions	Progress achieved in 2023
	<p>Establish consistent stakeholder communication channels e.g. surveys, focus groups, social media.</p> <p>To sign a contract with a provider using the relevant HEAnet Framework to implement a centrally hosted cloud-based telephony system.</p>	<p>Style guides, press release and other communications templates created for consistency of communication. New brand established and letterhead established. Social media presence monitoring.</p> <p>Work commenced on mapping out the process.</p>
Streamline Human Resources Recruitment processes.	<p>Implement Adobe Acrobat Sign to facilitate online signing of employee contracts.</p> <p>Organise One Note Training for HR Recruitment Staff to facilitate the use of Microsoft One Note to share recruitment pack information with Interview Board Members.</p> <p>Test IT requirements to share information with Interview Board Members using Microsoft One Note.</p> <p>Pilot use of Microsoft One Note to share information electronically with Interview Board Members.</p> <p>Engage with other ETBs and participate in HR/IR Working Group to review online recruitment systems applications for staff recruitment and onboarding.</p>	<p>Scheduled for 2024.</p> <p>One Note Training for HR Recruitment Staff to facilitate the use of Microsoft One Note to share recruitment pack information with Interview Board Members was held in November 2023.</p> <p>IT infrastructure to share information with Interview Board Members using Microsoft One Note is substantially completed.</p> <p>Pilot recruitment campaigns to commence in 2024.</p>
Streamline Leave Requests.	Utilise CORE HR functionality to submit staff on-line leave requests.	Research undertaken with an ETB who operates online leave applications to better understand the requirements.

Goal 3: Communication and Transparency

Priority 3.1: Review and develop information flows and incorporate effective use of systems and technology

Priority	Actions	Progress achieved in 2023
	<p>Engage with other ETBs where online leave requests are submitted electronically with a view to learning their processes.</p> <p>Compile project resources instructing staff in the use of CORE HR functionality to submit leave requests electronically.</p> <p>Upload the resources to the Tipperary ETB Staff Hub to be accessible to staff members.</p> <p>Agree a pilot school to test the system functionality.</p> <p>Agree a pilot FET Centre to test the system functionality.</p> <p>Review outcomes and lessons learned from pilot implementations.</p> <p>Implement the system for all Tipperary ETB Staff.</p>	<p>Work has commenced to ascertain what online resource materials are available through ESBS to support employees in implementing online application of leave applications.</p> <p>Pilot School has been agreed to trial online leave applications, via CORE HR.</p> <p>Work has also commenced on the preparation of an ETB wide organisation chart with clear definition of responsibilities.</p>

Goal 3: Communication and Transparency

• Priority 3.2: Develop a unified organisational marketing and branding action plan

Priority	Actions	Progress achieved in 2023
Establish a unified Branding and Marketing Plan.	Establish an organisational branding and marketing plan.	<p>A working group was formed to establish the new Tipperary ETB logo and branding approach.</p> <p>The new Tipperary ETB logo was approved by the Board and implemented in all templates, letterheads and Microsoft Teams background and presentations. Consistent Letterhead template devised for Schools and Further Education and Training.</p>

Goal 3: Communication and Transparency

• Priority 3.2: Develop a unified organisational marketing and branding action plan

Priority	Actions	Progress achieved in 2023
		Scoping exercise and meetings took place on consistent branding for signage throughout Tipperary ETB.

Goal 3: Communication and Transparency

Priority 3.3: Develop greater inclusion of student/staff and stakeholder voices

Priority	Actions	Progress achieved in 2023
Develop greater inclusion of student/staff and stakeholder voices.	Support increased participation of students across schools using Youth Participation Framework.	Work progressing in this area.
	Link with HSCL coordinators (8 schools) to support strengthening of Parents's Associations.	Work ongoing.
	Support, develop and strengthen Communities of Practices in Schools.	Supports given by the Director to develop the communities of practice, work ongoing.
	Director of Schools to work with school leaders, youth, music gen and REALT to identify both strategic and teaching and learning targets and plan how to monitor and address these targets.	Work ongoing.
	Hold termly meetings with Ethos, Inclusion, Music, Youth and REALT to inform the work of different sections of our schools.	Meetings held.
	Continue the development of the FET Student Council as a representative function for learners in FET and embed learner representation in FET decision-making structures	FET Student Council established in 2023. Council Chair and Vice Chair invited to attend FET Committee meeting. Presentation made by FET Student Council Chair and Vice Chair to FET Committee.

