Tipperary ETB

Bord Oideachais & Oiliúna Thiobraid Árann
Tipperary Education & Training Board

Annual Report 2024

Your journey, our commitment.

www.tipperaryetb.ie

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Chairperson's Address





It is our privilege to present the Annual Report for 2024, which encapsulates the collective efforts, achievements, and progress made over the past year in delivering high-quality education and training services to the people of Tipperary.

In an ever-evolving educational landscape, our unwavering commitment to our Core Values of Excellence, Care, Equality, Community, and Respect, continues to guide our work. We remain dedicated to our mission: to provide a quality education and training service that creates diverse opportunities, enabling learners and communities to unlock their full potential.

Our students are at the heart of everything we do, and our aspiration is that each one is empowered for life through their experiences with Tipperary Education and Training Board.

This Annual Report highlights the breadth and depth of our educational provision throughout Tipperary. It showcases the wide range of programmes and initiatives that enrich the lives of students and community members, while also contributing to the socio-economic development of the region.

Through the dedication and hard work of our staff, the support of our partners, and the engagement of our students, we have continued to expand and enhance educational opportunities across the county. In 2024, more than 20,111 students engaged in education and training, delivered through our network of ten post-primary schools, one high-support school, our community national school, and multiple Further Education and Training (FET) centres throughout the county. We also collaborate with partner agencies to expand education and training opportunities throughout the county. The strategic location of Tipperary ETB centres ensures that education and training opportunities are strongly linked to communities and easily accessible.

We extend our sincere gratitude to all who have contributed to the success of Tipperary Education and Training Board over the past year, our dedicated staff, committed students, supportive partners, and the wider community. Your collective efforts have enabled us to overcome challenges, seize opportunities, and make a meaningful difference in the lives of individuals and the prosperity of our region.

A sincere thank you also to the members of the 2019 -2024 Tipperary Education and Training Board for their dedication and service and we extend a warm welcome the members of the new 2024-2029 Board.

As we continue to implement our Statement of Strategy 2023–2027, we look to the future with confidence and ambition. We remain committed to being a progressive organisation that enriches lives through our innovative education and training opportunities.

Cllr Mary Hanna Hourigan

Chairperson Tipperary ETB up to September 2024

Cllr Roger Kennedy

Chairperson Tipperary ETB from September 2024

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Introduction by the Chief Executive



dI am delighted to introduce the Tipperary Education and Training Board (Tipperary ETB) Annual Report for 2024. 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 Institutions such as Technological University of the Shannon (TUS) and Mary Immaculate College (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.

2024 was another exciting year for Tipperary ETB. The announcement of the College of the Future application for Clonmel progressing to the detailed design phase, is a significant step forward in delivering on a connected campus in partnership with TUS. Tipperary ETB accepted the Department of Education's request to be patron of a new Community Special School in Nenagh to serve Nenagh and the wider area.

Schools are continuing to show increasing enrolments with more parents choosing Tipperary ETB schools; our post-primary school enrolment on 30 September 2024 was 5,396. 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.

Our range of Further Education and Training (FET) Services continue to grow; we continue to develop our full- and part-time programmes. 2024 saw a number of key milestones being reached as well as the opening of the redeveloped FET Centre in Carrick-on-Suir funded by DFHERIS, Strategic Infrastructure Upgrade Fund (SIUF) with two electrical apprenticeship workshops and the approval of stage two of the further development of the FET Centre. All these developments will ensure students will potentially be able to access all Quality and Qualifications Ireland (QQI) levels in Tipperary into the future.

Tipperary ETB's Regional Education and Language Teams (REALT) 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 2024, 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 functions were held in the Anner Hotel in Thurles in May and November 2024. These evenings 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. The redevelopment of Tipperary ETB website by a cross organisational working group is another example of listening to feedback from stakeholders. Further work is ongoing, linked to the Statement of Strategy 2023-2027, 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.

The process for the establishment of the new Tipperary Education and Training Board 2024-2029 took place over 2024. In June 2024 there was a celebration of the 2019-2024 Board and its achievements. I would like to take the opportunity to thank the outgoing Board, and I look forward to working in partnership with the new Board on further developing our organisation with students at the centre of everything we do.

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

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Tipperary Education and Training Board Statement

Tipperary Education and Training Board 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 Education and Training Board complies with the Code of Practice for the Governance of Education and Training Boards, Department of Education Circular 0083/2024. The purpose of the code is to ensure that the principles of good governance and management are applied by Tipperary Education and Training Board.

Functions of Tipperary Education and Training 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 0083/2024 Code of Practice for the Governance of Education and Training Boards, with a full schedule set out in Appendix 1 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 Tipperary Education and Training 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 2024, the Board approved the following:

- 2023 Annual Report,
- 2024 Financial Statements,
- 2024 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.

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Board Meetings

During the year, the Boards met on ten occasions, with attendance details outlined in the tables below.

Register of Attendance and Frequency of Meetings of the Board

2019 – 2024 Committee Member's Name	Nominating Body	30/1/2024	27/2/2024	28/3/2024	23/5/2024	Total No of Meetings Attended
Chairperson, Cllr Mary Hanna Hourigan	Tipperary County Council	✓	✓	✓	✓	4/4
Vice Chairperson, Cllr Roger Kennedy	Tipperary County Council	✓	✓	✓	✓	4/4
Cllr Michael Anglim	Tipperary County Council	x	x	✓	x	1/4
Cllr Fiona Bonfield	Tipperary County Council	✓	✓	✓	✓	4/4
Cllr Phyll Bugler	Tipperary County Council	✓	x	x	x	1/4
Cllr Declan Burgess	Tipperary County Council	x	x	x	✓	1/4
Cllr Pat English	Tipperary County Council	✓	x	✓	✓	3/4
Cllr Mark Fitzgerald	Tipperary County Council	x	✓	x	x	1/4
Cllr Shane Lee	Tipperary County Council	x	x	✓	x	1/4
Cllr Máirín McGrath	Tipperary County Council	x	✓	x	x	1/4
Cllr Annemarie Ryan	Tipperary County Council	x	✓	✓	✓	3/4
Cllr Siobhan Ambrose	Tipperary County Council	✓	x	✓	x	2/4
Mr Declan Kinsella	Parents Representative	x	✓	x	✓	2/4
Mr Gavin Berry	Staff Representative	x	x	x	x	0/4
Ms Josephine Cahill	Staff Representative	✓	✓	x	✓	3/4
Ms Josephine Chamney	Bodies specified by the Minister	✓	x	✓	✓	3/4
Mr Eddie Morrissey	Bodies specified by the Minister	✓	✓	✓	x	3/4
Ms Virginia O'Dowd	Bodies specified by the Minister	✓	✓	✓	✓	4/4
Mr Michael Power	Bodies specified by the Minister	✓	✓	✓	✓	4/4
Ms Anna Tuohy Halligan	Bodies specified by the Minister	x	✓	✓	x	3/4
Ms Marie Maher	Parents Representative	✓	x	x	✓	2/4

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2024 – 2029 Committee Member's Name	Nominating Body	22/08/2024	22/08/2024	10/09/2024	07/10/2024	22/10/2024	10/12/2024	Total No of Meetings Attended
Chairperson, Cllr Roger Kennedy	Tipperary County Council	✓	✓	✓	✓	✓	✓	6/6
Vice Chairperson, Cllr Mary Hanna Hourigan	Tipperary County Council	✓	✓	✓	✓	✓	✓	6/6
Cllr Kay Cahill Skehan	Tipperary County Council	✓	✓	✓	✓	✓	✓	6/6
Cllr Sean Ryan	Tipperary County Council	✓	✓	✓	✓	✓	✓	6/6
Cllr Phyll Bugler	Tipperary County Council	✓	✓	✓	x	x	x	3/6
Cllr Michael Brennan	Tipperary County Council	✓	✓	✓	✓	✓	✓	6/6
Cllr Pat English	Tipperary County Council	✓	✓	x	✓	x	x	3/6
Cllr Louise Morgan Walsh	Tipperary County Council	✓	✓	✓	✓	✓	x	5/6
Cllr Niall Dennehy	Tipperary County Council	✓	✓	✓	✓	✓	✓	6/6
Cllr Máirín McGrath	Tipperary County Council	✓	✓	✓	x	✓	✓	5/6
Cllr John O'Heney	Tipperary County Council	✓	✓	✓	x	x	x	3/6
Cllr Willie Kennedy	Tipperary County Council	✓	✓	✓	✓	✓	✓	6/6
Mr Stephen O'Brien	Staff Representative	✓	✓	✓	-	✓	✓	5/5
Ms Siobhan Kennedy	Staff Representative	✓	✓	✓	-	✓	✓	5/5
Ms Josephine Chamney	Bodies specified by the Minister	-	-	✓	✓	✓	x	3/4
Mr Eddie Morrissey	Bodies specified by the Minister	-	-	✓	✓	✓	✓	4/4
Ms Virginia O'Dowd	Bodies specified by the Minister	-	-	✓	✓	✓	✓	4/4
Mr Donal Kelly	Bodies specified by the Minister	-	-	✓	✓	✓	✓	4/4
Ms Cora Horgan Farrell	Bodies specified by the Minister	-	-	✓	-	✓	✓	3/3
Ms Fiona Dunford	Parents Representative	-	-	✓	✓	✓	✓	4/4
Mr Declan Kinsella	Parents Representative	-	-	✓	x	x	✓	2/4

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Tipperary Education and Training Board 2024-2029

The new Board of Tipperary Education and Training Board (ETB) held its first full meeting at the Anner Hotel in Thurles on Tuesday, 10 September 2024.

The Board, which will oversee operation of Tipperary Education and Training Board between 2024 and 2029, includes nine members from the previous board term and 12 new members which have been elected since the local elections were held in June. At the meeting, Fianna Fáil Cllr Roger Kennedy was elected Chairperson of the Board while Fine Gael Cllr Mary Hanna Hourigan was elected as vice-Chairperson.

The Board is populated in line with the Education and Training Board Act 2013 and is reflective of all stakeholders with a total of 12 elected members nominated by Tipperary County Council – Michael Brennan, Phyll Bugler, Kay Cahill Skehan, Niall Dennehy, Pat English, Willie Kennedy, Máirín McGrath, Louise Morgan Walsh, John O'Heney, and Seán Ryan.

Other members include two parents nominated by the National Parents Council, Fiona Dunford and Declan Kinsella, two staff members through an election process, Siobhán Kennedy and Stephen O'Brien.

There are five nominees from specified bodies, Donal Kelly (Youthwork Ireland), Virginia O'Dowd (Rehab/ICTU), Josephine Chamney (IBEC), Cora Horgan Farrell (Down Syndrome Ireland), and Eddie Morrissey (JMB/ACCS/NAPD).

Gender Balance in the Board membership

As at 31 December 2024, the Board had 10 (48) % female and 11 (52) % male members, with 0 positions vacant.

Tipperary Education and Training Board therefore meets the Government target of a minimum of 40% representation of each gender in the membership of State Boards.

The following measures are planned to maintain and support gender balance on the Tipperary Education and Training Board:

- Should any existing member resign over the term of the Board replacement members will be sought to maintain gender balance.

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The Tipperary ETB Board 2024 – 2029 – (Back row L to R) Siobhán Kennedy, Cllr Seán Ryan, Cllr Louise Morgan Walsh, Declan Kinsella, Josephine Chamney, Cllr Willie Kennedy, Fiona Dunford, Eddie Morrissey, Virginia O'Dowd, Cllr Niall Dennehy, Cora Horgan Farrell, Cllr Phyll Bugler.
(Seated L to R) Stephen O'Brien, Cllr Kay Cahill Skehan, Cllr John O'Heney, Bernadette Cullen (Chief Executive, Tipperary ETB), Cllr Roger Kennedy, Cllr Mary Hanna Hourigan, Donal Kelly, Cllr Máirín McGrath, Cllr Michael Brennan. Missing from photo: Cllr Pat English.

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Finance Committee Meetings

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

Register of Attendance and Frequency of Meetings of the Finance Committee

2019-2024 Committee Member's Name	Internal or External Member	23/02/2024	27/03/2024	14/06/2024	04/10/2024	Total No of Meetings Attended
Chairperson, Ms Anna Tuohy Halligan	Internal Member	x	✓	✓	✓	3/4
Cllr Mary Hanna Hourigan	Internal Member	✓	✓	x	x	2/4
Cllr Declan Burgess	Internal Member	✓	x	✓	x	2/4
Mr Eddie Morrissey	Internal Member	✓	✓	✓	✓	4/4
Ms Siobhán Maher	External Member	x	x	x	x	0/4
Mr Alan Musgrave	External Member	✓	✓	x	✓	3/4

2024-2029 Committee Member's Name	Internal or External Member	19/12/2024	Total No of Meetings Attended
Chairperson, Ms Anna Tuohy Halligan	External Member	✓	1/1
Cllr Mary Hanna Hourigan	Internal Member	✓	1/1
Mr Eddie Morrissey	Internal Member	✓	1/1
Mr Willie Kennedy	Internal Member	x	0/1
Ms Marie Bracken	External Member	✓	1/1

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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 or External Member	23/2/2024	26/3/2024	14/6/2024	04/10/2024	Total No of Meetings Attended
Chairperson, Mr Oliver Killeen	External Member	✓	x	✓	✓	3/4
Mr Alan Musgrave	External Member	✓	✓	x	✓	3/4
Cllr Pat English	Internal Member	✓	✓	✓	✓	4/4
Cllr Fiona Bonfield	Internal Member	x	✓	✓	✓	3/4
Cllr Máirín McGrath	Internal Member	✓	✓	x	x	2/4
Cllr Roger Kennedy	Internal Member	✓	✓	✓	✓	4/4

Committee Member's Name	Internal or External Member	18/12/2024	Total No of Meetings Attended
Mr Oliver Killeen	External Member	✓	1/1
Mr Eamon Ryan	External Member	✓	1/1
Mr Garrett Greene	External Member	✓	1/1
Ms Cora Horgan Farrell	Internal Member	✓	1/1
Cllr Kay Cahill Skehan	Internal Member	x	0/1
Cllr Michael Brennan (Appointed 28/1/2025)	Internal Member	-	-

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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 2024. 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 2024 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 2024 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 welcomed DPER Circular 05/2023: Initiatives to assist SMEs in Public Procurement, issued in March 2023, which provided 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. A new Tender and Contract Management IT system was implemented in Quarter 4 2024 which will help streamline operations and assist Tipperary ETB in meeting it procurement obligations. Details of non-compliance have been disclosed in our Statement of Internal Control in our 2024 Annual Financial Statements.

Taxation

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

2024 Financial Statements

The Annual Financial Statement for the year ended 31 December 2024 is subject to audit by the Office of the Comptroller and Auditor General at the time of publication of the 2024 Annual Report. Tipperary ETB will publish the audited financial statements on its website, within one month of receipt from the Office of the Comptroller and Auditor General.

Financial data in relation to the following are included in the Annual Financial Statement:

- 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 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 €150,000 upwards and an overall figure for total employer pension contributions.

Signed:  Date: 20 May 2025

Cllr Roger Kennedy, Chairperson Tipperary ETB

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Committees – Section 44 ETB Act 2013

Tipperary ETB, in accordance with Section 44 of the Education and Training Boards Act 2013 has 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 Tipperary Education and Training Board.

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 2019-2024	**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	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

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Committee Member's Name 2024-2029	Nominating Body
Ms Cora Horgan Farrell	Tipperary ETB
Mr Donal Kelly	Tipperary ETB
Ms Virginia O'Dowd	Tipperary ETB
Mr Eddie Morrissey	Tipperary ETB
Mr Alan Anthony Quinn	Tipperary ETB (Chair of FET Student Council)
Ms Ann Marie Brophy	Tipperary County Council Library Service
Ms Edel McCoy	Department of Social Protection
Ms Madeline Ryan	Local Enterprise Office
Mr Seamus Hoyne	TUS, Business and Humanities
Ms Julie White	Tipperary Public Participation Network
Dr Rebecca Saunders	Vice Dean, MIC Thurles
Mr John Bergin	Education Officer, Teagasc

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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 and the acts of this Committee are subject to confirmation by Tipperary ETB. Tipperary ETB Youth Work Committee held the required number of meetings in 2024.

Members of the Youth Work Committee

Committee Member's Name 2019-2024	**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)

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Committee Member's Name 2024-2029	Nominating Body
Cllr Máirín McGrath	Tipperary ETB
Ms Cora Horgan Farrell	Tipperary ETB
Cllr Michael Brennan	Tipperary ETB
Mr John Cleary	Garda Inspector, An Garda Síochána
Ms Fiona Crotty	Tipperary County Council
Ms Erica Barnett	North Tipp Development Company
Ms Rita Comerford	Foróige
Mr Donal Kelly	Youth Work Ireland, Tipperary
Ms Claire O'Neill	Waterford and South Tipperary Community Youth Service / Voluntary Youth Sector
Ms Stephanie O'Callaghan	TUSLA Child and Family Agency/ Statutory Body
Dr Sinead McMahon	Maynooth University
Cllr Pat English	Scouting Ireland

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Summary Statistics 2024



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Locations of Tipperary ETB Main Centres



COUNTY WIDE PROVISION
REALT
(Regional Education & Language Teams)

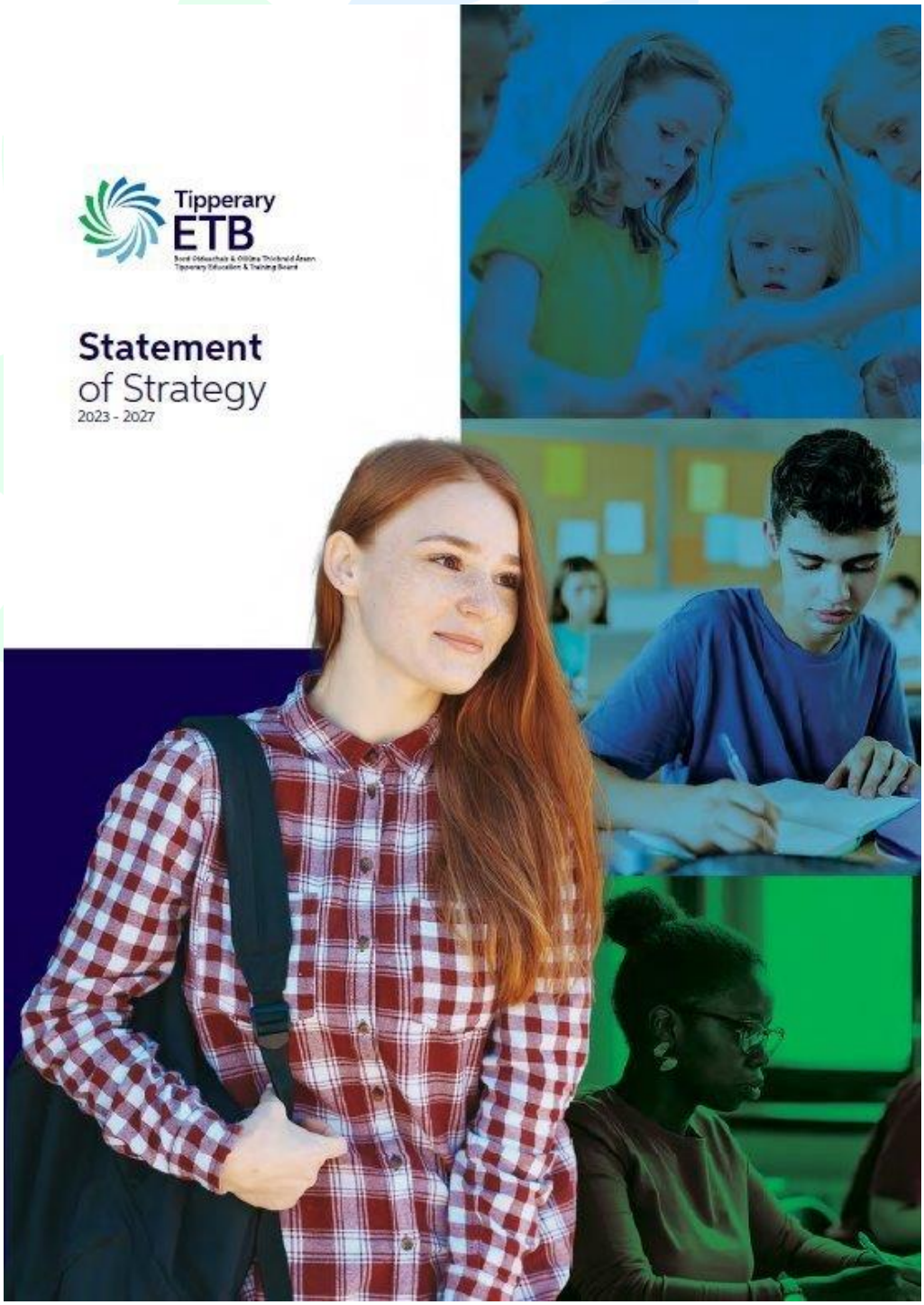
LEAD PARTNER
Music Generation Tipperary
Thiobraid Árann

FUNDING PROVISION
Youth Work Team

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Vision, Mission, Core Values and Strategic Goals

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.



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 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.

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The Vision, Mission and Core Values identified in the Tipperary ETB'S Statement of Strategy are as follows.

Vision

To be a progresive 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



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.



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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 to whom we provide services.

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Strategic Goals

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



Implementation and Monitoring Provisions

A detailed implementation plan has been developed by the Senior Leadership Team for the implementation of the strategy, identifying actions for the delivery of Tipperary ETB's strategic goals and priorities. This plan will be reported on in the Annual Report and progressed through the service plan submitted to the Department of Education and SOLAS every year.

A statement of strategy implementation group is tasked with the responsibility for tracking the implementation of the plan with nominees from all areas of our organisation, with the support of Corporate Services. Consultation with key stakeholders will be scheduled during the first two years of the strategy implementation to maintain communication and active engagement with stakeholders.

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Implementation

- A detailed implementation plan has been developed for the Statement of Strategy.
- A Statement of Strategy implementation Group has been established with responsibility for reporting on and communicating progress across the organisation.
- A Statement of Strategy implementation oversight group with nominees of the Tipperary ETB Board has also been established.
- Conduct a biennial review of progress using stakeholder participation as the evidence base.