Goal 3: Communication and Transparency

Priority 3.3: Develop greater inclusion of student/staff and stakeholder voices

Priority	Actions	Progress achieved in 2023
	<p>OSD to facilitate annual self evaluation process of the Board and its sub committees.</p> <p>OSD to seek feedback on events such as Admin Training, Staff days and other events such as the Retirement function.</p>	<p>FET Committee recruitment drive completed across the county and over 30 representatives joined Council representing apprentices, part and full-time provision and various locations in county.</p> <p>22 FET Committee Members attended AONTAS Learner Voice Training.</p> <p>Learner Forum held and attended by over 100 learners from across Tipperary</p> <p>Annual evaluations completed.</p> <p>Surveys conducted and the feedback used to inform future events.</p>

Goal 3: Communication and Transparency

Priority 3.4: Monitor quality assurance procedures, practices and reporting across sections of the organisation

Priority	Actions	Progress achieved in 2023
Monitor quality assurance procedures, practices and reporting across sections of the organisation	<p>Schools Directorate</p> <p>Provide regular opportunities for Senior Leadership Team in in Schools, Youth, Music and REALT to provide feedback - surveys, meetings, establishment of working groups for communities of practice.</p> <p>Review of SIP and DEIS planning through lens of LAOS.</p> <p>Review of Youth Quality and Music Generation.</p>	<p>50% of schools have been visited and data gathered; areas of improvement considered; regular meetings held with Principals and Deputies;</p> <p>Communities of practice meeting of all teams took place in Q4; proposed meeting for Q2 2024.</p> <p>Music Gen- going to tender for provision of quality framework - closing date Jan 2024;</p> <p>Youth - team being developed;</p>

Goal 3: Communication and Transparency

Priority 3.4: Monitor quality assurance procedures, practices and reporting across sections of the organisation

Priority	Actions	Progress achieved in 2023
	<p>Director of Schools to visit all schools to establish a baseline of data.</p> <p><u>FET Directorate</u> Fully implement recommendations from QQI Inaugural Review and implement Continuous Improvement Planning based on annual quality review.</p> <p>Complete move to a single Quality Assurance Agreement for Tipperary ETB, replacing existing 4 separate agreements (3 x FE and 1 TQAS)</p> <p>Develop action planning approach supported by Area-Based Planning, FET Strategic Planning, Statement of Strategy, SPA and Quality Improvement Planning.</p> <p>Develop Monitoring and Evaluation strategy to ensure effective delivery.</p> <p><u>OSD Directorate</u> Meet advertising targets as set out in Official Languages Act.</p> <p>Meet staffing requirements with 20% of staff to have proficiency in Irish by 2030.</p> <p>Adhere to new Standards.</p> <p>Adopt recommendations from internal and external audits.</p>	<p>quarterly meetings scheduled for 2024.</p> <p>Tipperary ETB Quality Assurance Inaugural Review Action Plan completed published by QQI.</p> <p>Quality Dialogue Meeting held in Q4 with QQI to review Quality Agreement and action plan.</p> <p>New Quality Assurance Policy for FET developed and brought to SLT.</p> <p>The Corporate Services team are monitoring our obligations under the Official Languages Act.</p> <p>The OSD team liaise with both internal and external auditors and add all reports to the Audit Register for action and monitoring.</p>

Goal 4: Service and Fairness

Goal 4: Service and Fairness		
Priority 4.1: Continue to focus on a values infused ethical approach in all aspects of our work		
Priority	Actions	Progress achieved in 2023
Embedding of our unified Core Values across the organisation.	Develop a systematic approach to reporting on Core Values that aligns with existing reporting mechanisms such as SOLAS reporting (Annual Progress Report and FARR), and Statutory, Departmental, or Board level progress reports Support the implementation of our Core Values across Schools, FET, and OSD. Working closely with OSD and learning from the Schools experience, facilitate the rollout and embedding of Tipperary ETB Core Values across Tipperary ETB .	A Core Values working group will be established in 2024.

Goal 4: Service and Fairness		
Priority 4.1: Continue to focus on a values infused ethical approach in all aspects of our work		
Priority	Actions	Progress achieved in 2023
	Continue to embed the Patrons Framework in our schools.	Work on Patron's framework embedding continues; Tipperary ETB Ethos day took place on 30 Nov 2023.

Goal 4: Service and Fairness		
Priority 4.2 :Promote social, environmental and economic sustainability across all locations under TETB governance.		
Priority	Actions	Progress achieved in 2023
Respond to our Climate Action obligations.	<p>Co-ordination of Climate and Energy Action Group and preparation of the Tipperary ETB Climate Action Plan.</p> <p>Engage with SEAI Partnership Support Manager on possible projects.</p> <p>Compliance with Climate Action and Low Carbon Development (Amendment) Act 2021 and the Energy Efficiency Directive 2012/27/EU. SI426 audits to be carried out.</p> <p>Embedding of Take 1 programme and SDGs Assist with Biodiversity Policy.</p>	<p>Climate Action Group and Champion established.</p> <p>Staff attended the SOLAS/ETBI Climate Action Conference. Our FET estates strategy was submitted to SOLAS.</p> <p>Workshops with our SEAI Partnership Support Manager have taken place.</p> <p>Climate Action Roadmap submitted to Tipperary ETB Climate Action Champion for consideration. Energy Bills review and Workshop by Energy consultant took place. Initial engagement with SEAI Partnership Support Manager completed, further meetings scheduled for 2024.</p> <p>SI426 Audits completed for a number of key locations with further audits scheduled for 2024.</p>

Goal 4: Service and Fairness

Priority 4.2 :Promote social, environmental and economic sustainability across all locations under TETB governance.

Priority	Actions	Progress achieved in 2023
	To ensure we include environmental and sustainability initiatives in each of our procurement tenders and increase weighting re same.	Cross pillar meeting held with Coordinator with view to support the development of Sustainability Policy for Tipperary ETB (including Biodiversity Plan). Funding was also secured from the Department for educational projects for our schools in sustainable development. <i>Green</i> Public Procurement Training scheduled.
Implement a Public Sector Duty Plan.	Establish a Public Sector Duty implementation Group. Prepare and review a draft Public Sector Duty Implementation Plan. Establish and monitor progress of the cross functional team to continue to implement our Public Sector Duty PLAN. Conduct a review of our policies to ensure compliance with our Public Sector Duty obligations.	Public Sector Duty Working Group established to comply with obligations of Section 42(2). Assessment of Public Sector Duty completed. Draft Implementation Plan reviewed by Senior Leadership Team and is currently being redrafted.

Goal 4: Service and Fairness

• Priority 4.3: Lead and be pro-active in the realm of social responsibility to address the education and training needs of communities in Tipperary

Priority	Actions	
Create accessible Student Pathways.	Conduct a Data analysis of student needs - analysis of Tableau and creation of pathway opportunities and access routes for our students. Data Analysis of links with under represented groups to assist in the	FET SMT and SLT issued with Tableau access. Tableau Dashboard reviewed at each FET SMT against Strategic Performance Agreement Targets. Review of pathways completed as

Goal 4: Service and Fairness

- **Priority 4.3: Lead and be pro-active in the realm of social responsibility to address the education and training needs of communities in Tipperary**

Priority	Actions	
	identification of programmes and pathways.	part of Area Based Planning process and consolidation of existing pathways and new pathway development is ongoing. We have worked closely with our partners, TUS and Mary Immaculate College to provide progression pathways for students in modern facilities. We have signed memorandums of understanding with both of these education partners. A significant milestone was achieved with the co-location of the MIC Home Economics Teacher Education Programme on our Thurles FET Campus with access pathways from FET to the programme.

Goal 4: Service and Fairness

- **Priority 4.4: Continue to address, in conjunction with funders, infrastructural developments through strategic investment in facilities**

Priority	Actions	
Estates and Capital Management.	<p><u>FET Directorate</u> Progress the FET College of the Future proposals in Clonmel and Thurles in collaboration with our strategic partner TUS</p> <p>Deliver on the Tipperary ETB FET Estates Strategy by continuing investment for the upgrade and improvement of existing FET locations throughout the county delivering Tier 1, 2 and 3 locations for delivery of our services.</p>	<p>A Strategic Infrastructure Upgrade Fund project in our Carrick On Suir Campus was in progress at Stage 2A/B at the end of 2023.</p> <p>The Phase 5 development process in our FET Campus Archerstown was completed and officially opened in Q4 2023.</p> <p>An application for a College for the Future Connected Campus located on the TUS campus in Thurles, was submitted by our strategic partner TUS .</p>

Goal 4: Service and Fairness

- **Priority 4.4: Continue to address, in conjunction with funders, infrastructural developments through strategic investment in facilities**

Priority	Actions	
	<p>Decouple PLC provision from mainstream schools.</p> <p>Schools Directorate Tipperary ETB and Schools to plan for future enrolments and engage in a timely manner with the Department of Education Forward Planning Section to ensure that we have appropriate infrastructure and facilities.</p>	<p>A sister project for a College of the Future Preliminary Business Case for Kickham Barracks, Clonmel was substantially completed by Q4 2023 for submission in Q1 2024.</p> <p>Work has commenced to move PLC provision from schools to FET premises. Two PLC locations now separated.</p> <p>Analysis of enrolment trends and long term projected enrolments has commenced.</p>

Goal 4: Service and Fairness

- **Priority 4.5: Promote and participate in partnerships beneficial to the community and in particular those who are marginalised**