Indicators of Achievement

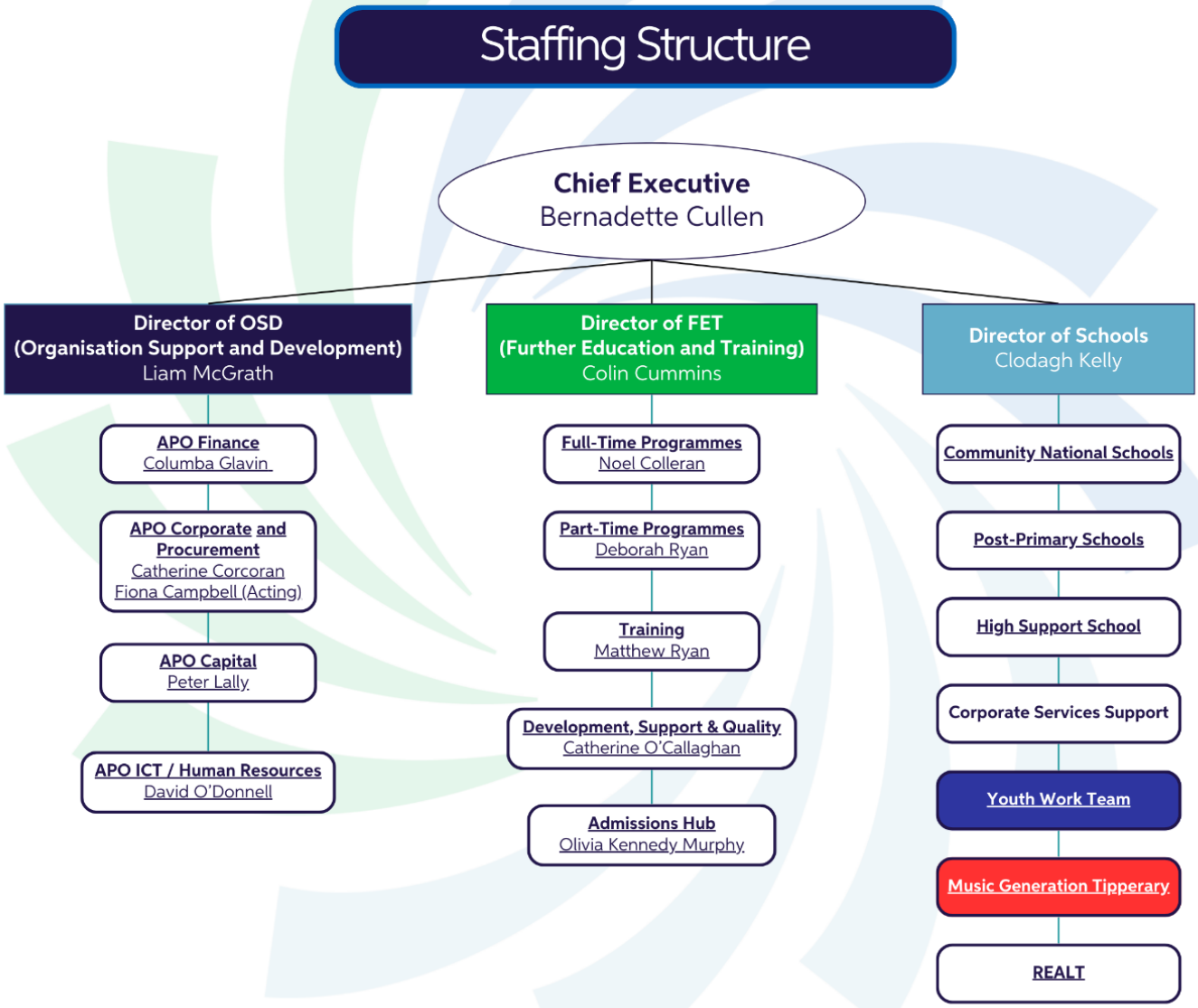
Tipperary ETB's Statement of Strategy implementation group has responsibility for reporting and communicating progress on the implementation of our strategy. Indicators of achievement are an important part of the system of monitoring and evaluating the effectiveness of any strategy. Some of the indicators of achievement for this Statement of Strategy will be quite straightforward, in that they will relate to the strategic actions and whether or not they have been achieved.

These may be referred to as 'inputs. Others, however, refer to whether or not the inputs achieved the intended outcome. These may be referred to as 'outputs. Tipperary ETB has a Performance Delivery Agreement in place with the Department of Education, a Strategic Performance Agreement with SOLAS, and Service Level Agreements with numerous organisations.

Over the lifespan of the Statement of Strategy, the performance and measurement of the success of the Strategic Goals and Priorities will be informed by nationally agreed key performance indicators and/or targets for post-primary education, Further Education and Training and for Organisation, Support and Development.

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2024 Organisational Structure of Tipperary ETB Management



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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 focus on what they do best – delivering quality teaching and learning.

In 2024, as a result of continued engagement by the Sector in the Organisation Design Process (referred to as OD II) with the Department of Education, Tipperary ETB secured the following additional permanent posts.

1 * APO Post

1 * Grade VII Post

1 * Grade VI Post

These additional resources were sanctioned to meet agreed Department of Education requests and increased workloads experienced by the Sector. These posts are a significant addition to the supports that OSD provide to the organisation and will also significantly assist with the implementation of our 2023-2027 Statement of Strategy goals and priorities.

Following consultation with staff, the posts were allocated as follows:

APO Post – Buildings Officer

Grade VII – Human Resources Manager with responsibility for Payroll and Recruitment

Grade VI - Climate, Sustainability & Energy Officer

A key element of organisational design for ETBs is moving towards devolved authority. A letter is expected to issue in 2025 in relation to the replacement of caretaking and administrative staff in schools, enabling ETBs to replace these posts without seeking sanction from the Department of Education and Youth, provided that the ETB stays within its overall allocation for school support staff. This is the first step in the move towards a devolved model of authority for ETBs and is a welcome development.

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,
- And Finance.

Clonmel Office:

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

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Our current focus is to build internal capacity, enhance our skills, identify continuous professional development opportunities, build effective team structures, and several 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 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.

In July 2024 Pension Benefit Statements issued to 532 members who paid SPS contributions and earned SPS referable amounts during 2023. In December 2024 Pension Benefit Statements issued to the remaining 144 members who paid SPS contributions and earned SPS referable amounts in 2023.

Education Shared Business Services (ESBS) – Pensions

A dedicated team in Education Shared Business Services (ESBS) has been put in place which is working solely on resolving Pension and Superannuation Contribution matters. The Pensions Improvement Programme Team are assisting with several projects including, but not limited to:

- **PeopleXD Development and Testing** to address incorrect calculation of pension contributions, referable amounts, inclusion of part time service in pension module along with other required updates to the Pension Module,

- Working group for **National Shared Serves Online (NSSO) Pensioners** to facilitate improved communications between NSSO and ETBs in relation to ETB pensioners, with the cleansing of ETB Pensioner data and the application of the Pension Increases being a priority,

- **SPS Project** to address the remediation of pension contributions, calculation of referable amounts; preparation of databank returns and issuing of Pension Benefit Statements,

- **And Part Time Service History and Pensionable Remuneration** for legacy scheme members.

The ESBS/ETB Pensions User Group meets monthly to discuss pension-related matters, provide clarifications, and support the use of the PeopleXD Human Resources Pensions module. ESBS Pensions and Operations Teams have identified areas within PeopleXD in the pension schemes that require cleansing and are systematically reviewing them, sending items to ETBs for their input and updates. Once this process is complete, a full suite of reports will be implemented to facilitate regular quality control checks on the data.

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While PeopleXD is undergoing development, ESBS has established the SPS Data Hub to centralise data from previous payroll systems into one system. This hub serves as the foundation for generating SPS pension benefit statements, leavers statements, and files for the SPS Databank. Looking ahead, from 2025 onwards, the expectation is that PeopleXD will be fully updated with remediated data and necessary enhancements, ensuring that the 2024 statements can be produced directly within the system by the statutory deadline of June 2025.

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.

As part of the 2024 Statement on Internal Control included in 2024 Annual Financial Statements, 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 migration of Tipperary ETB to ESBS Shared Services was commenced in 2024 and it is expected that Tipperary ETB will go-live in ESBS Shared Services in 2025.

Travel and Subsistence and Employee Reimbursements

Processing of invoices migrated to P2P/Sun Systems on 1 January 2022. Travel and Subsistence (T&S) including Employee Reimbursement payments transitioned from the ESI Manser System during Q3 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. Phase 1 of the d/EPM reporting tool was implemented in 2024.

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

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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),
- And Remote Working Daily Allowance.

Tipperary ETB implemented these revised Revenue Requirements in 2024.

Information Communications Technology (ICT).

In 2024, 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 2024 to identify and prioritise ICT goals to guide and inform Tipperary ETB in terms of technology, cyber security, procurement, and investment strategies.

Procurement

Tipperary Education and Training Board is continuing to work towards meeting all its responsibilities in respect of procurement regulations and requirements. Tipperary Education and Training Board welcomed 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 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 Education and Training Board have implemented these clarifications to their procurement programme from 2023.

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Tipperary ETB has made significant progress in reducing its non-compliant procurement expenditure from €753K in 2022 to €241K in 2024. Both amounts are VAT inclusive. We achieved 99% compliance on expenditure in areas where an organisation wide E-Tenders process was appropriate.

Tipperary Education and Training Board developed a Corporate Procurement Plan for 2024/2025 which sets out actions to address potential areas of non-compliance and other Tipperary Education and Training Board procurement needs. Tipperary Education and Training Board 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.

Tipperary Education and Training Board will continue to monitor all areas of expenditure and seek to ensure value-for-money is obtained for all major spend categories and tender for goods and services insofar as this can be done within available resources.

A Tender and Contract Management IT System went live at end of Q4 2024 which will streamline operations and is expected to assist Tipperary ETB in meeting its procurement obligations.

Climate Action



The Climate Action Plan 2024 (CAP24) 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 continue to 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, Post Primary 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 appointed the Director of Further Education and Training as Climate Action Champion and has secured resources to appoint a Climate, Sustainability and Energy Officer in early 2025.

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, EEE (electrical and electronic equipment, life cycling costs and communication is ongoing with staff regarding Climate Action.

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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 ETB exceeded the compliance requirements of 20% as Tipperary ETB reached 42.89% compliance for placement of Irish language advertisements.

Tipperary ETB placed 18.24% of yearly advertising spend with Irish Language media. Tipperary ETB reached its compliance requirements regarding this action.

A member of the Corporate Services Team 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 new hires be proficient in Irish by 2030.

Nenagh Community National School (CNS)

We continue to work with our first Community National School in 2024. 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 2024 Annual Financial Statements were completed and approved by the Board before the 31 March deadline as required under legislation.

The 2023 Audit was completed in 2024, and an unqualified report was issued in December 2024.

Please note that the Tipperary ETB Annual Financial Statements for the year ended 31 December 2024 are subject to audit by the Comptroller and Auditor General at the time of publication of the Tipperary ETB Annual Report for 2024.

Tipperary ETB will publish the 2024 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 of finalised in the period from 1 January 2024 to 31 December 2024:

- Enrolment Audit – completed,
- School Meals Audit – completed,
- Post Leaving Certificate and Co-operation Hours Audit – continued,
- Schools Utilisation Audit – commenced,
- And Rental of Temporary Accommodation, Travel and Subsistence and Hospitality and Gifts – commenced.

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A Sectorial Report on ICT follow-up audits and Public Sector Cyber Security reviews in five ETBs was received by Tipperary Education and Training Board on 8 January 2024. The recommendations contained in the report were reviewed by the Board on 30 January 2024, the Audit and Risk Committee on 23 February 2024 and the Finance Committee on 23 February 2024.

A Sectorial Report on Enrolments in five ETBs was received on 8 November 2024 and was circulated to the Board on 10 December 2024. This sectoral report will be reviewed in 2025.

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 2024. 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

The Public Sector Equality and Human Rights Duty (Public Sector Duty) is set out in Section 42 of the Irish Human Rights and Equality Commission Act 2014. This statutory obligation requires public bodies, in performing their functions, to eliminate discrimination, promote equality of opportunity, and protect the human rights of staff and service users. Public bodies must assess, address, and report on progress related to equality and human rights in a manner that is accessible to the public.

As a provider of primary, post-primary, and Further Education and Training (FET), our central focus is to ensure equality of access, participation, and outcomes for children, young people, and adults availing of our services and supports. As an employer, we are committed to fostering a workplace that promotes equality and is free from all forms of discrimination. The statutory provisions of the Duty strengthen Tipperary ETB's long-standing commitment to equity, inclusion, and human rights, providing a framework for a whole-organisation approach to promoting equality, preventing discrimination, and protecting the rights of our service users and staff.

Tipperary ETB adopts a values-led approach to implementing the Duty, aligning this work with our core values to ensure they are embedded in our policies, plans, initiatives, services, and programmes. This approach enhances our commitment to addressing equality and human rights concerns for both staff and learners.
To date, we have integrated our core values into the assessment of equality and human rights issues.

Tipperary ETB has included our Public Sector Duty obligations in our Statement of Strategy under the Strategic Goal of Service and Fairness, reinforcing our commitment to social, environmental, and economic sustainability across all locations under our governance. Work to be undertaken and progressed in 2025 includes the following.

- The Duty to be embedded into the work of the Tipperary ETB Core Values Working Group,
- Review of Tipperary ETB's staff recruitment policy to reflect our Public Sector Duty obligations,
- Awareness-raising initiative(s) across the organisation, to increase staff awareness about the Duty and progress to-date,
- Training sessions with senior-level staff, the Board, Audit and Risk and Finance Committees, to ensure familiarisation with the Duty,
- Celebrating diversity school Ethos teams will be considered,
- Methods of including student and staff voice for implementation of the Duty will be considered,
- Our communications approach will be reviewed to include a focus on the Duty,
- Quality policies will be reviewed to include a focus on the Duty and relevant equality and human rights issues as assessed,
- And a review of our organisational policies will be commenced and will include a focus on the Duty and relevant equality and human rights issues.

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 2024.

Capital and Buildings Update

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 Design Team are continuing to work on Stage 2a report Developed Design with the aim to submit to Department of Education early 2025.

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. Stage 2b (Detailed Design) was submitted in May with approval from the Department of Education to proceed to Stage 3 (Tender). The project is ongoing.

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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 m^2 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 m^2 including a Special Needs Unit, practical rooms, and general classrooms. Approval was received from the Department of Education to proceed to Stage 2b (Detailed Design) The project is ongoing.

Coláiste Dún Iascaigh, Cahir

The Department of Education increased the sanctioned for additional accommodation from 1,555 m^2 to 2,209 m^2 to include an additional Special Needs Unit, general classrooms, additional specialist rooms and a special education teacher room. Stage 2a (Developed Design) was submitted to the Department of Education and the Design Team in consultation with Tipperary ETB are addressing the Department of Education comments and currently working on revised stage 2a (Developed Design) submission. The project is ongoing.

St Ailbe's School, Tipperary Town

The Department of Education sanctioned additional accommodation totalling 907 m^2 including general classrooms, a music room, science laboratory and science preparation area. Stage 2a (Developed Design) has been submitted to the Department of Education. We are awaiting approval to move to stage 2b (Detailed Design). The project is ongoing.

Borrisokane Community College

The Department of Education sanctioned additional accommodation totalling 1,150 m^2 including a Special Needs classroom, general classrooms and specialist rooms. Site investigation surveys were completed. It was agreed to proceed with the refurbishment of the existing workhouse building for sanctioned accommodation. Design Team are currently waiting for a response from the Department of Education regarding this approach. The project is ongoing.

PV Panels

The Department of Education is implementing a rollout of 6kw system to schools. Tipperary ETB submitted application for all our schools with installation to take place in Q2 2025.

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Other Capital Projects Undertaken in Schools in 2024, included Summer Works, Emergency Works Temporary Accommodation and Pathfinder Projects

Coláiste Dún Iascaigh, Cahir

Emergency works to replace Gas Boiler. The consultant and contractor were appointed. The project is complete.

St Ailbe's School, Tipperary Town

Emergency works to replace Gas Boiler. The consultant and contractor were appointed. The project is complete.

Central Technical Institute, Clonmel

Capital works comprising of the following four projects took place over the summer months and were completed:

- Practical classrooms upgrade,
- Life safety systems upgrade,
- Emergency works -Replacement Gas Boiler,
- And asbestos removal and new flooring upgrade.

Borrisokane Community College

Emergency works application for a Pressurisation Heating System. The consultant has been appointed. This work is ongoing.

Newport College

- Phase 3 Temporary Accommodation - approval was received from the Department of Education to purchase one 100 m^2 room for Information and Communications Technology (ICT) Interim accommodation and four 49 m^2 mainstream interim accommodation under modular framework. This project is complete.
- Energy Efficiency, Retrofit Project has been approved by the Department of Education and is scheduled to commence in June 2025.

Coláiste Mhuire Co-Ed, Thurles

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. The project handover has taken place, and the snag list is currently being carried out.

Coláiste Phobal Ros Cré

Temporary Accommodation - approval was received from the Department of Education under the Modular Accommodation Framework to purchase two 100 m^2 special needs classrooms and one toilet block. This project is complete.

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 complete.
- An application was submitted to the Department of Education for additional general classrooms and

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internal re-configuration works. Approval was received from the Department and we continuing to liaise with the Department with regard to additional accommodation offered.

Sports Capital Grant Applications

Approval received for:

- Raheen College, Clonmel,
- Coláiste Dún Iascaigh, Cahir,
- Nenagh College,
- And Newport College.

Leases/Licences/Applications/Valuations/Property Registration

- All are ongoing.

SOLAS Capital Building Projects and Renovations

FET Cappawhite

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

Carrick-on-Suir FET Training Centre

- Phase 1, Upgrade of existing accommodation to provide a new training facility, two electrical workshops, classrooms, canteen / kitchen / office accommodation. This project is complete.
- Phase 2, New build apprentice workshops / woodwork room / cutting shed, new classroom, car park and site works. Combined stage 1 and Stage 2a report submitted to SOLAS/Department of Further and Higher Education Research Innovation and Science (DFHERIS). Approval to proceed to stage 2b (Detailed Design) has been received. This project is ongoing.

Templemore College

External Insulation and Associated works. The contractor has been appointed.

College Of The Future

SOLAS have given approval to move to detail design stage of the refurbishment of the existing buildings and 3,900 m^2 of a new build. The total project is 9,950 m^2.

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Retired Staff Presentations May 2024

We wish them Health and Happiness



Retired Staff Presentation held on 17 May 2024 in the Anner Hotel, Thurles

Staff honoured at the Tipperary ETB presentation in May 2024 the Anner Hotel in Thurles.

Back row, Mary Byron (Coláiste, Dún Iascaigh, Cahir), Matthew Carr (Borrisokane Community College), Geraldine Egan (Templemore College of Further Education), Fr Lorcán Kenny (Coláiste Phobal Ros Cré), Carmel Phillips (Community Education South Tipperary), Breda Lonergan Ryan (Adult Literacy South Tipperary), PJ O'Connell (Coláiste Mhuire Co-Ed, Thurles). Front row, Teresa Nash (St Ailbe's School, Tipperary Town), Pauline Fitzgerald (St Ailbe's School, Tipperary Town), Bernadette Cullen (Chief Executive, Tipperary ETB), Cllr Mary Hanna Hourigan (Chairperson, Tipperary ETB), Clodagh Kelly (Director of Schools, Tipperary ETB), Margaret Connelly (Borrisokane Community College). Photo: Odhran Ducie

Absent from photo: Marina Conroy (Community Education, North Tipperary), Patricia Hanley (Scoil Ruáin), Lisa Laaksonen (Rice) (Coláiste Mhuire Co-Ed, Thurles), John O'Dwyer (Templemore College of Further Education), Olivia Ryan (Coláiste Mhuire Co-Ed, Thurles), Annette Strachan (Templemore College of Further Education), T Gerard Treacy (Scoil Ruáin, Killenaule), Anne Marie Quin (Coláiste Dún Iascaigh).

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Retired Staff Presentations November 2024

We wish them Health and Happiness



Retired Staff Presentation held on 15 November 2024 in the Anner Hotel, Thurles

Staff honoured at the Tipperary ETB Retired Staff Presentation on 15 November 2024 in the Anner Hotel in Thurles.

Back row, Diarmuid Heafey (Adult Literacy, South Tipperary), Cáit Leyne (Coláiste Phobal Ros Cré), Sean O'Regan (Scoil Ruáin, Killenaule), Una Fogarty (Coláiste Mhuire Co-Ed, Thurles), Bernadette Ryan (Coláiste Mhuire Co-Ed, Thurles), Geraldine Flynn (Coláiste Dún Iascaigh, Cahir), Michael Roycroft (VTOS, Teach an Léinn, Nenagh), Eibhlís Purcell (Head Office, Nenagh), Mary Ryan (VTOS, Coláiste Eile, Thurles). Front row, Patricia Prout (Templemore College of Further Education), Jane Quinlan (Templemore College of Further Education), Bernadette Cullen (Chief Executive, Tipperary ETB), Cllr Roger Kennedy (Chairperson, Tipperary ETB), Mary Hackett (VTOS, Teach an Léinn, Nenagh), Eddie Cantwell (Central Technical Institute). Photo: Odhran Ducie

Absent from photo: Philip Bourke (Adult Literacy, North Tipperary), Karen Burke Ryan (Newport College), Seamus Coffey (Newport College), Gabrielle Egan (Sub Office, Clonmel), Liam Griffin (Scoil Ruáin, Killenaule), Mary O'Callaghan (Borrisokane Community College), Carmel O'Connell (Coláiste Mhuire Co-Ed, Thurles), Agnes O'Sullivan (Head Office, Nenagh).

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Schools, Music Generation, Youth and REALT

Highlights of 2024

New Community of Practice established in 2024

Excellence in Education

Tipperary ETB coordinators' workshops

Teaching and Learning coordinators and English subject coordinators commenced their Community of Practice on Excellence in Education in Thurles in September 2024.

This will be about collaborating, sharing experiences and best practices, all done through joint activities, discussion, information sharing and relationship building.

Thanks to Dr Tayo Paul Adenusi from the Department of Education at Mary Immaculate College, Ireland, Thurles, for guiding the practice.

#Tipperary #ETBEthos #Community



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LAUNCH OF PLANET YOUTH

Planet Youth Tipperary is a five-year initiative that will see young people surveyed in schools across the county. The resulting data will inform future community initiatives in promoting and improving the overall health and wellbeing of young people in communities across the county. The initiative is an inter-agency collaboration between Tipperary ETB, the HSE, Tusla, Youth Work Ireland Tipperary and Tipperary County Council. At the launch of the event Stephanie O'Callaghan, CYPSC Coordinator said, 'at the heart of Planet Youth is the participation of young people. The survey allows us to hear first-hand about their lived experiences.



Standing L to R: Stephanie O'Callaghan, Marian Daly, Fiona Crotty, Donal Kelly, Catherine O'Loughlin, Lorraine Duane, Cllr Imelda Goldsboro, Leas Cathaoirleach, Tipperary County Council; Minister of State Mary Butler TD, Clodagh Kelly, Catriona Crowe, Brian Beck, Catherine Doyle, Derval Howley, Cllr Pamela Quirke O'Meara. In front are members of the Tipperary Youth Council L to R: Sarah Shanahan, Ian Grisewood and Abigail Strappe.

PLANET Youth®

PARTNER Tipperary

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Sounds of Semple – Massive Launch in Templemore

It was a full house in the ballroom of the Templemore Arms Hotel in early May 2024, where 'Sounds of Semple', the likely hit of the Irish summer, was given its world premiere.

A collaboration between Music Generation Tipperary and two primary schools in Templemore, St Colmcille's and St Joseph's, this new song incorporates the unique sounds of a hurling matchday.

Tipperary ETB is proud lead partner with Music Generation Tipperary, and we congratulate all the staff and children involved in bringing this huge project to fruition.





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Nenagh Community National School

New school Principal

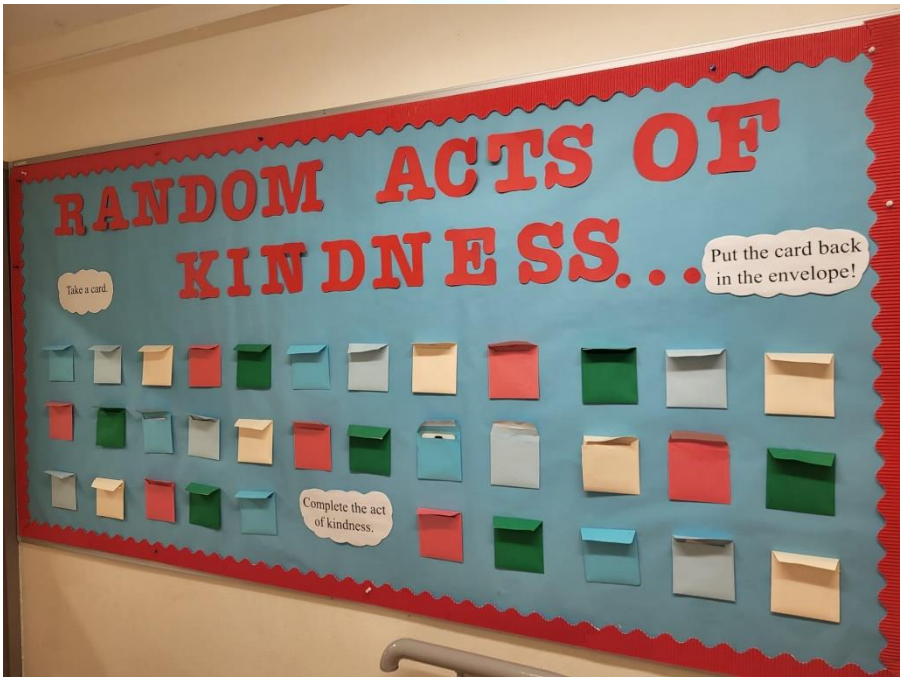
In September 2024, we welcomed our new Principal, Conor D'Arcy, a native of Borrisokane. Conor was Principal of Rathcabbin National School. After twelve happy years in Rathcabbin, Conor welcomed the exciting opportunity to join the fantastic team at Nenagh CNS, the first Community National School in Tipperary.

Extended Play Area

In September 2024, due to our growing pupil numbers, we extended our playground area to the front of the school. Teachers gave up the car park so that it could be used as an extra playground at break and lunch. We plan to continue to develop space and facilities for the children as we grow vertically to Fifth Class in September 2025.

Wellbeing

In Nenagh CNS our Wellbeing Team help to promote good behaviour and affirm and celebrate kindness in our school. Children are encouraged to show kindness and respect to each other in class and out. Children love getting their name written on the "Kindness Tree". As part of our assembly each month, Mr. D'Arcy congratulates children for their hard work, achievements, good behaviour and kindness. They are presented with awards in each class, and the "Student of the Month" receives the much sought after school trophy.



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Amber Flag

The school took part in the Amber Flag program, supporting mental health and wellbeing. The staff and pupils organised several activities and events over the year and were proud to be successful in earning the Amber Flag Award for the school.

Nurture

Nurture time continued in 'The Bungalow' this year, following the successful set up of Nurture program in 2023 by trained Nenagh CNS staff members. Nurture Groups, in a Nurture Room setting, aim to provide carefully planned 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. It is proving to be a very rewarding part of the school week for all involved. Staff members attended the annual Nurture Conference in Dublin in November and found it very beneficial.



STEM

In Nenagh CNS we acknowledge that the foundations for STEM education begins in early childhood. Our Third-Class pupils attended a circuitry workshop in the CRAFT Make Space in Mary Immaculate College. This workshop introduced children to the fundamentals of circuits, lights, and problem-solving through engineering design challenges.

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Learning Labs

We introduced Learning Labs to our students in 2024. Our Creative World sets inspire creativity through construction of 2D and 3D models. By scanning a QR code the children can access the 360-degree step by step guide.









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GMGY- Goodness Me, Goodness You

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

We held our first GMGY Welcoming ceremony this year.

Our Junior infants and Chatty Kids class were officially welcomed into our Community National School. We were joined by parents, grandparents and our Tipperary ETB Ethos Co-ordinator Siobhán Landers. Our first Welcoming ceremony saw Mr D'Arcy talk about the importance of welcoming this group of children into our school community. Calling the roll is a very important part of our school day and Ms Darcy and Ms Moloney called every child's name, and the children sang a song called "I have a Name".



The older children in our school, our Fourth-Class children joined in our ceremony and explained how they lead by example modelling our core values of Respect, Equality, Care, Community and Excellence in Education. The Fourth-Class children recited a poem called 'Welcome to our School". Our children sang some Christmas songs and Mr D’Arcy concluded our ceremony by presenting each child with a certificate.

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GAA

GAA is an important part of school life in Nenagh CNS. The children train weekly on the astro turf in Nenagh College. In the latter part of the year, there is after-schools training at nearby Nenagh College for hurling and football. The pupils in First, Second, Third and Fourth classes take part in several blitzes over the school year. The school entered the Cumann na mBunscol competition at the Under 11 grade and had a great run, losing narrowly in a county semi-final. A big thank you to Pat McCormack and Shane Henessey and all from Nenagh Éire Óg for organising events, training and supporting our teams.



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Green Schools



Nenagh CNS takes part in the Green Schools Programme.

We were awarded our fifth Green Flag for the theme Biodiversity.

We set up a new Green Schools Committee. Nenagh CNS is a polling station, and we used the polling booths for our election of new members. The Green Schools Committee have begun working towards their sixth Green Flag for the theme Global Citizenship - Litter & Waste.

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.





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Bake Sale

In early November, we had a bake sale to raise funds for the school. There was a fantastic response, and great support given on the day again this year. Parents of all classes and the wider community called in for a coffee and a chat. Parents got a chance to meet other parents and staff members. It was a wonderful occasion for the school community and is an established yearly event on the calendar to look forward to, thanks to the staff and parents that organise it so well.



Jersey Day 2024



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Ukulele

Our Second- and Third-Class students received Ukulele lessons from Kevin as part of Music Generation Tipperary. They ended the school year with a performance in Nenagh Arts Centre.





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Coláiste Shliabh na mBan, Clonmel

Equality - Female Students Welcomed



September 2024 marked a historic moment for Coláiste Shliabh na mBan as we proudly welcomed our first female students since the school's founding in 1884. This milestone reflects our commitment to equality in education, ensuring that all students, regardless of gender, have access to the same opportunities for growth and success. By embracing inclusivity, we continue to uphold the core values of Tipperary ETB fostering a learning environment where every student can thrive.





Community - Rock Paper Scissors

We were fortunate to have a group of students from our school participate in year three of this project – The transfer of traditional Irish craft, food and built heritage skills amongst Irish and migrant communities' resident in Tipperary. They worked with the sculptor, Philip Quinn, who did a number of workshops with our students.

The project concluded with an educational trip to Kerry College in Tralee, where students from Coláiste Shliabh na mBan had the opportunity to explore the

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Stone Cutting & Stone Masonry apprenticeship program. Each student was paired with a Phase 2 apprentice for the day, allowing them to shadow their work closely.

During the visit, our students created small carved pieces, receiving guidance and support from both the apprentices and the on-site tutor. This hands-on experience provided invaluable insight into the apprenticeship program, highlighting the various phases and skills involved in the trade.

The day showcased the possibilities offered by the concept of "earning and learning," giving students a deeper understanding of vocational opportunities and career pathways. It is our hope that this experience will inspire them to consider these opportunities as they plan their futures.

We are grateful to have participated in this project. We would like to thank the Heritage Council, staff at the Tipperary Museum of Hidden History, and most especially, Philip Quinn, for his time, energy and passion.





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

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Excellence in Education - Core Value Awards

The school year reached its pinnacle with the presentation of the Tipperary ETB School Core Value Awards. Heartfelt congratulations to Jack Johnson (Senior) and Reggie Carthy (Junior) for their outstanding achievements, recognising their significant contributions to the Coláiste Shliabh na mBan community.

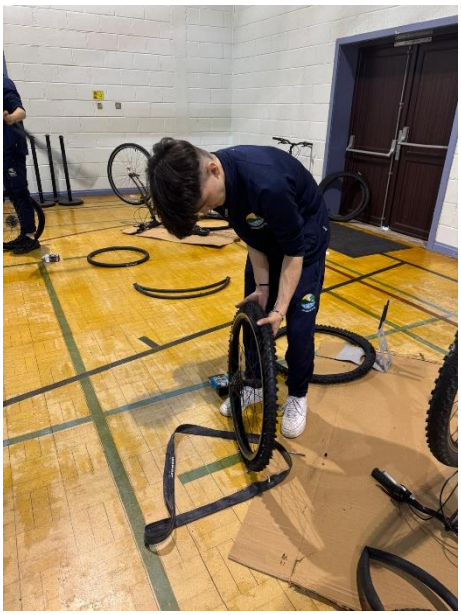
Ms. Paula O'Halloran, School Principal, had the honour of presenting these prestigious awards to Jack and Kieran. Captured in a photo, they stand proudly as recipients of these well-deserved accolades.





Bike Maintenance Programme

In September and October, the bike maintenance and mountain biking programme delivered by Shane O'Keefe of OK Cycles in collaboration with Tipperary Sports partnership provided invaluable benefits for students at Coláiste Shliabh na mBan. This hands-on programme introduced students to essential bike maintenance skills and the fundamentals of mountain biking, offering both practical life skills and engaging physical activity.



The programme began with bike maintenance sessions where Shane guided students through the basics of bike care. Students learned how to check tire pressure, adjust brakes, lubricate chains, and perform essential safety checks before riding. This knowledge made students take responsibility for their equipment and instilled in them a sense of ownership and confidence. Students reported that these skills would be helpful not only in recreational cycling but also in future transport needs, as biking to school or work becomes increasingly popular and sustainable.

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Following the maintenance sessions, Shane introduced students to mountain biking, covering safety protocols, trail etiquette, and basic riding techniques. For many students, this was their first exposure to mountain biking, and they quickly engaged with the adventure aspect of the sport. The program encouraged teamwork, resilience, and decision-making as students navigated through different terrains. The physical aspect of mountain biking provided an excellent outlet for energy and stress relief, contributing to the students' overall well-being. the programme provided a holistic experience that went beyond the classroom. We look forward to continuing such initiatives with the Tipperary Sports Partnership, and in particular Tommy Dorney, that support our students' growth in practical, social, and physical dimensions.



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Nenagh College

Nenagh College Mentoring Programme

Nenagh College's mentoring programme began in September with a welcoming meet-and-greet. First-year students were paired with senior cycle mentors from transition-year and fifth year as part of the school's Big Brother Big Sister initiative.

The programme, led by Ms R Maharaj, aims to support first-year students as they transition from primary to secondary school while also helping senior students develop leadership, communication, and teamwork skills.

Each week, the mentors and mentees will meet during well-being classes, participating in a range of activities, including games, sports, arts and crafts, and physical challenges. The initiative not only fosters friendships but also strengthens social connections within the school community.





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Nenagh College Agricultural Science Students Enjoy Homegrown Feast

Ms Duffy's Agricultural Science class at Nenagh College reaped the rewards of their hard work as they harvested their own potatoes this year. To celebrate, they teamed up with Home Economics teacher Ms Collins for a special cookery demonstration, turning their fresh produce into a delicious meal cooking themselves a lovely steak dinner with homemade mash and chips.



The experience not only highlighted the importance of farm-to-fork eating but also brought the class together in a fun and rewarding way.



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Nenagh College Senior Girls' Brave Munster Quarter-Final Battle

Nenagh College's senior girls' soccer team put in a fantastic performance against Scariff Community College in the Munster quarter final. After a hard-fought match, the score remained 1-1 at the end of normal time and extra time.

Unfortunately, the game was decided by penalties, with Nenagh narrowly losing out 4-2. Despite the result, the girls showed incredible spirit, determination, and teamwork throughout the game.



Nenagh College Under 19's Stage Stunning Comeback Victory

Nenagh College's Under 19 boys' soccer team pulled off an unforgettable comeback on, defeating a strong Borrisoleigh side 5-4.

Despite trailing 4-0 at halftime, the team showed incredible determination and resilience to turn the game around. Aaron Cusack led the charge with a brilliant hat-trick, while Brian Rohan and Cullin O'Brien added to the tally to complete the dramatic victory.

A fantastic team effort—well done to all involved!



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Nenagh College Transition-Year Students Shine in Think Languages Competition



Nenagh College transition-year students have made their school proud, finishing as runners-up in the prestigious *Think Languages Champion Team Competition*, held at the Department of Education. Competing against 200 schools nationwide, the students showcased their passion for languages, cultures, and global awareness.

The team—Sebastian Siwek, Charlotte Ryan, Isabelle Ryan, Zoe Parker, Esther Muniz Florez, and Hazel O'Donovan—were praised for their outstanding presentation, creativity, and enthusiasm. Their efforts in organizing *Think Languages Week* highlighted the diverse nationalities and languages within the school community.

Though they narrowly missed out on first place, their achievement in becoming runners up is a testament to their dedication and hard work. Special thanks were given to their mentors, Margaret and Mairead, for guiding them on this remarkable journey.

Congratulations to the team on their fantastic success!

Nenagh College Choir Spreads Christmas Cheer



Our school choir and musicians visited The Manor Nursing home, St Cronan's and Aras Mhuire day care centre over Christmas to sing Christmas carols for the residents. It was a lovely afternoon for all involved and the choir were delighted to share their musical talents and some Christmas spirit with the community.

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Festive Spirit Shines in Nenagh College Christmas Door Competition

Nenagh College embraced the holiday season with its *Christmas Door Competition*, where each classroom gets creative in designing a festive-themed door. This fun activity brings holiday cheer to the school while fostering a sense of community among students and staff.



From classic winter wonderlands to quirky Christmas scenes, the decorated doors are adding a touch of magic to the hallways. The competition was a fantastic way to celebrate the season, encouraging teamwork and creativity.

Nenagh College First Years Showcase Engineering Skills

First-year students at Nenagh College proudly showcased their handmade miniature skateboards. As part of an Engineering taster programme, students gained hands-on experience in design and construction, learning key skills involved in the subject.

The Junior Cycle Engineering programme at Nenagh College introduces students to the world of design, mechanics, and materials. Through practical projects, students develop problem-solving skills, creativity, and technical knowledge in areas such as metalwork, electronics, and manufacturing processes. They also learn how to safely use tools and machinery while bringing their ideas to life.

This skateboard-building project gave students an exciting first glimpse into the subject.



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Newport College

School Musical

Newport College Students make History:



A Spectacular School Edition of Grease the Musical!

In 2024 our transition-year students along with third year and fifth-year students took to the stage to perform a Newport College first. In an amazing display of talent and nostalgia, our students brought the audience back to the 50's with their electrifying rendition of Grease. The show was a huge success where our amazing students showcased their skills and talents to delight their audience with four thrilling performances.

STUDENTS SHOWCASED THEIR SKILLS AND TALENTS

Under the direction of teaching staff Sandra Hynes, Shane Cunniffe and Marie Tuohey, the cast and crew transformed the stage into the iconic Rydell High School complete with leather jackets, poodle skirts and infectious energy. The students enthralled the audience portraying the trials and tribulations of teenage life and romance.

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The leading roles of Danny and Sandy were played by Denis Madden and Faye Ewing. Their on-stage chemistry and vocals added a layer of authenticity to the timeless love story, leaving the audience captivated from start to finish. The supporting cast, including the Pink Ladies and the T-Birds also delivered great performances with each character brought to life with charisma and enthusiasm.



As they went from scene to scene, the back-stage crew who worked tirelessly and meticulously to ensure seamless transitions throughout the performances. The team worked extremely hard with each backdrop and prop positioning including bringing on stage a custom-made car which provided much entertainment as well as a wow factor!

The choreography of the show masterfully crafted by Marie Tuohey was another highlight. The dancing set to the catching tunes of Grease, had the audience tapping their feet and clapping along. The casts energy and movements perfectly complimented the spirit of the musical and they reeled the audience in with "*Summer Nights*", "*Greased Lightning*" and "*You're the One That I Want"*.

The show was a resounding success and allowed our students to explore and develop their artistic talents, develop confidence and build friendships. As a school community it was a celebration of the incredible potential among all our students.

GREASE, THE SCHOOL EDITION WILL TRULY BE REMEMBERED AS THE HIGHLIGHT OF THE YEAR

When the curtain fell on the spectacular final production, the resounding applause and cheers echoed the sentiment that Grease is indeed the word at Newport College. With the spirit of Newport College well and truly alive, Principal Donal Madden took to the stage to have a final word. He complimented all involved noting "*Grease, the school edition will truly be remembered as the highlight of the year".* Thanking all involved from staff to students he invited all staff to the stage to sing out with the students one last time, "*You're the One That I Want"*. The scene was electrifying and characterised the connection between staff and students that is always evident at our school.

A massive thank you to our main sponsor Mulcair Credit Union, and to all our sponsors who supported and believed in our students. We are eternally grateful for your generosity. Thanks also to our Parent's Association who ran a raffle on the night to raise money for our sensory room. The Chairperson of the Parent's Association, Cathriona O'Brien, spoke on behalf of the parent body complimenting the students and staff of the school. The students and staff are still buzzing, and the entire student body are already talking about the next musical and many now wondering, how they can get involved. There is no doubt we are all looking forward to future shows bringing with them more glamour, glitter and Newport College Talent on the stage!

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70-Year Celebration



Newport College's 70-year celebration took place on Friday 10 May. As the sun split the rocks, past teachers and pupils visited the event to reminisce on old schools, old friends and old stories. A wide variety of resources were on exhibition for the celebration including old newspaper articles, photos through the years, yearbooks from times past and even some artefacts from the schools' early days such as typewriters and even a water pump made by one student in his practical course. The original building plans for the school were even uncovered and laid out as part of an exhibition in the school. It was truly a magical experience for many as visitors spotted old pictures of themselves and their teachers, took a walk through the corridors that once housed their education and met some of the new staff who have taken up the mantle in the past few years. Looking at the school through the years, it has been remarkable to see how the school has grown from a single one-story building to the sprawling structure we have today. It has been an influential 70 years for the school in Newport, and it was clear to see the impact that the school has left on so many through the decades.

A special thank you must be conveyed to past teachers who visited the school on the day. It was a true honour to see them back in their old rooms, speaking to their old students and reminiscing on days gone by. Greeting past pupils from the class of '54 was also an honour for present staff and present students alike. Students were on hand to guide visitors around the school and show off many of the newly acquired updates received by the school in the last few years including a Home Economics renovation and new modular buildings constructed as the school continues to grow in population.

Every Child Matters

Principal Donal Madden gave an address to all in the old assembly hall. He conveyed his gratitude to the people of Newport for their continued support and their wonderful sense of community that shines through in all students attending the school. Complimenting this sentiment, he spoke at length about the respect he holds for all those who carried the school previously including past teachers and management, gave homage to all principals who previously held his post and highlighted his gratitude to current staff and students who made the night possible. Emphasising the motto of the school – *Every Child Matters*, Mr Madden rounded out the

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speech by affirming the school's commitment to ensuring that every child has access to the same opportunities, the same resources and the same quality of education no matter the circumstances.



Fifth-Year Students' Success

Three fifth-year students Kyle, Cillian, and Sam have brought pride and recognition to our school, Newport College, after excelling in the Certified Irish Angus Schools Competition.

Presented with five Irish Angus calves at the National Ploughing Championships, they were selected as one of five finalist teams from an initial pool of over 170 entrants. The competition, run by Certified Irish Angus in association with ABP and Kepak, was an intense journey involving a video entry, an interview round, and a final presentation at Croke Park in the Spring.

FINALISTS IN THE CERTIFIED IRISH ANGUS SCHOOLS COMPETITION

The students' project focused on Sustainable Farming, a topic that earned them a coveted spot among the top five finalists out of 43 teams who made it to the Croke Park stage. Representing their school at the National Ploughing Championships, Kyle, Cillian, and Sam, were interviewed by prominent farming entities including the Certified Irish Angus Producer Group, The Farmers Journal, and RTÉ's Suzanne Campbell.



Over the next year, the students will rear the calves, documenting their progress while promoting sustainable farm technology. Accompanied by their Agricultural Science teacher, Ms Jennifer Rogers, the students have been on an incredible journey of learning and innovation. Their project will focus on researching how farmers can use technology, the benefits of integrating technology into farming, and the key information needed to run an efficient, environmentally friendly farm. They will also emphasise the importance of careful farm planning.

At the conclusion of the project, they will receive a financial benefit from selling the animals to processors. Additionally, the winning students will be awarded a €2,000 grant to support their further education.

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COMMITMENT TO FOSTERING EXCELLENCE IN AGRICULTURAL EDUCATION

As part of the competition, the students will travel to Brussels to visit the European Parliament, where they will present their innovative project to Irish political and farming representatives, further solidifying their status as young leaders in agricultural innovation.



The school community is incredibly proud of Kyle, Cillian, and Sam's outstanding achievement, which not only showcases their hard work and dedication but also highlights the school's commitment to fostering excellence in agricultural education.

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St Ailbe's School, Tipperary Town

Child Talks 2024

First-year St Ailbe's student Ronan Coughlan spoke at the annual Child Talks event in The Helix, an event organised by the Ombudsman for Children, where children get to discuss issues that matter to them.



Niamh Cummins Entrance Scholarship

Congratulations to former St Ailbe's student Niamh Cummins who was awarded a Mary Immaculate College entrance scholarship for her impressive Leaving Certificate Results.