Priority	Actions	
Engaging with Communities.	<p>Work with DEIS schools to review Partnership pillar of DEIS plans.</p> <p>For non-DEIS schools, the Director of Schools is to review schools' involvement with community.</p>	<p>Community involvement was discussed with 50% of schools in Q4, work to continue in 2024.</p> <p>The Director of Schools and the REALT co-ordinator made a presentation to HSCL coordinators.</p>

Goal 4: Service and Fairness

- **Priority 4.5: Promote and participate in partnerships beneficial to the community and in particular those who are marginalised**

Priority	Actions	
Restructuring of Coláiste Shliabh na mBan.	Engage in the process of reconfiguring the structure of Coláiste Shliabh na mBan in cooperation with the Social Inclusion section of the Department of Education. Identify a new location for school. Identify staffing needs.	Work continued with the reconfiguration of the school. Alternative locations were also visited and considered but to date an alternative location has not been secured. A Youth Worker was appointed to the school in 2024.

Goal 5: Continuous Organisational Learning and Capacity Development

Goal 5: Continuous Organisational Learning and Capacity Development

- Priority 5.1: Identify relevant staff training and development and supports its implementation across the organisation**

Priority	Actions	Progress made in 2023
Implement robust Staff Training and Development.	Promote the Continuous Professional Development (CPD) Policy which	The CPD policy is reviewed on an annual basis and is circulated to all

Goal 5: Continuous Organisational Learning and Capacity Development

Priority 5.1: Identify relevant staff training and development and supports its implementation across the organisation

Priority	Actions	Progress made in 2023
	<p>supports all staff to upskill and also provide training on relevant policies.</p> <p>Explore the possibility of incorporating well-being as part of our CPD programme.</p> <p>Creation of an annual training plan for staff and prepare Employee Training Logs for OSD staff.</p>	<p>staff. A CPD committee meets on an annual basis to consider applications by staff for funding.</p> <p>Each APO has commenced looking at the training needs of their staff and implement a co-ordinated approach to training requirements.</p>

Goal 5: Continuous Organisational Learning and Capacity Development

• Priority 5.2: Continue to support the organisation's culture of innovation and change

Priority	Actions	Progress achieved in 2023
Innovative Programme Development.	<p>Establish a Programme Development team within the Development and Support Unit in FET , who will strategically lead the development of new innovative programmes or collaborate with other ETBs on programme development.</p>	<p>New Programme Development Team established.</p> <p>Micro qualification differential validation achieved on 6 MC programmes and now available across FET.</p> <p>Work is ongoing and the Programme Development Officers are completing a review of programmes in Tipperary ETB and potential new programme areas being identified for development in 2024.</p>
School Amalgamations – <i>“one town/one school”</i> .	<p>Tipperary ETB is examining locations where there is more than one post-primary school with a view to examining potential amalgamations which would maximise both infrastructure and teaching and learning resources for students.</p>	<p>Work is ongoing in engaging with other Patrons and identifying potential locations.</p>

Goal 5: Continuous Organisational Learning and Capacity Development

- **Priority 5.2: Continue to support the organisation's culture of innovation and change**

Priority	Actions	Progress achieved in 2023
	Conduct an analysis of school demographics and consult with relevant stakeholders and identify pilot locations.	
Reconfiguration of existing primary schools to Community National Schools	To continue to work with all stakeholders in the national divestment project of primary schools and reconfiguration to Community National Schools .	We continued to embed Nenagh Community National School into Tipperary ETB community. This is the first Community National School in Tipperary.

Goal 6: Accomplishment and Measurement

Goal 6: Accomplishment and Measurement

Priority 6.1: Maintain the ongoing culture of evaluation through reflection and solution focused thinking

Priority	Actions	Progress achieved in 2023
Maintain the ongoing culture of evaluation through reflection and solution focused thinking	<p>Development of an integrated plan for monitoring the implementation of the strategic goals and priorities of the Statement of Strategy.</p> <p>Preparation of detailed implementation plans for each pillar, section with key milestones and delivery dates.</p>	<p>The 2023-2027 Statement of Strategy was approved and officially launched in 2023.</p> <p>An Implementation plan has been prepared and an implementation team established.</p> <p>Board oversight committee established.</p>

Goal 6: Accomplishment and Measurement

Priority 6.2: Affirm accomplishments and measure developments

Priority Area	Actions	Progress achieved in 2023
Recognition of Achievement	<p>Consider the development of ETB Student Awards event similar to ETB awards in schools to recognise learner achievements.</p> <p>Develop strategy for recognising learner and staff accomplishments including profiling learners, successful projects, staff achievements etc.</p>	<p>Work ongoing in this area.</p> <p>Tipperary ETB is examining ways of acknowledging and recognising achievements such as email and ETB newsletters. Work to continue in 2024.</p>

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