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Hannah O'Connor China Trip

Fifth-year St Ailbe's student Hannah O' Connor represented Ireland in China as part of the China Pony Club International exchange programme in September.



St Ailbe's Senior Girls South East Regional Champions in Ladies Football



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County Cross Country Championship

Congratulations to Neasa Molony, first-year who won Gold and Eoin O'Shea, transition-year who won silver in the County Cross Country Championship.



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Borrisokane Community College

Gaelbhratach – Coláiste Pobail Buiríos Uí Chéin

An sprioc atá againn anseo ná go mbeidh níos mó Gaeilge le cloisteáil & le feiceáil timpeall na scoile. Go spreagfar suim, bród agus tuiscint sa teanga. Go dtiocfaidh feabhas ar mhuinín na ndaltaí agus na múinteoirí araon agus go gcuirfear ar chumas na ndaltaí an Ghaeilge a fhoghlamaíonn siad a úsáid go muiníneach.

Chuireamar le chéile Coiste i Mí Eanair 2024 agus ansin gach seans a bhí againn an ghaeilge a chur chun cinn – thapaíomar an deis. Bhí Gael Linn anseo sa scoil chun treoir agus tacaíocht a thabhairt dúinn. Don bhliain 2024-2025 is daltaí ón Idirbhliain atá ar an gCoiste.

Go dtí seo ritheamar an-chuid gníomhachtaí, Pilates trí ghaeilge, Gaeilge 24, Carúil na Nollag, Seisiúin Ceoil, leadóg le Club na nÓg, Lá na bPancóg do na múinteoirí agus ar ndóigh Seachtain na Gaeilge.



Rinnemar rudaí beaga timpeall na scoile freisin, comharthaí nua le 'Slán libh' agus 'Slán leat' ann. Gach fórgra ar an idirchum tosaíonn sé le 'Gabh mo leithscéal'. Freisin tá féilire na seachtaine ar Instagram agus Facebook dátheangach. Thosaigh bainistíocht na scoile Cruinniú Foirne as gaeilge le linn SnaG agus d'éist an fhoireann ar fad ar phodchraoladh Gift Grub! Tá níos mó gaeilge le cloisteáil timpeall na scoile gan dabht.

Bhíomar thar a bheith bródúil cuireadh á fháil don bhronnadh oifigiúil i mBealtaine 2024. Bhí sé ar siúl i gColáiste Mhuire gan Smál. Ag an mbronnadh, bhí aíonna mór le rá i saol na Gaeilge ann, ghlac siad pairt í bpléphainéal faoi conas go ndeachaigh an Ghaeilge i bhfeidhm orthu ina saolta féin.

Ina dhiaidh sin, bhí deis ag na daltaí freastal ar na ceardlanna a roghnaigh siad ar maidin mar eiseamláir don choiste a bhí i láthair ar an lá. Ghlac siad páirt in imeachtaí spleodracha agus fuair siad spreagadh don bhliain seo chugainn! Thangamar abhaile leis an mbrat agus ba mhaith linn é a fháil arís i mbliana.

Tús maith leath na hoibre mar a déarfá agus is fíor sin. Táimid an-bhrodúil as an obair atá déanta againn go dtí seo. Mar atá inár ráiteas misean 'Is ar scáth a chéile a mhairimid.'

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Future Leaders Transition-Year Programme



The "*Future Leaders Transition-Year Programme*" is a joint initiative from the GAA and Oide, the support service for teachers and school leaders. It is a cross-curricular programme comprising of a series of modules designed to encourage maturity, initiative, responsibility and leadership skills in pupils.

Borrisokane Community College has run this programme since its inception. Transition-year students complete a series of modules and tasks to enable them to foster and grow their leadership skills in the school community, the GAA community and the wider community. The emphasis for students is to put the knowledge acquired in the classroom into organising and managing events that promote activity and wellbeing in the school, GAA and wider communities. Transition-year students log their tasks and their events on the GAA learning platform, Tobar. Two years ago, the Future Leaders Programme began a School Award system. It rewards schools for their commitment to the programme and how many events the transition-year students lead and run as part of the programme. The Gold Award is awarded to the schools who are deemed to be running the programme very successfully nationwide. Borrisokane Community College was one of only six schools nationwide to be awarded the Gold Award in 2023. In 2024 we were one of only 12 schools nationwide to win the Gold Award. The class of 2025 are on track to meet the criteria and win a Gold Award again. We have over 50 transition-year students taking part in the programme each year who have run events promoting wellbeing and activity for thousands of primary school pupils in the locality, our school community here in Borrisokane Community College and the local community of North Tipperary, South Galway and Offaly.



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Annual Events in Borrisokane Community College

JUNK KOUTURE



BT Young Scientist



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Library Committee 2024



ERASMUS 2024



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Central Technical Institute, Clonmel

The Inaugural Industry Skills Award's Night



The inaugural Industry Skills Award night was held on 10 October 2024. This hugely successful night was an opportunity for the girls and boys of the Leaving Certificate class 2024 from Raheen College and Gaelcholáiste Chéitinn to showcase their skills-based work in their Construction Studies and Engineering projects.

This was the occasion when leading personnel from industry, business and academics visited the school to give an external evaluation and judgement of individual student's work in construction studies and engineering under the headings of creativity, craftmanship, aesthetics, innovation (NB application of new technologies) and problem-solving skills in relation to function of the project presented for the Industry Skills Award.

Because of the fact that there is a huge emphasis from day one in both schools on promoting skill and craftmanship, all the students were very confident in submitting their work to this evaluation process. The visual impact of the range, diversity, skills, and innovation of the projects took the judges' breath away. Further scrutiny and inspection of each project confirmed the judges' opinions. The judges, some of whom are past pupils of CTI Clonmel, all started their own careers from a skill-based qualification. Thus, they were in a position to evaluate the standard, skills, craftmanship, creativity and innovation that underlie the aesthetics of work presented for evaluation.



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WHAT THE JUDGES HAD TO SAY:

Oliver Lonergan, former Managing Director of Dorma Engineering: *"Seriously impressed with the quality of the students' work…. an unbelievably high standard."*

Philip Cox, Merck Sharpe and Dohme: *"Really enjoying looking at the wonderfully crafted pieces. All so excellent."*

Dr Ciaran O'Donnell, Munster Technological Institute Cork: *"So impressed by the range and beauty of the projects... the very high level of skills is so impressive."*

Richard Egan, Richard Egan Furniture: *"What an incredibly high standard on display."*

Christina Guiry, Technological University of the Shannon (TUS): *"Super to see so many girls from Raheen College and Gaelcholáiste Chéitinn doing construction studies and engineering. They are so lucky to be in schools doing these subjects since these open doors for them into a really diverse range of careers where they go on to excel and which they find very fulfilling."*

Willie Morrissey, Bob Fitzgerald Hardware: *"The projects on display here are of such an amazingly high standard… they all deserve to be winners."*

Paul Cremmins, Director of SOLAS and Former Director of Suir Engineering: *"Blown away by the very standard and very high quality of the skills evident in the projects entered here tonight for the Industry Skills Awards 2024… so impressed with the unique interpretations of the design brief and the bespoke nature of the projects… were any of these students to bring these projects as an example of what they can already do at age 17 or 18, they would automatically be accepted to do an apprenticeship in my own company."*

The prestigious Industry Skills Award 2024 is a recognition, acknowledgement, and acclamation of the students for their dedication to the pursuit of excellence in skill-based learning over six years.



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Formula One Success for CTI Girls



Gaelcholáiste Chéitinn Chluain Meala took a well-deserved third place in the Lenovo F1 in Schools 2024 Ireland National Finals held at the Kemmy Business School at University of Limerick on 31 May 2024, hosted by Creative Hut.

The four Clonmel students were among 150 students in 21 teams who competed in the National Finals, making it the largest Irish National Finals to date in this All-Ireland competition that is growing in stature each year.

The official education challenge of Formula 1, the F1 in Schools competition sees participants design, make, and race miniature F1 cars, with teams assessed across a variety of areas - including car speed, engineering quality, brand identity and verbal presentation skills.

The teams were presented with their awards by Tom Milner, UK Project Manager of F1 in Schools, and will now progress to the global stage of the competition, competing against F1 in Schools students from across the globe at the Aramco F1 in Schools 2025 World Finals, an event which is held annually alongside an international F1 Grand Prix.

The Gaelcholáiste Chéitinn Revolution Racing also won a separate Project Management award at the competition. The Clonmel students were also judged to have put together the Best Portfolio in the competition. So all and all it was a great entry for the four girls.

Ella, Team Manager of Revolution Racing, who came in third, said: *"There's been such an amazing atmosphere at the event, and it feels amazing to have made it onto the podium - we really didn't expect to do so well and the competition from the rest of the teams was so high that it was a total shock when our name was announced. We're now focused on making sure our car is the best it can possibly be for the Aramco F1 in Schools 2025 World Finals and will be spending a lot of time testing and perfecting it!"*

CTI Clonmel Crowned Tipperary Under 15 Football Champions After Storming Second Half

Nine points half-time deficit overturned in thrilling schools football final. The CTI Clonmel panel pictured here who won the County Tipperary School Under 15 Football Championship when defeating Thurles CBS in the final played at Clonoulty. CTI Clonmel 3-10, Thurles CBS 4-5.

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Back (L-R): Mr Liam Lonergan, Daniel Breathnach, Rory Mac Aonghusa, Darragh de Priondargás, Billy Mac Aoidh, Oisín Breathnach, Rocco Ó Cuidithe, Conor Breathnach, Freddie Ó Báicéir, Leon Hewitt, Jayden Inglis, Callum Hackett, Seán Ó Conghaile, Osazee Fionn Eubadoloyi, Alex Brennan Soltys, Shane Hennessy, Mr Dominic Walsh

Front (L-R): Santiago Jimeno Bermejo, Daithí Ó Gráda, Isaac Ó hAnghusa, Barry Mac Réamóinn, Patrick Ó Lillis, Jayden Ó Cuidithe, Tristan Maun, Cillian Ó Muirgheasa, Miguel Manzanero Martin, Leo Hanton, Stevie Burke, Darragh Browne

The County Tipperary Schools Under 15 Football Final took place in Clonoulty between CTI Clonmel and Thurles CBS and produced a thrilling final which the Clonmel school edged narrowly following a spirited second half comeback.

Having earlier in the year progressed to a Munster final before narrowly losing that provincial decider to Carrigaline of Cork, the Clonmel boys were hoping to finish off a great year with silverware against a highly regarded Thurles CBS outfit.

To reach the county final, the students from Gaelcholáiste Chluain Meala and Raheen College had to battle hard in the group stages, only qualifying on score difference following a win over Borrisoleigh and a narrow defeat to Roscrea.

The final in Clonoulty began at a blistering pace with CTI going two points up early on through scores from Cillian Ó Muirgheasa and Conor Breathnach. Soon however, Thurles CBS began to hit form and quickly took control, dominating the middle third and scoring 1-3 without reply.

CTI were struggling to come to grips with the pace of the Thurles counter-attack and with clinical accuracy the mid Tipperary school bagged another two goals before half- time. Indeed, CTI might have found themselves even further behind at the interval had it not been for the ferocious defending of Darragh de Priondargás and Oisín Breathnach, while Miguel Manzanero Martin pulled off some great saves.

Just as the rain arrived, the short whistle was blown to signal half-time, with the Cathedral Town boys leading by all of nine points 3-3 to 0-3. This left CTI, who 12 months previously had won the “First-Years” county title, with a mountain to climb in the second half if they were to achieve back-to-back titles.

The steely determination which had earlier in the year brought them to the Munster decider at Páirc Uí Chaoimh would be needed once more if CTI were to pull this encounter out of the fire. The Clonmel men needed to make an immediate impact on the resumption of play and this is exactly what happened.

Shane Hennessy began to find form and started to run at the Thurles defence, while Cillian Ó Muirgheasa and Freddie Ó Báicéir started to gain the upper hand around midfield. Hennessy’s running soon began to pay dividends drawing two early frees, both pointed by Cillian Ó Muirgheasa who was to prove very accurate on the placed balls all day.

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Another powerful run by Shane Hennessy, led to a penalty which Ó Muirgheasa tucked away, and CTI were right back in the game.

As the second half progressed Jayden Inglis and Conor Breathnach were getting on top of the Thurles attack which had looked so potent in the first half, while Leon Hewitt began to win a lot of possession around the middle of the park. CTI were using the foot pass extremely well and this coupled with the hard running of the forwards soon had the game right back in the melting point, which certainly wasn't the case prior to the interval.

Half-way through the second period Isaac Ó hAnghusa scored another CTI goal to make further inroads into the Thurles lead, the Clonmel side most definitely in the ascendancy during this period of play.

Ten minutes from time the Thurles advantage had been cut to just three points, and it was the CBS boys now having to deal with a rampant opposition forward line. Further points for CTI from Rocco Ó Cuidithe and Leon Hewitt levelled the game up with five minutes remaining and all the momentum going the way of the southerners.

But the Thurles CBS side weren't going to bow without a fight and rallied. In a fast-running length-of-the- field move they rattled the Clonmel net to re-take the lead. But magnificently CTI responded and as quickly as they had conceded, with Cillian Ó Muirgheasa again raising the green flag.

Both sides played out the final minutes at an incredible pace, displaying excellent heart and determination. Barry Mac Réamóinn was then introduced and made an immediate impact for CTI, his link-up play with Tristan Maun helping to add three points over the final minutes.

At the death, Thurles mounted one last-ditch attack in search of an equalising goal, but that effort blazed over the bar and with it CTI Clonmel were Tipperary under 15 football champions for 2024.

Great credit is due to both teams for their efforts on the day, in what was a brilliant spectacle for all in attendance at the west Tipperary venue.

CTI Clonmel team: Miguel Manzanero Martin, Billy Mac Aoidh (Fethard), Oisín Breathnach (Moyle Rovers), Darragh de Priondargás (captain, Commercials), Rory Mac Aonghusa (Commercials), Jayden Inglis (Nire/Fourmilewater), Conor Breathnach (Moyle Rovers), Freddie Ó Báicéir (Commercials), Cillian Ó Muirgheasa (Moyle Rovers), Leon Hewitt (Clerihan), Rocco Ó Cuidithe (Nire/Fourmilewater), Tristan Maun (Clonmel Óg), Callum Hackett (Newcastle), Shane Hennessy (Unattached), Isaac Ó hAnghusa (Moyle Rovers).

Subs used: Barry Mac Réamóinn (Commercials).

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Coláiste Dún Iascaigh (CDI), Cahir

Student Council 2023/2024

The Council had an amazing success with their collection for The Hygiene Hub. All the items were generously donated and were given to those in need at local level. This campaign highlighted the issue of Hygiene poverty in our society. Thank you to everyone who participated.

The Student Council have worked with Principal Mr Peter Creedon in developing school policy, especially the Code of Behaviour, and this year had representatives on Comhairle Na N-óg.



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Green Schools

Coláiste Dún Iascaigh Green Schools Committee worked with the Student Council, Class Captains, Mentor students and teachers to achieve another Green Flag for the school.

The focus was to improve the use of the correct bins and recycling within the school community. As part of the action plan, initiatives such as a “Big Clean Up” for one week in January, Marine week in April and a Poster competition were run to promote active citizens who take care of our environment, especially the Marine environment that so many of our students enjoy while with family or friends on holiday in coastal areas round Ireland.



Girls Basketball

First-year girls’ basketball team who won the Natalie Horan Quinn Memorial Basketball Blitz in Scoil Ruáin, Killenaule. We had two teams entered in the competition and both played some fantastic basketball. It was a super way to finish off a great year, and we are looking forward to seeing this team continue to go from strength-to-strength next year! Thanks to Scoil Ruáin for organising the event.



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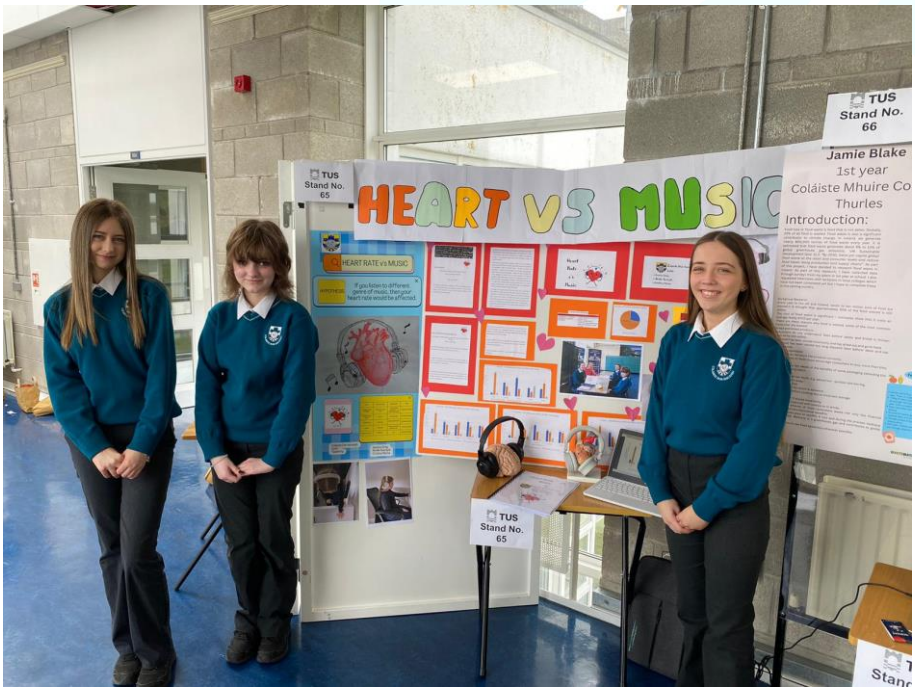
Boys Soccer

Richard Wood Tipperary Senior Perpetual Cup CDI 2-1 Cashel CS. Well done to our senior soccer side who defeated Cashel CS. Leigh Murphy and Ryan Breedy were on the scoresheet for CDI, with excellent performances from Adam Hennessy, Ryan St John, Brian Hurley, the aforementioned Murphy and man of the match Breedy. The lads now progress to defend the trophy won last year against Rockwell College. Well done.



Scifest

Second-year students at the SciFest@College competition in TUS Thurles. The students had taken part in our SciFest@School and continued with their projects to showcase at this event competing with schools from all over Tipperary, Kilkenny and Laois. We were also delighted to see our past pupil Peter Enache presenting an award from Boston Scientific, where he is working as a graduate engineer. He gave our students some words of wisdom about studying STEM at Third Level.



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Voluntary Work

Our students this year continued linking with local voluntary associations to provide essential services to people in our community. Below are some of our transition-year students who each week worked in Cahir Day Care Centre.



Junior Student of the Year



Here is a picture of Ines Byrne our Junior Student of the Year receiving the Tipperary ETB Core Values Award. The school really values the core values of Tipperary ETB, and these are recognised yearly at our annual awards night. The picture includes Principal Peter Creedon and Deputy Principal Sinead Tarrant along with guest speaker Leah Brannigan who gave a great speech on the night. Leah spoke about the enjoyment she got from her education in the Coláiste and encouraged all students to focus on all aspects of school life. Leah was a recipient of the JP MacManus Award and studied Actuary in University College Dublin.

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Coláiste Mhuire Co-Ed, Thurles (CMCO)

Sustainability at Coláiste Mhuire Co-Ed: A Greener Future



Students at Coláiste Mhuire Co-Ed, inspired by the Sustainable Development Goals (SDGs), launched a ***Sustainable Young Farmers Group*** to promote responsible consumption and reduce food waste. With many students from farming backgrounds, they wanted to highlight the positive contributions of Irish agriculture. Their idea: caring for chickens to recycle food waste and educate the school on sustainable practices. This initiative supports SDG 12: Responsible Consumption and Production and SDG 17: Partnerships for the Goals by fostering collaboration within the school community.

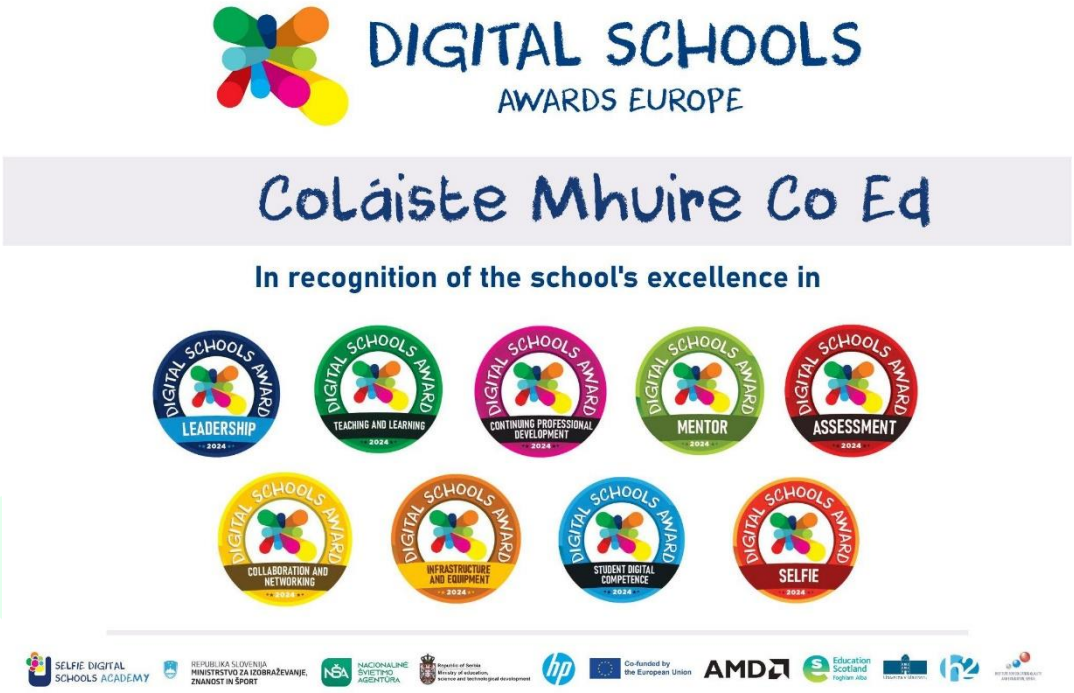


After a year of planning, the school became Ireland's first post-primary institution to obtain a Poultry Number, allowing for egg sales. A €2,000 sustainability grant from Tipperary ETB funded a chicken coop, hens, and supplies, sourced locally from Freeway Poultry. The project became a hands-on learning experience, with students managing the chickens, maintaining hygiene and selling eggs to sustain the initiative. Despite challenges, including a viral gastroenteritis outbreak among the hens, teamwork and support from local vets ensured the project thrived.

The school community, including parents/guardians, staff and local businesses, played a vital role, with Thurles Co-op sponsoring a year's supply of chicken feed. The hens have become an integral part of school life, providing students with valuable skills in animal care, business management, and sustainability. The project has been a resounding success, demonstrating the impact of SDG 12 and SDG 17 in fostering real-world learning and a greener future. Special acknowledgement to Ms Eimear Meagher and Mr Jonathan Hayes for their ongoing guidance and support with sustainability initiatives in CMCO.

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Coláiste Mhuire Co-Ed earns European Digital Schools Award



Coláiste Mhuire Co-Ed was one of 33 schools nationwide to achieve the prestigious ***European Digital Schools Award***, recognising excellence in digital education. This honour reflects years of dedication from the entire school community.

Driving Digital Learning at CMCO:

- Google Classroom streamlined access to assignments and resources,
- Collaborative tools like Google Forms, videos and shared notes enhanced learning,
- Digital resources enabled students to use e-books and create digital portfolios,
- Gamified learning platforms, including Quizlet and Kahoot, made revision engaging,
- Exam preparation was strengthened through Studyclix in the second-year study skills programme,
- Interactive whiteboards allowed maths teachers to create video tutorials for homework support,
- Visualisers helped wood technology instructors record practical demonstrations,
- Parental engagement improved via Compass, providing real-time student progress updates,
- And clear communication was maintained via the school website.

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Photo shows Mr David Maher, Managing Director Ireland at H&MV Engineering presenting the prestigious and internationally recognised Digital Schools Award to Ms Miriam Bergin and Ms Clare Wallace, who have embraced digital learning with such passion and creativity. This award reflects CMCO's dedication to enhancing education through digital technology and innovative learning and reassures parents/guardians that students are well-equipped to meet the digital demands of state exams and projects. Also pictured are teachers from the Maths, Business, Coding, Home Economics and Engineering Departments.

"Mary Poppins" Musical

Congrats to the very talented cast, crew and production team of ***"Mary Poppins"*** who showcased the best of talent to delighted audiences over three days in the Dome in October. Congrats to Cormac Sheehy on receiving the ***Spirit of the Musical Award*** for his performance as "Chairman", Tomás Max who won the ***CMCO Rising Star Award*** in association with Dwan Academy for his performance as 'Bert' and to Lexie Jordan who received the ***Ensemble Star*** award, kindly sponsored by JJ O'Sullivan.



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Student Enterprise National Final Champions

Congratulations to Harry Butler and Padraig O'Halloran who represented Tipperary in the Intermediate Category and came second in the ***Best Innovation Award*** of the ***Student Enterprise Programme*** at the National Finals held in Mullingar.



Photo shows **CMCO entrepreneurs Harry and Padraig proudly displaying their award with mentors Ms Miriam Bergin and Ms Áine O'Brien.**

All-Ireland Under 16 Basketball Champions

Congratulations to our ***Under 16 Basketball team*** on being crowned ***All-Ireland Champions*** following their 63-61 victory over Swords Community College at the National Basketball Arena in Tallaght. A special acknowledgement to Ms Emma Carey who has worked tirelessly with this great group of students over the years that culminated in this historic and momentous win for Coláiste Mhuire Co-Ed.



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STEM visit to Boston Scientific

Coláiste Mhuire Co-Ed. Biology and Chemistry students enjoyed an inspiring ***STEM visit to Boston Scientific*** in Clonmel. The day included an information session on the internationally renowned biomedical engineering company and their products, a practical workshop reflecting actual training sessions and a tour of the company. Our students were guided through the maze of processing rooms where medical equipment, such as pacemakers and defibrillators are designed and manufactured and afterwards engaged in a hands-on activity. Both students and staff members Ms Deirdre Ryan, Ms Lynda Forde and Ms Geraldine Hennessy had a fantastic glimpse into the world of medical science and technology.





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CMCO student selected as a Tipperary Young Curator for ‘Beneath the Paint’ Art Exhibition



Congrats to Niall Ryan, one of five ***Tipperary Young Curators*** who co-curated the ***'Beneath the Paint' art exhibition*** with IMMA Curator Catherine Marshall at the Tipperary Museum of Hidden History, Clonmel in association with Crinniú na nÓg. The project took place over four weeks during May and June which involved five selected participants aged 14-18 years.

The students encountered a fantastic journey working in the Clonmel Museum with the help and support from curator Catherine Marshall. The students gained invaluable experiences throughout this project, such as, how a museum operates, selecting and exhibiting works of art, public speaking and how to store, label and arrange museum collections. The students worked collectively on the aspects of being a curator and then individually selected works of art for the purpose of the exhibition.



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County Under 14 Gaelic Football Champions



Congrats to our Under 14 Gaelic Football team on their superb win against Clonmel CTI in the Rockwell All-County tournament. Thanks to managers Mr James Moloney and Mr Seán Ó'Cradóg

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Coláiste Phobal Ros Cré (CPR)

Under 15 Boys' Soccer League Title

Congratulations to our minor boys who claimed the league title with a 7-0 win versus Gael Choláiste Cill Dara. Well done boys on a great achievement. Captain: Christian Nolan.





Senior Hurling Munster Champions!

Congratulations to our Senior Hurling Team who are Munster Champions after beating St Munchin's College Limerick 4-12 to 2-13 in December. A huge thank you goes to managers Willie Smyth and Conor Sheedy for all their hard work and dedication with the team. Well done to joint captains Gearoid Maher and Sam Dooley who led their team to a well-deserved victory! We wish them the very best of luck in their endeavour to bring home the All-Ireland title in March.







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Gaeilge 24

"Ghlac daltaí sa 5ú agus 6ú bliain páirt i nGaeilge 24 ar an Máirt. Chéiliúramar an lá le himeachtaí i rith an lae. D'eagraigh na daltaí céilí ag am lóin agus bhaineamar a lán taitnimh as. Maith sibh."



Fond Farewells

We reached a milestone in our time here in Coláiste as our long serving caretaker, Mr Monty Franks began his retirement. Monty has served as caretaker here since the school opened in 1999. From caretaking duties, to badminton, to plumbing, decoration and IT, Monty could turn his hand to it all, an ardent Offaly supporter and a wonderful colleague to have. Both staff, students and management are sorry to see him go and wish him a long happy and adventure filled retirement. Thank you for everything Monty.



Presenting Monty with a hurley signed by all the staff

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Student Achievements

We are always very proud of our students here in Coláiste, and recently some of our students have been excelling in their chosen areas of interest.

World Skate Games



Congratulations to sixth-year student Mikita Chuhunou who played in Italy on the Irish Inline Skate team in the World Skate Games.

Mikita is incredibly talented and has been playing and representing Ireland at the highest level for a number of years now.

Well done Mikita to you and your teammates.

Excellence in Music Award

We would like to congratulate sixth-year student Dayna Quinlan who recently won The National Award of Excellence in Music.



This accolade is awarded by Leinster School of Music (LSM), Griffith College, Dublin, and is highly sought after annually by music exam students from all over the country, making it very competitive as nominees are selected by rigorous rounds of adjudication by LSM adjudicators.

The overall winner is then selected from all the exam student nominees who participate in all types of music and performance exams throughout Ireland.

Dayna will travel to Griffith College Dublin to receive the award and perform at the award ceremony.

We are hugely proud of Dayna who has a long and accomplished history of performance both outside school and here in Coláiste. Well done, Dayna, we look forward to more accolades coming your way in the future!

Riverdance Star



We would like to congratulate sixth-year student Emma Phelan, who has recently joined Riverdance and has already performed with them in the Gaiety theatre and in the UK.

She also travelled to Taiwan, and we look forward to hearing all about how she gets on in the future.

Emma is hugely talented and has performed in school here many times over the years. We are immensely proud of her.

Well done, Emma!

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Irish Athletes Impress at Schools' International Track and Field Competition in Wales

On Saturday, 20 July, a team of 70 Irish athletes proudly represented their country at the Schools' International Athletics Board track and field competition in Carmarthen, Wales. These athletes earned their spots on the team through their outstanding performances at the 123.ie All-Ireland Schools' Track and Field Championships and the Tailteann Games in Santry. The top two athletes in each event were chosen to compete at this prestigious international event.

The Irish team faced an early challenge when long delays at Dublin Airport on Friday, 19 July, caused by the blue screen technical glitch, tested their patience. Despite these setbacks, the team remained focused and ready to compete.

Saturday's competition was marked by wet and muggy conditions, with frequent heavy showers adding to the difficulty. Marie Shanahan from Coláiste Phobal Ros Cré and Rebecca Walsh from St Declan's Kilmacthomas, represented Ireland in the 1kg discus throw, which began around 4.45pm. England's Gabriella Tcheukam took an early lead with a throw of 42.21 metres. Marie Shanahan's initial throw of 32.56 metres placed her in third position.



However, by the third round, Rebecca Walsh had surged into third place with a throw of 35.21 metres, while Marie slipped to fifth. After six rounds of intense competition, the final standings were: sixth place Marie Shanahan, Ireland - 32.56 metres.

We are immensely proud of Marie, who represented our school, county, province, and country on the international stage with style and determination. Her efforts helped Ireland secure second-place finish in the competition.

Marie's busy weekend did not end in Wales. After a late flight home on Saturday night, she competed for her club, Ballyskenach Athletic Club, in the Club All-Ireland on Sunday morning. Displaying her unwavering dedication, Marie secured second place with a throw of 32.84 metres.

We extend our heartfelt congratulations to Marie for her outstanding achievements. Her hard work, diligence, and commitment to athletics have been justly rewarded. We look forward to watching her continued success at school, club, county, national, and international levels.

123.ie All-Ireland Schools' Track and Field Championships – Silver for CPR Boys Relay team

The 2024 edition of the 123.ie All-Ireland Schools Track and Field Championships gave us some thrilling events in a sun-drenched Tullamore Harriers Stadium on Friday 31 May and Saturday 1 June. The two-day athletics extravaganza saw over 1,000 athletes from 300 schools produce a host of thrilling performances. High on the list of these were the nine students from CPR who gave us season's best performances, broke personal best records and brought home silver glory in their pockets.



Kailum O'Meara getting a Personal Best with a jump of 5.09 metres in the minor long jump

Kailum O'Meara kicked off the competition for Coláiste Phobal Ros Cré on Friday evening in the Minor Boys' long jump. Displaying impressive form, Kailum improved his personal best by 17 centimetres with an initial jump of 4.97 metres. He continued to outdo himself, recording jumps of 5.08 metres and 5.09 metres in subsequent attempts and finishing in sixth place overall. This remarkable performance highlights Kailum's potential and suggests a promising future as his consistency and ability to perform on the big day were clearly evident.

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Marie Shanahan - Fourth in the Inter Girls Discuss

Soon afterwards, Brendan Duma participated in the Junior long jump. Competing against a strong field of young athletes, Brendan delivered a series of solid jumps, with his best effort measuring 4.91 metres. His performance, while not placing him in the top ranks, earned him valuable experience and highlighted his potential for future competitions.

Roll on midday Saturday, the sun still shining and Marie Shanahan took to the field in the Intermediate discus. Marie entered the competition with a strong reputation, having won the junior competition last year, and she did not disappoint. Marie's best throw of 31.74 metres, a seasonal best for her this year, secured her a commendable fourth-place finish. This is an excellent result as Marie will take part in the same age group next year. As she continues to train and compete, she is set to achieve even greater success in the coming years.



The Minor Relay Team who were second L-R: Kailum O'Meara, Luke Marks, Ms Cleary (teacher), Osayamon Ogbebor Egharevba and Harry O'Donoghue

Later on, the atmosphere was electric as the Minor Boys 4 x 100 metre relay teams gathered to compete for the top spot. Among them, the team from CPR, Kailum O'Meara, Osayamon Ogbebor Egharevba, Luke Marks and Harry O'Donoghue delivered an impressive performance, finishing in second place. Kailum started strong, effortlessly navigating the bend in superb time, and passing the baton to Osayamon. He maintained the momentum with his long, confident stride and determination down the back straight. Luke took over next and rounded the bend with tenacity and strength. Harry delivered a powerful finish, sprinting down the final stretch with lightning speed, as the 100 metre winner from St Brendan's, Killarney chased him down. Harry held out and secured a second-place finish for the team. Willow Park, Blackrock were first, CPR second with a time of 50.34 seconds and St Brendan's, Killarney in third, 0.02 seconds behind. It was a tremendous final, where each team member performed magnificently, improving their time as a team by 2.76 seconds from the Munster final.



The Junior Relay Team who was fifth L-R: Jack Walsh, Christian Nolan, Ms Cleary (Teacher), Brendan Duma and Alex Andronic

Soon afterwards the junior team of Christian Nolan, Alex Andronic, Jack Walsh and Brendan Duma took their places on the track. Having come first in Munster and seeing their younger school friends bring home the silverware, expectations were high. However, despite a magnificent performance, it was not to be. The boys did improve their time from the Munster final from 51.16 seconds to a fast 48.74 and finished in fifth place. Indeed, there was a gap of a mere 1.02 seconds between them and second place. This improvement reflects the team's skill, teamwork, and competitive spirit. As they continue to train and improve, they are set to make even more significant strides in the future. Finally, a word of thanks to all the parents, families, and friends who travelled to see our athletes perform to such a high standard in the All-Ireland Track and Field competition. Thanks also to the school management, in particular Ms Ormond, in supporting athletics and to the teachers, Ms Cleary and Mr Delaney who train the students.

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Quadrangular Badminton Event

Second-year student Luke Marks was selected to represent Ireland as part of the 2024 Quadrangular event been held in National Badminton Centre, Milton Keynes, England from Friday 26 April to Sunday 28 April.



Luke is an accomplished badminton player and has represented both the Coláiste and his club, Roscrea Badminton Club several times over the years.

Well done to Luke and his teammates!

All Ireland Badminton Champions!

Massive congratulations to our Under 16 Girls Badminton team who won the All-Ireland on Thursday 20 March. Their first game was against Salerno of Galway who they defeated 4-2. Up next was The Presentation Kilkenny who they overcame on a score of 5-1. And finally, they took on Sullivan Upper and defeated them on a scoreline of 6-0.



Congratulations to Ciara Crofton, Fia Dooley, Abi Marks, Roan Carney and Tierna Conlon McLoughlin as well as their mentors Ms O'Meara, Ms Coleman and Ms Moloney. A super achievement from a super group.

Scoláireacht Gaeltachta



Comhghairdeas ó chroí le Tommy Wooster-Delaney a bhuaigh scoláireacht arbh fhiú €1,200. Rinne EDCU (Education Credit Union) urraíocht ar an scoláireacht seo agus tá áthas an domhain orainn go bhfuil an scoláireacht seo buaite ag Tommy. Caithfidh Tommy trí seachtaine sa Choláiste Samhraidh 'Spleodar' i rith an tSamhraidh. Táimid cinnte go mbainfidh sé taitneamh agus tairbhe as an gcúrsa agus go gcabhróidh sé go mór leis le cúrsa na hArdteiste amach anseo.

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Girls Soccer



We are very proud of our girls Mya Steele (Athlone Town), Lexi Wynne (Athlone Town) and Ella Carey (Treaty United) who have recently commenced Under 17 and Under 19 League of Ireland seasons and our second-year student Lexi Wynne Under 15, and first-year student Kayleigh Delaney Under 15 who have been selected for the FAI centre of excellence academies.

Scoláireacht Gaeltachta DEIS 2024



Tá an-áthas orainn a fhógairt gur bhuaigh Alison de Crochtún scoláireacht Gaeltachta DEIS do chúrsa Gaeilge le linn samhraidh 2024. Is iad Bord Oideachais agus Oiliúna na Gaillimhe agus Ros Comáina eagraíonn an Scéim Scoláireachtaí Iar-Bhunscoileanna DEIS thar ceann na Roinne Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán. Freastalaíonn Alison ar Choláiste Phobal Ros Cré agus i láthair na huaire tá sí sa chúigiú bliain. Is fiú €800 an scoláireacht. Tig leis an dalta féin a rogha coláiste Gaeilge a roghnú. Tá cúrsa trí sheachtain curtha in áirithe ag Alison le haghaidh Coláiste Chorca Dhuibhne. Táimid lán cinnte go mbeidh taithí den scoth ag Alison i gCiarraí agus go bhfillfidh sí le blas, breá, dúchasach, lán de chuimhní áille is cairde nua. Comhgairdeas ó chroí le hAlison.

Camogie Munster Champions

Huge congratulations to our Senior Camogie team, who were crowned Munster Camogie Senior B league champions after beating Bandon of Cork on a scoreline of 1-13 to 0-8. A huge achievement from a super group of girls who have given a huge amount of dedication and commitment to the school on the camogie field in recent years. Well done girls!



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ETB Chess Tournament

Well done to all the participants from Coláiste. They did the school proud with their behaviour and sportsmanship. And a special congratulations to Ciarán Lynch in first year, who won his group, and his semi-final but was narrowly beaten in the final.



Alumni of the Year 2024

Our annual awards day took place at the end of May - this is an occasion to celebrate not just the academic achievements of our students, but also their personal, extra-curricular and sporting successes. For the first time this year, we also awarded our Alumni Award, as nominated by our past pupils. Many nominations were received, which alone is testament to the talent, accomplishments and breadth of success that our past pupils have achieved.

This year's Alumni award goes to a former student who excelled not only in the classroom, but also on the playing field. Even in her school days, she was known for her determination – a quality her father, Seamus, remembers fondly. We are proud to present this award to Eimear Ryan, a writer, editor, publisher, and a force to be reckoned with in the Irish literary scene.

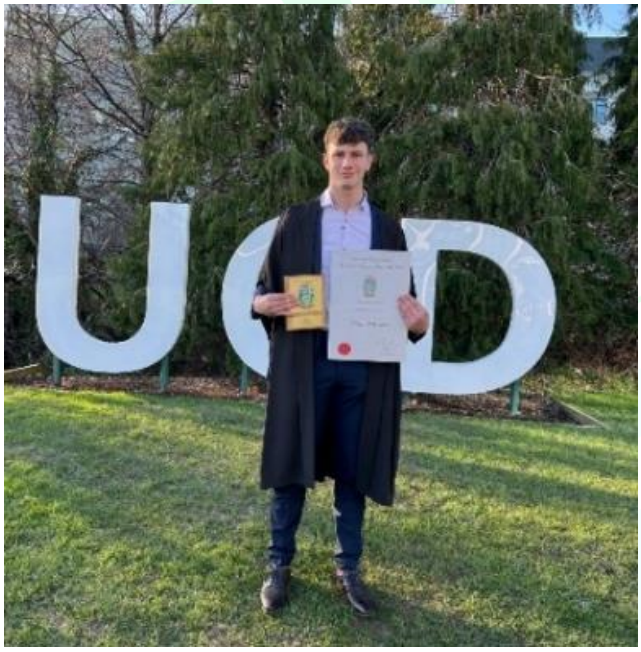
Eimear always knew what she wanted. From her time in Coláiste, she spoke of her twin passions: writing and camogie. And what a career she has built! As a camogie player, she represented her county with pride. Her debut novel, Holding Her Breath, was published by Penguin Books and shortlisted for a major award. Eimear won the Eason's 2023 Sports Book of the Year award at the annual An Post Irish Book Awards last year for her memoir, The Grass Ceiling, which examines gender and sport.

Eimear Ryan is a shining example of the potential that lies within each of our students.

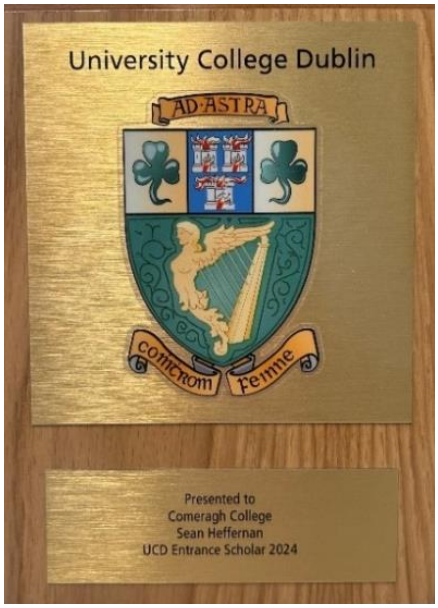
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Comeragh College, Carrick-on-Suir

University College Dublin Entrance Scholarship



Sean Heffernan, a student from our 2024 Leaving Certificate class, was awarded the University College Dublin (UCD) Entrance Scholarship. This scholarship is awarded to the Leaving Certificate entrant with the highest points score from each school in the Republic of Ireland, provided the score is at least 500 points. These awards are part of a range of UCD initiatives put in place to recognise exceptional students when they join, as well as those who develop their talents while studying at UCD. Sean was presented with his award at a ceremony in UCD and the school received a commemorative plaque to mark the achievement.



Leaving Certificate Engineering Success

Sam Boyle studied the Engineering course in Comeragh College for two years. In sixth year, he completed a design and manufacturing project which for their particular year was a Model Drop Tower and documented it by means of a design folio all of which spanned five months in sixth year. This element of the subject accounts for 25% of the overall marks in the subject. Sam was also tasked with manufacturing a fitting exercise in the form of the day practical exam which takes place in May of sixth year. The students manufacture their fitting component from a set of drawings which is examined by means of a six-hour practical exam and accounts for 25% of the overall marks. Sam finally sat a terminal Engineering examination in June of 2024 which accounts for the final 50% of the marks in the subject.

In August of 2024 Sam received his Leaving Certificate results and his Engineering results where he received a H1 in the subject. A few months later Sam received an invite to the prestigious Engineering Technology Teachers Association (ETTA) National Awards Ceremony.

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The Conference took place on Friday 22 November and Saturday 23 November 2024 and was hosted by Area 4 in Sligo - it was split between Atlantic Technological University (ATU) and the Clayton Hotel. Sam was awarded the John Murphy Memorial Medal and a Certificate from ETTA National Chairperson Billy Higgins for achieving the highest grade in the subject of Engineering at Leaving Certificate Higher Level. Mr Patrick Kennedy, Sams Engineering Teacher, accepted this award on Sams behalf. Comeragh Colleges School Principal, Mr Kevin Langton, was also present at the awards ceremony.

Under 17 Hurling Munster Final



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Imagine the scene, SETU Arena, Carriganore. The usually green space filled with drums, colour and noise. As swathes of student supporters' stream into the ground from Comeragh College and St Paul's Community College, two teams prepare to do battle in the 2024 Munster Hurling Final.

The path to the final was paved with incredible performances from Comeragh College's Under 17 hurling team. With Tom and Billy Lynch anchoring defence, and Maxsum Ubozhenko leading the line, the team had fought hard to reach the pinnacle of the competition.

The final was played on 19 December. With the holidays looming, the stage was set for a titanic battle.

The game began with a flurry of the scores for the strong St Paul's team, pulling out an early five-point lead. As the first quarter progressed, Comeragh College shored up their defence and began to come to terms with the early onslaught. The spiritual leader of this fight back was midfielder Sam Croke, who drove the team forward at every opportunity.

As the teams jogged for the dressing rooms at half-time, the game was in the balance. The fate of a year would be decided in 30 minutes. Comeragh College came out strong in the second half. The aforementioned goal-merchant Maxsum Ubozhenko once again proved his prowess, netting his 15th of the competition.

As the game hung in the balance, Comeragh College sprung Theo Meagher from the bench. Meagher added energy, and nearly proved the hero, hitting the crossbar with an incredible long-range effort. The Waterford City side proved too strong on the day, however. Despite an effort to be proud of, the score finished Comeragh College 2-7, St Paul's Community College 2-11.

Comeragh College management Mr Killian O'Dwyer and Mr Luke O'Donovan remarked on the day that it was amongst their proudest moments in sport.

"The boys got 100% out of themselves on the day, and that is all anyone could have ever asked".

Davis College Model United Nations

"Does the delegate yield the floor?"

"Resolutions, amendments and lively debate: an extra-curricular activity for the socially conscious student."

Comeragh College transition-year students took part in the annual Davis College Model United Nations Conference in Cork City Hall in January. Having not taken part in the conference since before the pandemic, there was much excitement, and some trepidation about what to expect.

The 15 students were allocated the roles of delegates from a variety of countries such as India, Benin and Vietnam to organisations such as Mine Action, World Wildlife Fund and Care International. The role of each student was to effectively represent the views of their country or organisation in either the General Assembly or the Special Conference.

Day one saw the beginning of the lobbying process where delegates who had written a resolution attempted to convince 10 other delegates to support them. The resolutions engaged with issues as wide ranging as universal systems of government, refugee accommodation and societal integration and comprehensive sex education for all. This was the first opportunity for students to engage with their peers from the other schools in attendance, something the Comeragh College students did very effectively by signing on to a range of resolutions, banishing their initial nerves in the process.

Day two began with opening speeches. Tegan Dalton, acting as the Indian delegate in the Special Conference, was the sole Comeragh College student with an opening speech. She made her teachers and peers proud as she spoke confidently about the importance of climate action, referencing the Indian Tsunami of 2004.

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Well done to the students who participated in the Davis College Model United Nations Conference – Alex Burke, Róisín Burke, Tegan Dalton, Millie Finn, Joe Fitzgerald-Cawdry, Kim Fitzpatrick, Áine Heffernan, Elly Hyland, Lea Jakobsche, Billy Lynch, Tom Lynch, Toby McGuire, Jessica Moroney, Jessica Phelan and Maisie Power. Thank you to teachers Angela Glascott and Emma Sharpe for their work with the group.

The remaining days were spent debating the quality of the five chosen resolutions, suggesting amendments and casting votes. The Comeragh College students actively engaged with these processes, with Maisie Power and Lea Jakobsche in particular questioning the value of some amendments and the veracity of the claims being made by the proposing delegates in the General Assembly.

All in all, the week spent at the Model United Nations was a huge success. Not only were the students given the time and opportunity to engage with relevant and significant social and political issues, but they also found themselves in a situation where they got to both work and socialise with teenagers from all over the country.

The camaraderie and shared sense of achievement on display during the final afternoon's award ceremony clearly demonstrated the value of this event. The students celebrated their peers who were singled out for their audacious arguments, their commitment to their resolutions or even, very unexpectedly, their use of song as a persuasive tactic. There was cheering, raucous applause and standing ovations. Developing 'friendly relations' is one of the main purposes of the UN, and it was very clear during that final afternoon that fostering genuine and lasting friendships is one of the things that the Model United Nations does best.

Core Values in Action



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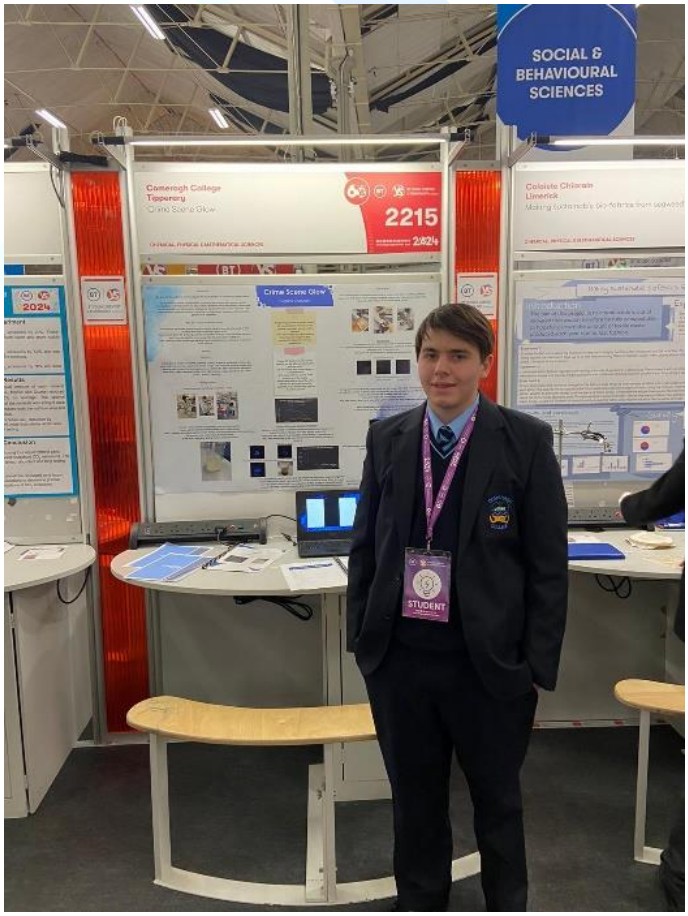
BT Young Scientist

We had two successful entries in the BT Young Scientist and Technology Exhibition in 2024. Eugene Cheylakh, Cesar De las Cueva Dominguez and Gerard Hernando Giron attended the exhhibition with their science teachers in January 2024.

Eugene's project involved investigating how temperature affects the glowing properties of luminol. This was done using real blood and fake blood (copper(II) sulphate). Eugene also tested bleach and smoke residue to see if these would have an effect on the glowing properties of luminol. He got great attention at the exhibition, where members of An Garda Siochána paid special interest, and they invited Eugene to contact the Garda headquarters where they could discuss his project further.

The goal of Cesar and Gerard's project was to help visually impaired people to navigate their surroundings with greater confidence and safety. They created a device to be worn on the head which uses echolocation technology similar to a bat, which alerts the user of any obstacles in their path. They created the device using a 3D printer and an Arduino device programmed with their own code. Their project attracted significant attention at the Exhibition and the boys hope to continue to develop their device in the future.





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Scoil Ruáin, Killenaule

Excellence – STEM and Oral Language Development



At Scoil Ruáin, we are committed to fostering excellence by providing students with meaningful learning opportunities that prepare them for the future. Some of our transition-year students took part in the Science, Technology, Engineering and Mathematics (STEM) Passport for Inclusion programme, gaining a National Framework of Qualifications (NFQ) Level 6 University Qualification from Munster Technological University (MTU). Their participation in this initiative not only expanded their access to STEM education but also opened doors to future career opportunities.

Excellence in Oral Language Development – No Pens Day



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At Scoil Ruáin, we are committed to excellence in education, ensuring that every student develops strong communication skills. Recognising that a particular year group needed additional support in oral language confidence and engagement, we took a proactive approach. Students were surveyed, and English teachers focused on targeted oral language initiatives to improve their experience and skills in spoken communication.



As a culmination of these efforts, we hosted a whole school No Pens Day, which was an overwhelming success. Throughout the day, students engaged in a dynamic range of interactive and creative learning experiences, completely replacing written work with spoken activities. The atmosphere across the school was electric, with both students and teachers embracing the challenge.

Our **Pen Police** patrolled the corridors, ensuring everyone fully immersed themselves in the spirit of the event, while teachers used a variety of engaging methodologies to enhance students' oral learning. Activities included:

- Podcast creation, where students developed and recorded their own discussions
- Historical reenactments, bringing key moments in history to life
- And German cuisine cooking session, where students applied their language skills in a hands-on Home Economics lesson.

The impact of this initiative has been immense. Teachers noted a significant improvement in students' confidence and willingness to engage in oral work. Notably, English teachers reported that the Classroom-Based Assessment (CBA) for oral language was easier to conduct due to students' increased confidence and fluency.

With the new Leaving Certificate English syllabus placing 20% of marks on oral language, this initiative has been a game-changer for our students. By prioritising speaking and active engagement, we are preparing them for success, ensuring they have the skills needed for both exams and real-world communication. This is a clear example of **excellence in education at Scoil Ruáin**.

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Care – Peer Mentoring through the Buddy Programme

Scoil Ruáin is a school where every student is valued. Our Buddy Programme plays a vital role in this by helping first-year students settle into post primary school life. Fifth-year students, trained as Buddy Leaders, mentor and guide their younger peers, offering reassurance in their first weeks and throughout the school year. Regular check-ins and organised activities ensure that all students feel welcomed, safe, and included, reinforcing our strong school ethos of care and community.



Buddy Mentoring Programme



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Equality – Global Citizenship through the WorldWise Global Passport



At Scoil Ruáin, we embrace equality by empowering students to think globally and act locally. We are proud to have been awarded the WorldWise Global Passport, recognising our commitment to global citizenship and sustainability.



Our initiatives include:

- Reusing school uniforms and Christmas jumpers to reduce waste and promote sustainable fashion.
- Tree planting projects to enhance biodiversity and combat climate change.
- Student-led environmental projects, encouraging practical actions to protect the planet. Through these efforts, along with our sustainable fashion course and active sustainability team, we are equipping students with the knowledge and values to build a fairer, more sustainable world.

Respect – Leadership Development through Future Leaders

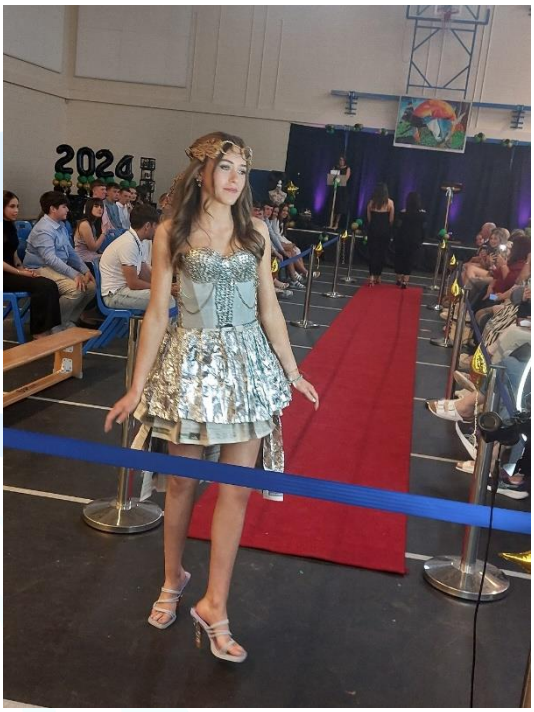
Respect is at the heart of great leadership, and at Scoil Ruáin, students are developing these skills through the LIFT (Leading Ireland's Future Together) programme. Spearheaded by teacher Paul O'Dwyer, this initiative encourages students to reflect on key leadership values such as respect, accountability, and positive engagement.



Through roundtable discussions and self-reflection, students explore what makes an effective leader and how they can lead by example. This programme fosters a culture of mutual respect, giving students the confidence to make a meaningful impact in their school and wider community.

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Community – Creativity and Sustainability in Fashion & Environmental Projects



Scoil Ruáin believes in the power of community and collaboration. Our sustainable fashion course has been a standout success, allowing students to explore eco-friendly design and ethical fashion practices. As a culmination of their learning, students presented their handcrafted sustainable fashion pieces at a special event, modelling their creations for family and the wider school community. They also spoke about their design process and the sustainable choices behind their materials, reinforcing our commitment to environmental awareness.

Scoil Ruáin Students Win Young Environmentalist Awards for Sustainability Project

We are incredibly proud of our students for winning the prestigious Young Environmentalist Awards once again! Their award-winning project, *SustainApple Future*, focused on raising awareness about local and global food issues while promoting sustainable food practices. As part of their initiative, students created a series of mini documentaries to educate their peers, planted 30 Irish apple trees to establish a school orchard, and compiled an apple recipe book to encourage the use of locally grown produce. They also conducted school-wide surveys to measure awareness of food sustainability, ensuring their project made a lasting impact on students, parents, and the wider community.



This achievement highlights our school's ongoing commitment to environmental awareness and action, and we commend our students for their dedication to making a difference!

By engaging in these hands-on projects, students are making a lasting impact on their school and community, championing environmental responsibility and collective action.

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Music Generation Tipperary
Thiobraid Árann

Music Generation

Sounds of Semple

Tipperary's highlight of 2024 was undoubtedly *"Sounds of Semple"*. Through this project, funded by the Common Contractual Fund (CCF), and celebrating *"We are Music Generation"*, Children and Young People (CYP) from two of our partner schools came together to create a hurling orchestra! St Colmcille's National School, Templemore worked with Music Generation (MG) Tipperary educator Niamh Fenton to use the game of hurling, which is so central to the local identity of CYP in Tipperary, to use the sounds of the game hurling to create new music. The children worked to recreate the sounds of Munster Final day in Semple Stadium, Thurles – the clash of the ash, imagining the emotion on the supporters – and it became clear that this vision had an epic feel to it. To capture the essence of this work, the children worked with cinematographer Naoise Kettle and Peter O'Toole of the Hot House Flower's to write a new song to capture this, and to create a specific music video and mini documentary on how it all was made. The video was captured in Semple Stadium in March, and released in May, following an official launch and photo exhibition in Templemore which saw 400 people in attendance. The song drew national and international attention, featuring on RTÉ





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Radio and Television, while some of the children were also invited to perform live from Wexford for TG4 on Fleadh TV. It was also shown in Semple Stadium during Tipperary's Munster Championship match with Cork to an audience of 40,000 spectators. The project won a Pride of Place First Runners up Prize in November, which recognised the unique work that had taken place through the project in terms of community pride, and in particular, inclusion.





Please click on this link for the [Sounds of Semple Video]

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Ukulele Days



Performance is a central aspect of all we do at MG Tipperary, recognising its important role in helping our CYP grow in confidence and find their own creative routes. Our *"Tune up Tipp"* primary schools instrumental programme allows CYP across Tipperary to access instrumental music education in a school setting, in many cases leading to further progression outside that setting in the community. As part of this programme, our team developed a tour of five dates across Co Tipperary where circa 1500 CYP came together (around 150 - 200 at a time) to perform using their Ukuleles and voices with a live eight-piece house band! These sessions were a huge success – the Children had the opportunity to come up on stage in a solo capacity, or perform as part of the larger class group, but in all cases felt comfortable performing in their own space, performing repertoire that they knew from their weekly sessions, all while experiencing something completely new with sounds of the larger professional band.



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Rock around Tipp!



This year, MG Tipperary have been delighted with the progress of our Rock programme. Aside from our weekly provision across the county, we held two Rock Camps, one in Clonmel in conjunction with the Clonmel Junction Arts festival, and in Thurles, held at Coláiste Mhuire, and also a Rock Band Showcase at the Spleodar Arts festival, in partnership with the Nenagh Arts centre. 11 young newly formed bands had the opportunity to spend time creating new music and also learning about the craft of live performance. Aside from this, two of our young bands also had the chance to perform as part of Culture Day in Tipperary town, and also at the National Convention Centre in Dublin as part of the national *"We are Music Generation"* celebrations.



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We are Music Generation

As flagged above, MG Tipperary were involved in the national celebrations for "*We are Music Generation*", a national celebration of marking the work and creativity of children and young people in Music Generation programmes. As part of this, MG Tipperary brought 53 children to the National Convention Centre to perform in March, and also five of our Music Educators (ME) to Galway in October to present as part of the National ME day conference. The educators involve presented on much of the work being undertaken in Tipperary at present, underlying the importance of the work happening in Tipperary at present. Further than that, our Music Development Officer (MDO) was also invited to present on our programmes at two international conferences this year – at the Society of Music Education (SME) international conference in Helsinki, and also at Music Europe Education (MEED) in Toulouse.



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Youth Work Services

The year proved to be jam-packed, as there was a re-focus on the support role provided by Tipperary ETB and how we work to support our partner youth work organisations in particular youth workers.

The team hosted their first Pinnacle of Youth Conference: Celebrating Compassionate Leadership which aimed to promote youth work and celebrate those who work to support and empower young people. The event was very successful providing a space for those in youth work and those that work with children and young people to come together and network. Participants got to hear insightful and thought-provoking inputs from: Dr Sinead McMahon, a distinguished lecturer in Social Science and Community and Youth Work at National University of Ireland (NUI), Maynooth. Shane Casey, best known for playing the role of Billy Murphy in the film The Young Offenders and recently named 2024 Cork Person of the Year, resonated with many, as he spoke about leaving school early and his struggle with trying to find his place in the world.



Shane Casey Guest Speaker



Clodagh Kelly, Director of Schools, Youth and Music Generation, Dr Sinead McMahon, National University of Ireland, Maynooth, and Bernadette Cullen, Chief Executive, Tipperary ETB

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There was a range of workshops available on the day including:

- Introduction to Bystander Intervention by National Youth Council of Ireland (NYCI),
- Wellness Yoga – Lucia Guerin,
- Story Box – Leisa Gray, Artist,
- And A Good Youth Arts Worker (NYCI and Jigsaw).

The year continued with further supports being offered, from opportunities for youth workers to develop their youth work practice, thematic areas and continuing to offer a space for UBU youth workers to connect with each other. The training available included:

- Restorative Practice,
- Virtual Reality Programme - delivered in partnership with Technological University of the Shannon (TUS),
- Tipperary Youth Arts Hub continued its Creative Programming,
- And UBU Peer Support Network.

The Youth Work Team continued our work in 2024 with the Tipperary Youth Arts Hub, which aims to advance skills development, practice exchange and networking for youth workers, youth arts practitioners and artists involved in youth arts in Tipperary. This occurs through our workshop events, with two events hosted in 2024, the Street Art in Youth Work Settings facilitated by artists Helen O'Keeffe and Clare Coughlan and Let's Animate workshop with Mike Kenny in November. It is a partnership initiative that strives to strengthen the community of youth arts practice in Tipperary and better support youth arts provision locally in non-formal education and youth work settings. The hub is a collaborative initiative supported by Tipperary ETB Youth Work Team, Tipperary County Council, Arts Office and NYCI's National Youth Arts Programme.



Training in Templemore - Workers having fun…. while training

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Virtual Reality (VR) Seminar, Thurles

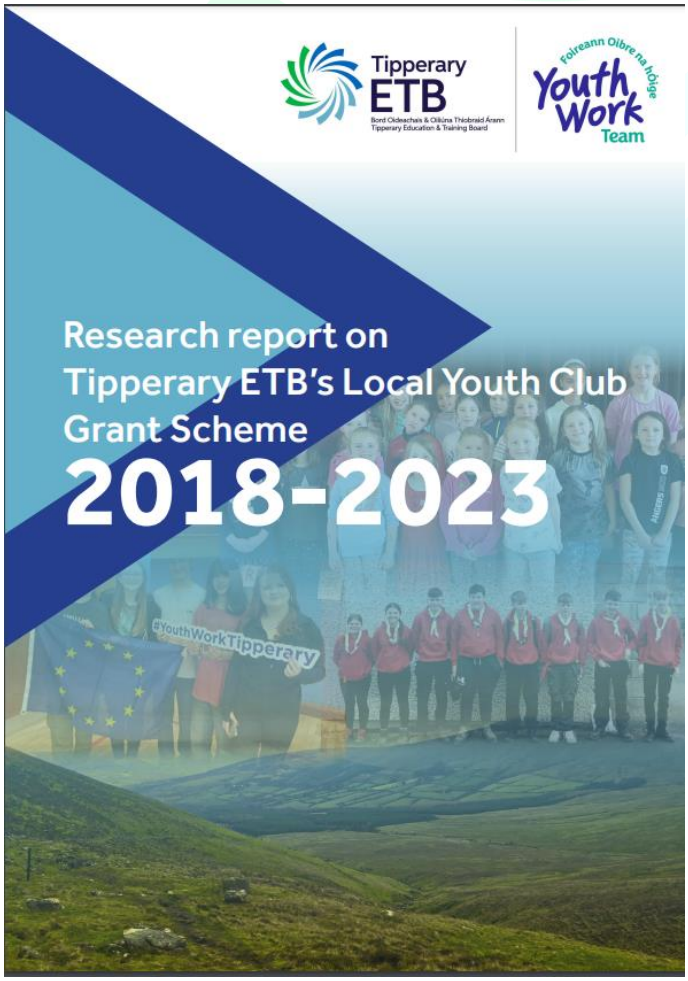
Lorraine Duane, Youth Development Officer (far left) photographed with, Jen Hesnan, Local Creative Youth Partnership Coordinator, Galway Roscommon ETB and Barry Haughey, Founder of HoloGen and co-founder VR Coaches – Digital Artist and Steam Educator – who were guest speakers at the VR event hosted by Tipperary ETB and TUS during 2024.

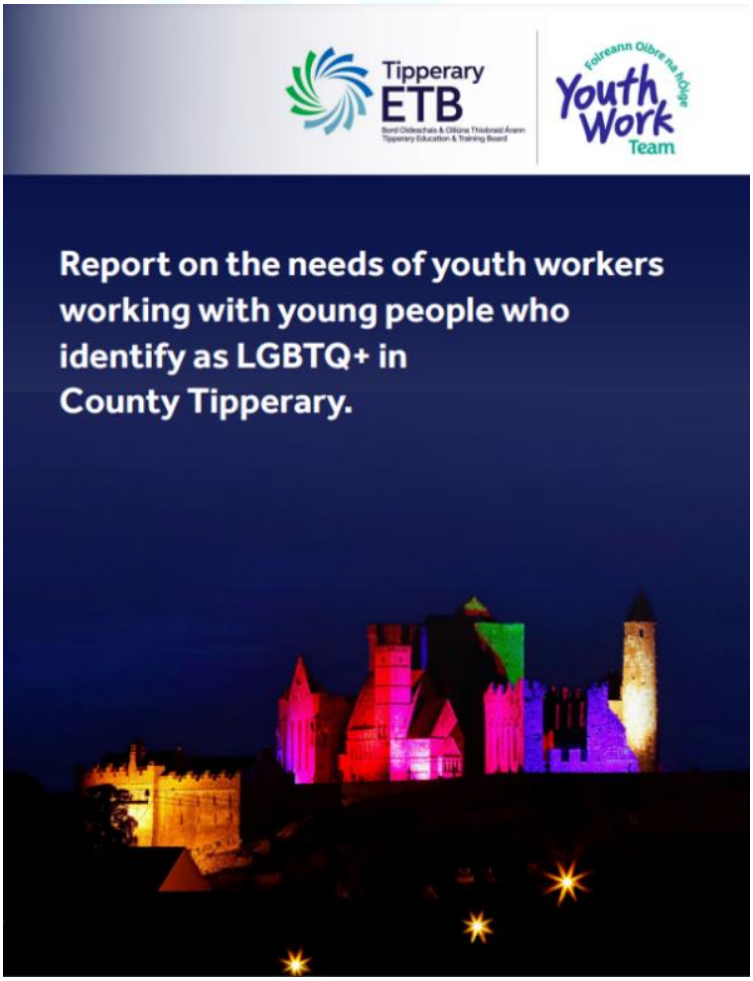


Research

The Youth Work Team led out on a number of research initiatives. There were two pieces of research published during 2024.

Research projects help us to understand continuing and emerging needs of young people, support needs of youth workers and youth work organisations. Research initiatives are one tool to help inform the work of the Youth Work Team and enables us to identify areas where we can try to make a difference.





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Planet Youth Research Initiative

The Youth Work Team are proud to be a key partner working with other agencies to support county Tipperary's engagement with the Planet Youth Research Initiative. We are one of a growing number of ETBs around the country that are active in supporting Planet Youth which will help inform agencies about the experiences of young people. The Team would like to thank Tipperary ETB schools and centres for their support and engagement.

Opportunities for Youth Launch

Opportunities for Youth: National Strategy for Youth Work and Related Services.



The Youth Work Team pictured, L to R: Lisa McGrath, Youth Officer, Lorraine Duane, Youth Development Officer

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Regional Education and Language Teams (REALT)

By the end of 2024, 109,566 Personal Public Service Numbers (PPSNs) were issued nationally to Beneficiaries of Temporary Protection (BOTP's) from Ukraine between 4 March 2022 and 29 September 2024. There were 3,518 Ukrainian persons residing in Tipperary, with the highest numbers residing in the Cashel and Thurles areas, (CSO, 2024).

By the end of 2024, 711 pupils were enrolled in schools across Tipperary of which 423 pupils were enrolled in primary level (representing 4% of all enrolments) and 288 pupils were enrolled in post primary level (representing 4.2% of all enrolments) (Department of Education, 2024).

Tipperary REALT continues to assist Ukrainian families to find school places and assist with school transport for residents of accommodation centres. Support and signposting are provided to newly arrived families, families already residing in Ireland who may be moving to Tipperary or moving within Tipperary.

The role of REALT has been further expanded to assist International Protection Applicants, Refugees and participants of Planned Resettlement Programmes. In 2024 new accommodation centres for International Protection Applicants were opened in Racket Hall, Roscrea, Hearns Hotel Clonmel and Dundrum House Hotel. Tipperary REALT assisted the residents of these centres find school places and secure school transport.

Tipperary REALT continues to support schools by providing up to date information and signposting.

Tipperary REALT has created and shared information resources for schools, centre managers, other support services and stakeholders. These resources have been shared by ETBI across all the other REALTs in Ireland. Tipperary REALT has assisted with the modifications of these resources for the other REALT's nationally including contact details and branding.

These resources include:

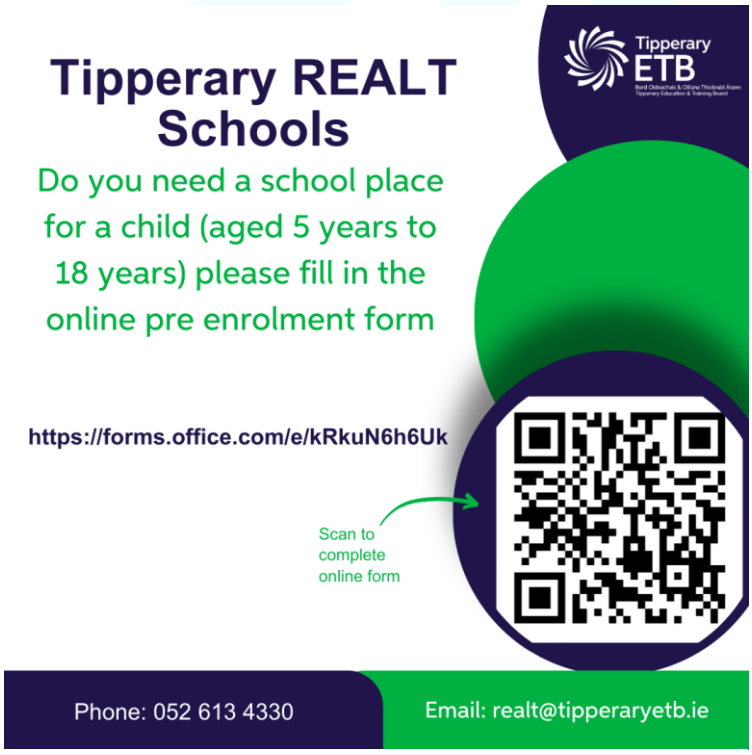


Figure 1: Online Pre-enrolment Application Form – Tipperary

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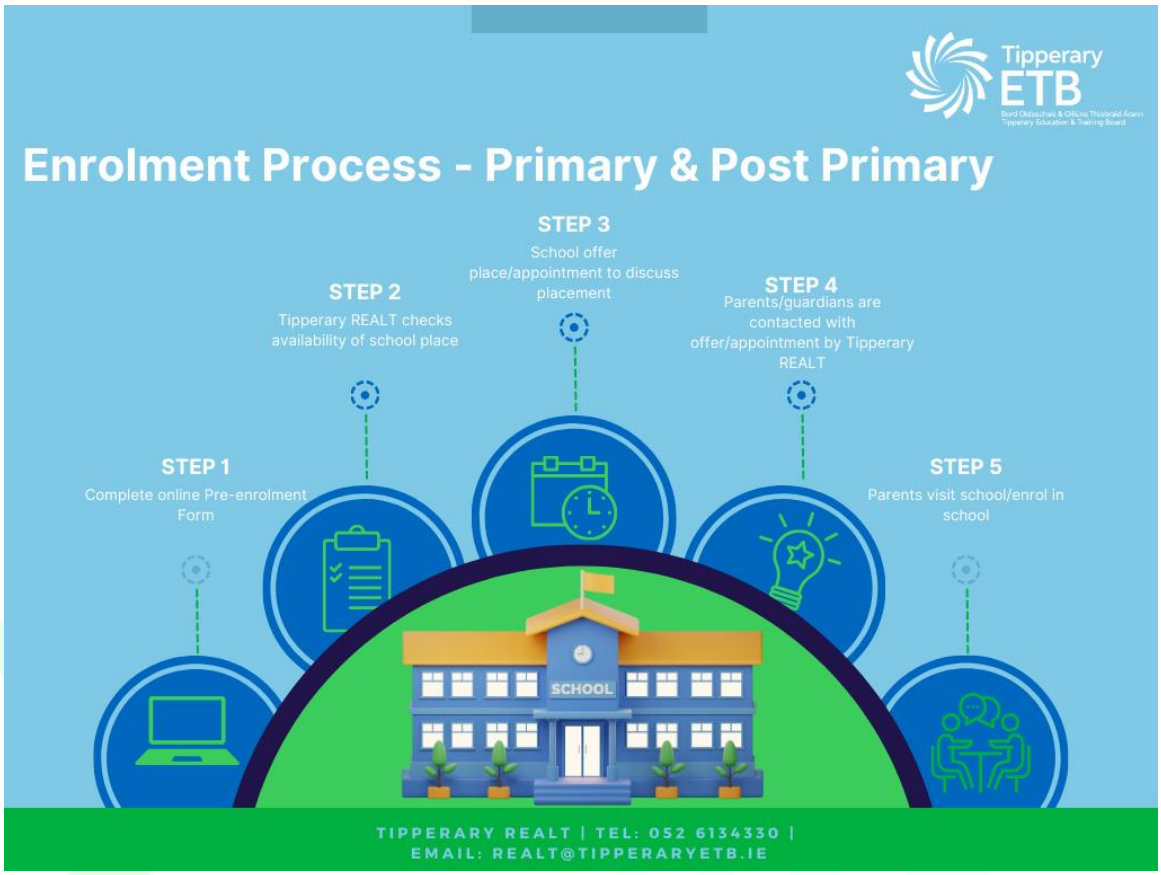


Figure 2: Enrolment Process – Primary and Post Primary Schools Flowchart

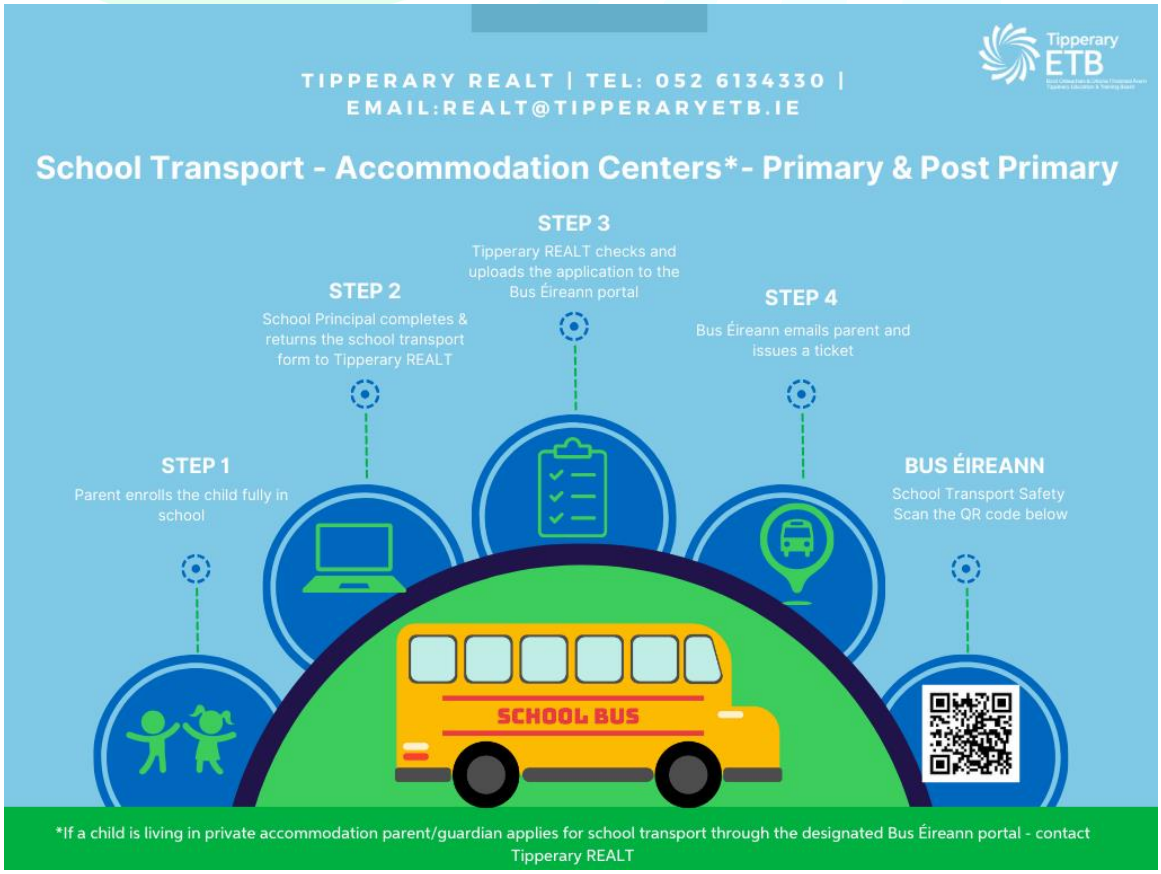


Figure 3: School Transport – Accommodation Centres Flowchart

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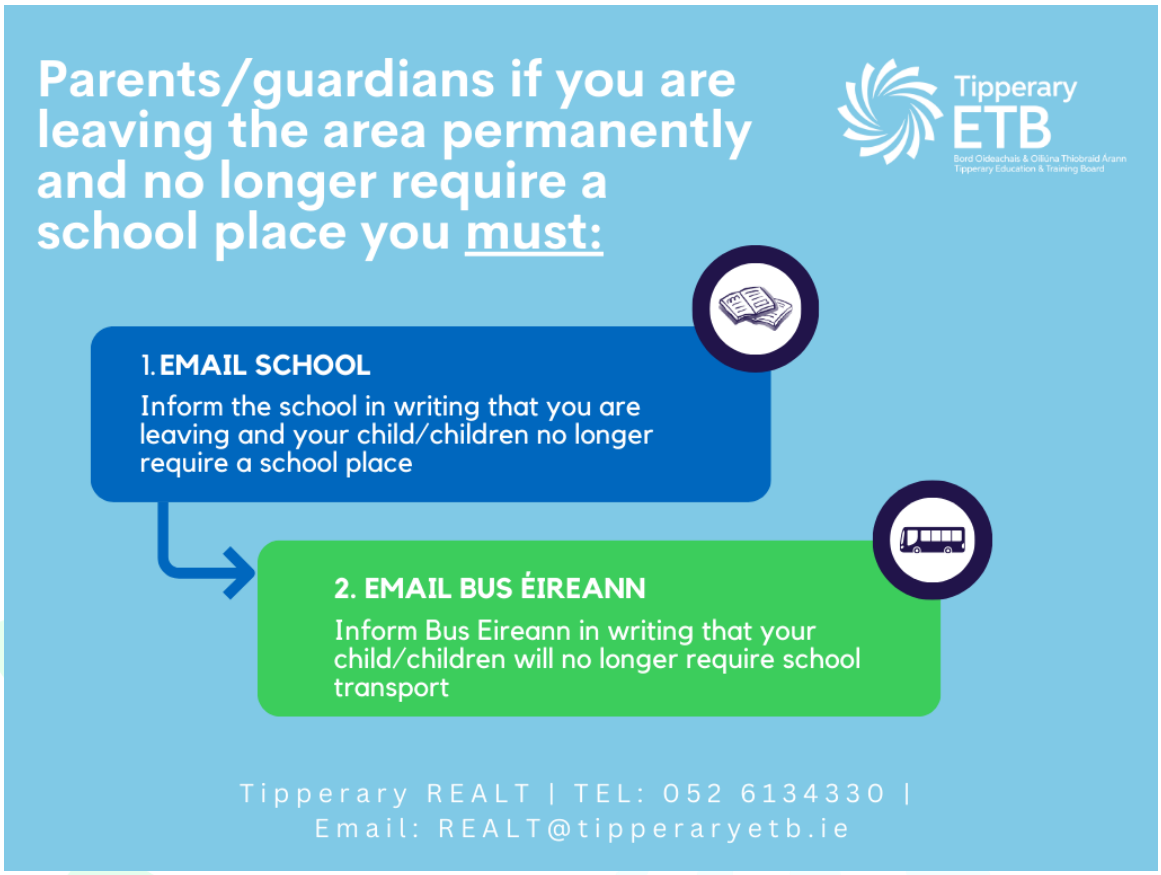


Figure 4: Persons Leaving an Area Permanently Flowchart



Figure 5: Poster for Adults seeking English language classes

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Tipperary REALT has created and shared relevant information and EAL resources, these have been shared with all schools in Tipperary through Information Packs and direct links to Tipperary REALT's Padlets of Resources/Information.

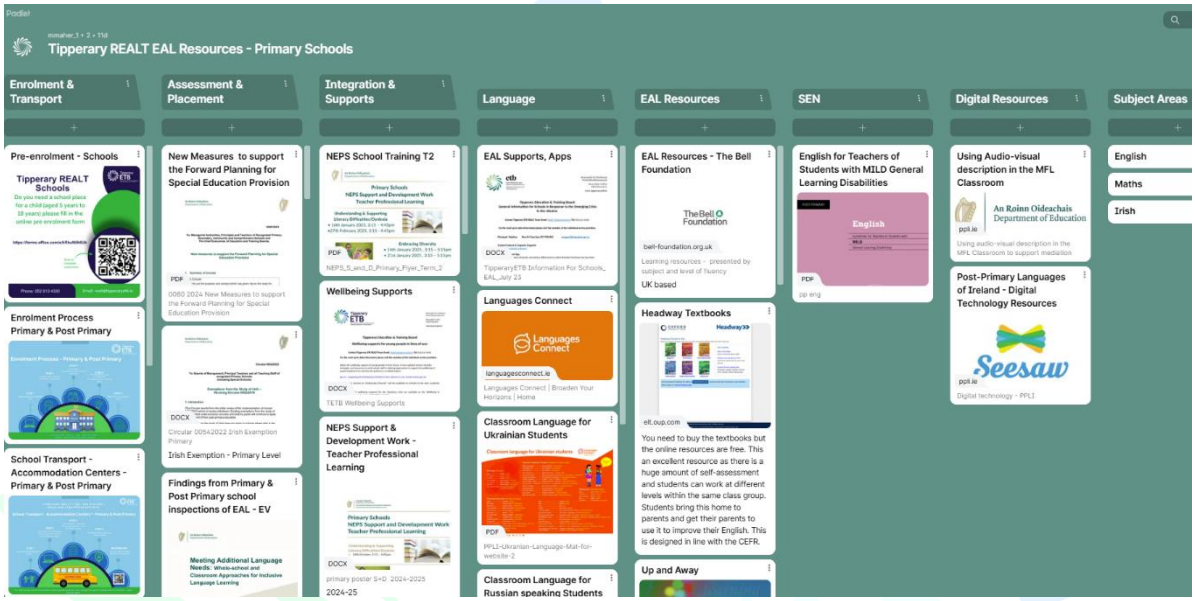


Figure 6: Tipperary REALT EAL Resources – Primary Schools

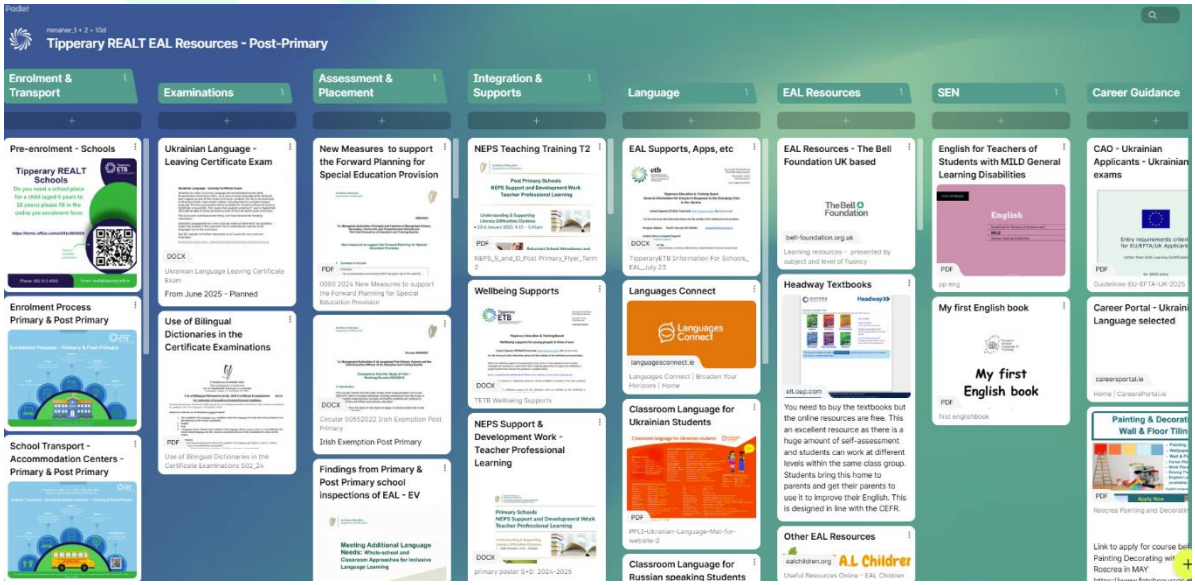


Figure 7: Tipperary REALT EAL Resources – Post Primary Schools

Tipperary REALT supports the Department of Education and the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) through regular 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 mainly through our online referral form.

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Department of Education, I. (2024). *Statistical Bulletin Preliminary Results for the 2024/25 School Year.* Dublin: Department of Education Ireland.

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Further Education and Training (FET)

FET 2024: A Year of Innovation, Expansion, and Inclusion in Tipperary ETB

Introduction

2024 was a year of significant progress and transformation for Tipperary ETB and the development of our Further Education and Training provision across the county. Building on the momentum of previous years, Tipperary ETB continued to expand its FET provision, enhance accessibility for learners, and strengthen its role in workforce upskilling, lifelong learning, and community development. Through innovative programmes, strategic partnerships, and a student-centred approach, we have worked to ensure that FET remains a dynamic and responsive pillar of education and training in County Tipperary.

Growing Participation and Expanding Opportunities

Participation in FET programmes continued to rise in 2024, reflecting our commitment to providing diverse learning pathways. With increased engagement across full-time, part-time, and apprenticeship programmes, we successfully exceeded key performance targets in areas such as literacy and numeracy support, workforce upskilling, and targeted skills development. Notably, the establishment of the Tipperary FET College brand has strengthened our presence and identity, offering a unified and recognisable pathway for students seeking education and training opportunities. The full rollout of Tipperary FET College will take place in 2025, but 2024 has provided a good start in a process that will lead to more simplified access pathways to FET provision across Tipperary.

Workforce Development and Apprenticeship Growth

Tipperary ETB made significant strides in workforce development, particularly through Skills to Advance and apprenticeship programmes. Our partnerships with local and national employers have facilitated industry-driven training solutions, ensuring that students acquire the skills necessary to meet evolving labour market demands. The expansion of apprenticeship provision, particularly in Carrick-on-Suir, Thurles, and Templemore, has positioned Tipperary ETB as a key player in addressing skills shortages in areas such as electrical, plumbing, digital technologies, and green skills.

Innovation in Learning: Digital and Green Skills

In response to the evolving educational landscape, Tipperary ETB embraced innovation in digital learning and sustainability-focused training. Our micro-qualifications in Artificial Intelligence (AI) and data literacy are equipping students with cutting-edge skills for the digital economy. Simultaneously, the integration of green skills modules across FET programmes aligns with national sustainability goals, ensuring that students are prepared for the transition to a low-carbon economy.

Inclusive Education: Supporting All Students

A key focus in 2024 was ensuring inclusivity in FET. Our Adult Literacy for Life (ALL) Strategy, Universal Design for Learning (UDL) initiatives, and targeted supports for marginalised groups have created more accessible

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learning environments. The expansion of ESOL (English for Speakers of Other Languages) provision and the success of our Latch-On literacy programme for learners with Down syndrome exemplify our dedication to fostering educational participation for all.

Strengthening Pathways and Progression

Enhancing progression routes from FET to higher education and employment remained a priority. Our collaboration with Technological University of the Shannon (TUS) in developing new tertiary pathways in Digital Arts and Applied Sports Science marks a major milestone. These initiatives, which will see the first intake on tertiary programmes in 2025, ensure that FET graduates have clear and structured routes to further study and career progression, reinforcing FET's role as a viable alternative to traditional education models.

Community Impact and Lifelong Learning

Tipperary ETB continues to be deeply embedded in community education, with strong partnerships supporting literacy, social inclusion, and lifelong learning. The REACH Fund enabled innovative projects that empowered students facing educational barriers, while our engagement in initiatives such as the Bealtaine Festival and the AONTAS Learner Voice programme highlighted the transformative impact of FET on individual lives and communities.

Looking Ahead

As we look to 2025, Tipperary ETB remains committed to expanding its FET provision, deepening industry and community partnerships, and driving innovation in education and training. With the continued development of the Clonmel Connected Campus, the strengthening of our FET College identity, and the enhancement of digital and green skills training, we are well-positioned to shape the future of education and training in the region. Our focus remains steadfast: to provide a quality education and training service, which creates diverse opportunities enabling students and communities to unlock their potential

FET Student Profile 2024

	By Dec 2023	By Dec 2024	% + or -
# Of Beneficiaries (students on multiple courses) count of each student on each course instance	13,458	13,803	+2.56%
# Of Unique Students (student counted once)	8,298	8,508	+2.53%
# of Starters (Beneficiaries)	11,046	11,356	+2.80%

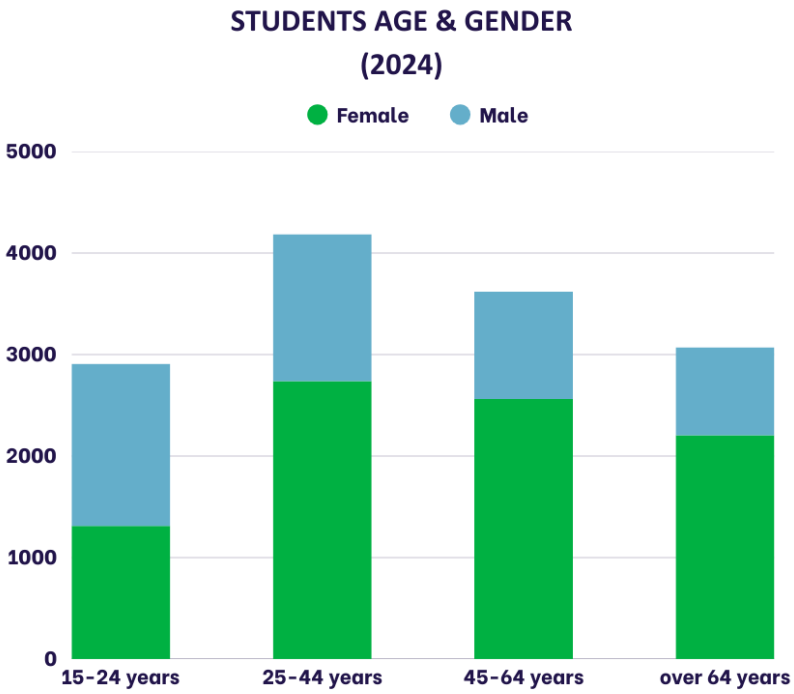
Note: Excluding Apprentice numbers

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The number of students studying with Tipperary ETB FET Colleges increased by 2.56% from 13,458 in 2023 to 13,803 in 2024. The number of students who started their course in 2024 increased to 11,356, an increase of 2.8% compared to the previous year.

Our Apprentice numbers have also increased from 2023 to 2024, as shown in the graphic below. For the period December 2024, there were 1,227 Active Apprentices, supported by Tipperary FET College, including 461 Active Employers. The number of Apprentices, who have attended Tipperary FET College centres over 2024, was 561.

	2023	2024	% + or -
Apprentices (Craft/Phase 2)	392	506	**+ 29%**
Apprentices (Craft/ Phase 7)	140	156	**+11.43%**
Apprentices (Consortia/2016+)	37	55	**+ 48%**



Note: Excluding Apprentice numbers

The majority of students at Tipperary FET College are aged between 25 and 44, with females comprising the larger portion of our student body.

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FET STUDENTS EDUCATION STATUS (2024)

Education Description	
Advanced Certificate NFQ Level 6 (Full/Major Award)	366
Certificate NFQ Level 1 or 2 (Full/Major Award)	234
Certificate NFQ Level 4 (Full/Major Award)	259
Certificate NFQ Level 5 (Full/Major Award)	903
Higher Certificate NFQ Level 6	352
Honours Bachelor Degree	909
Junior/Inter/Group Cert,GCSE,O Levels, NFQ Level 3(Full/Major Award)	1,913
Leaving Certificate/ A Levels/Applied Leaving Certificate	3,912
No Formal Education or Training	615
Ordinary Bachelor Degree,Diploma NFQ Level 7	1,058
Other non-NFQ aligned FET	260
PLC NFQ Level 4 or 5	3
Post-Graduate	502
Primary Education	1,389
Professional (NFQ 8+)	472
Transition Year	149
Unknown	507

Note: Excluding Apprentice numbers

The chart above illustrates the 'Educational Status' of students before enrolling at Tipperary FET College. 43% of students reported that their highest level of education was upper or lower secondary school, while 11% indicated that primary education was their highest level.

FET STUDENTS ECONOMIC STATUS (2024)

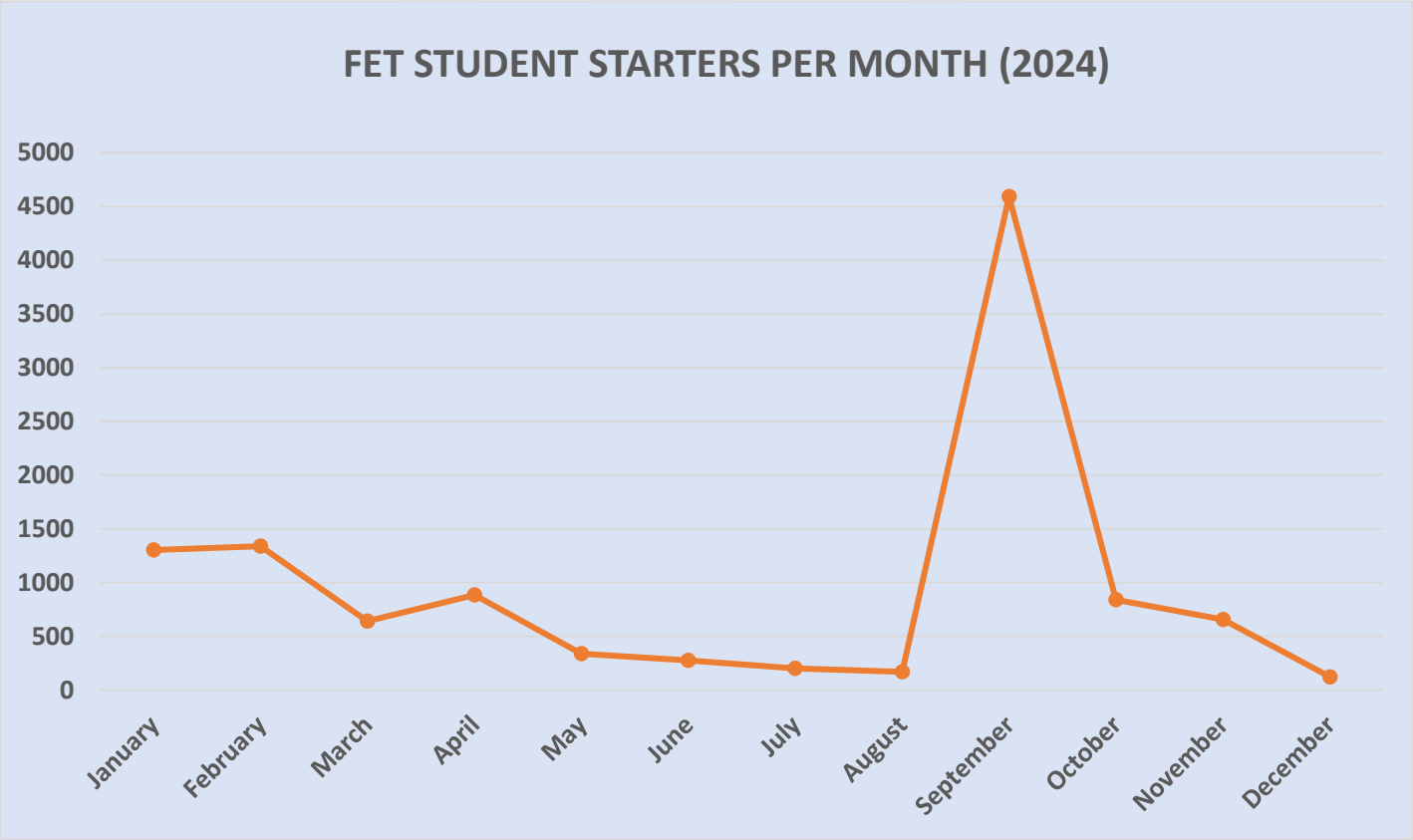
Economic Status Description	
Employed	3,344
Engaged in home duties	690
Inactive for other reasons	1,495
Retired	2,820
Student/Trainee	1,184
Unemployed	3,782
Unknown	488

Note: Excluding Apprentice numbers

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During course registration, Tipperary FET College students are asked about their economic status. Of our 2024 students, 27.4% reported being unemployed before starting. Reflecting the national economic changes, 24% of our 2024 student cohort were engaged in education and training while employed.

September 2024 saw our Tipperary FET College starter numbers peak at 4,594 students:



Note: Excluding Apprentice numbers

The table below shows the number of students per Programme Category in 2024:

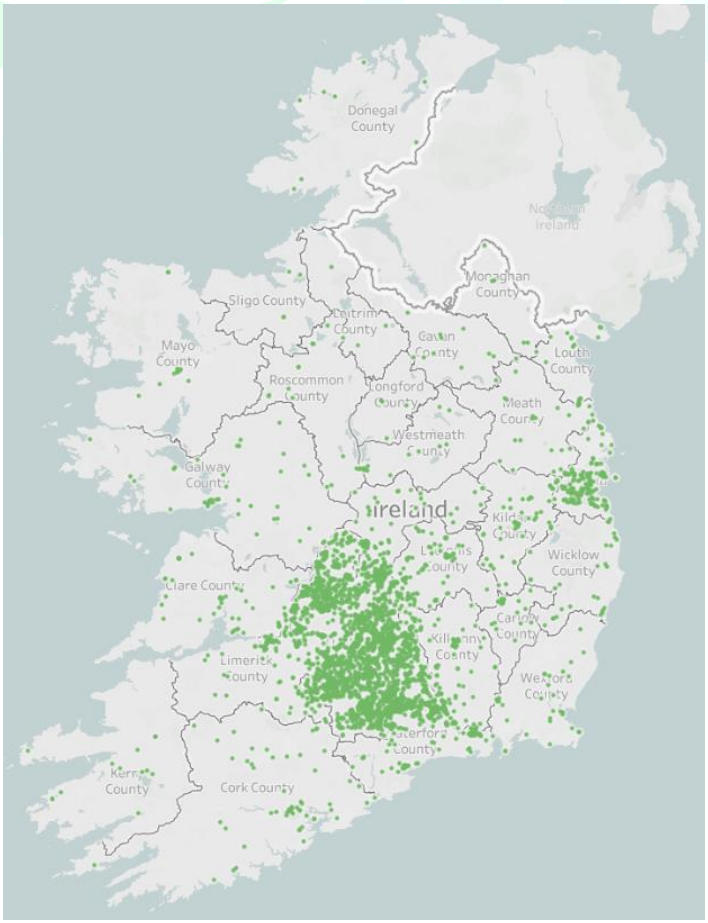
Programme Category	2024 Student Numbers
Adult Literacy Groups	2,334
Apprenticeship Phase 7	156
Apprenticeship Phase 2	506
Apprenticeship 2016+	55
BTEI Groups	1,493
Community Education	4,346
Community Training Centres	282
ESOL	1,340
Evening Training	423
ITABE	49
Online eCollege	33
Local Training Initiatives	186

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Programme Category	2024 Student Numbers
*Other Funding	88
PLC - Employment Oriented	388
PLC - Progression Oriented	438
Recognition of Prior Learning	1
Skills For Work	517
Specialist Training Providers	58
Specific Skills Training	499
Skills to Advance - Route 1 - Direct	436
Skills to Advance - Route 2 - Enterprise	230
Skills to Advance - Route 3 - Regional	31
Traineeships Training	71
VTOS Core	247
Youthreach	191
FET Pathways from School	122
Totals	**14,520**

***Includes Self Financing Night Classes. **Includes Apprentices. *** 1,227 Active Apprentices with Tipperary Employers**

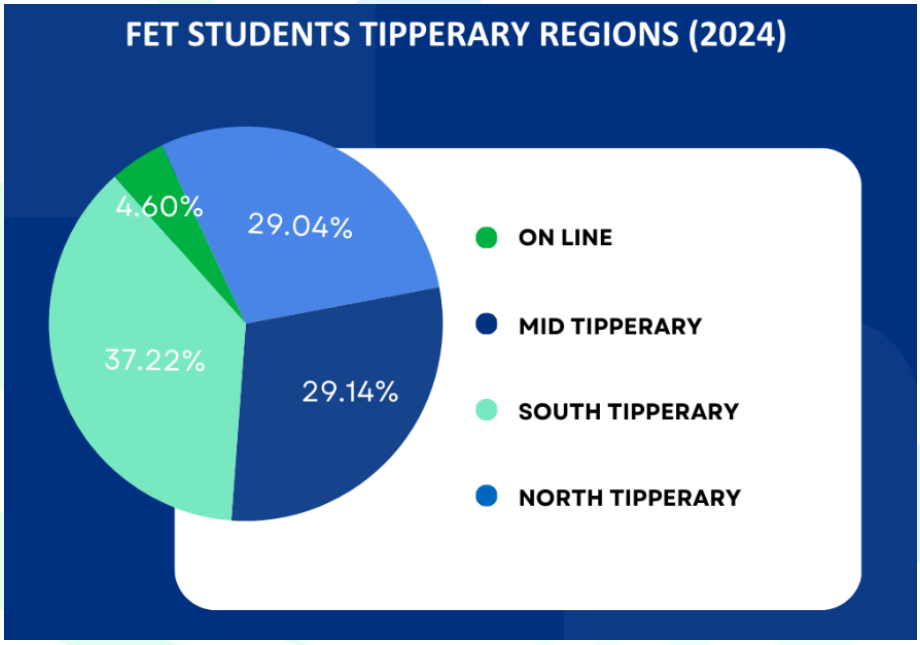
Where did our students come from in 2024?



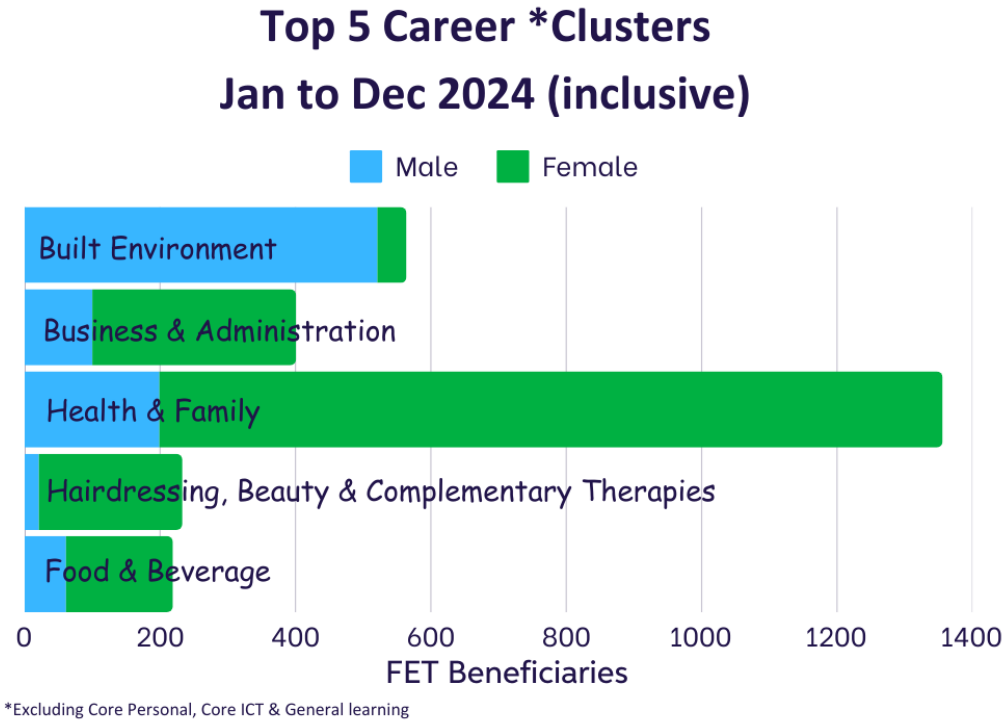
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Note: Excluding Apprentice numbers

Where did our students study their course?



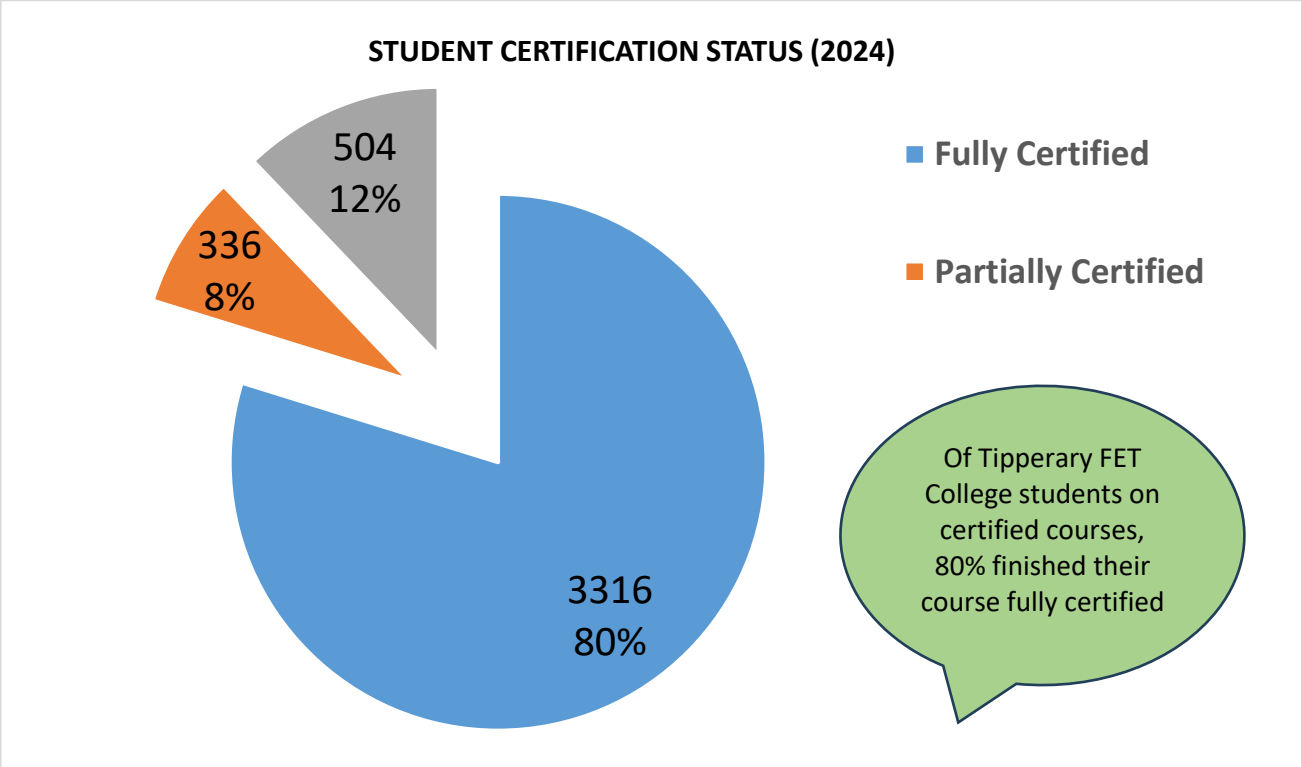
Note: Excluding Apprentice numbers



Note: Excluding Apprentice numbers

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In 2024, 1,356 students enrolled in Health, Family, and other Social Services courses, making it the most popular cluster. Of these students, 77% were part of PLC and BTEI programmes.



Note: Apprentice and Non-accredited Course student numbers not included

Tipperary FET College collaborated with the following Awarding Bodies during 2024

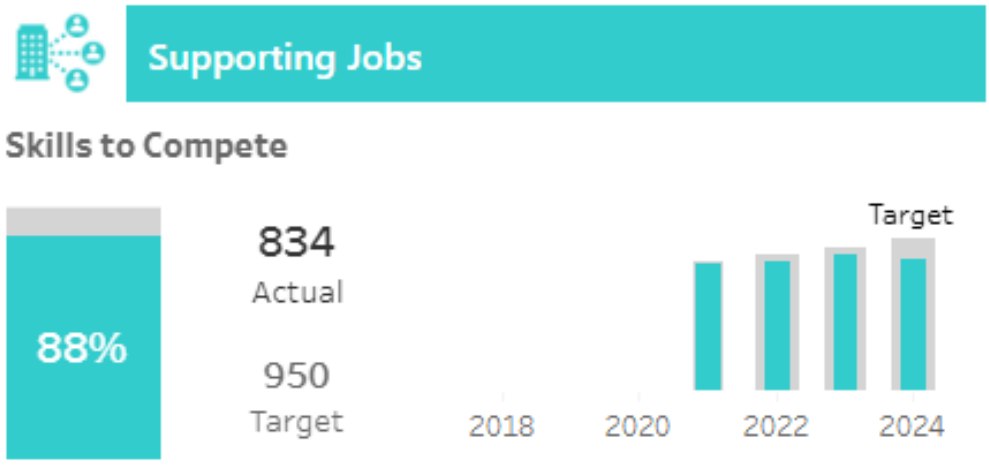


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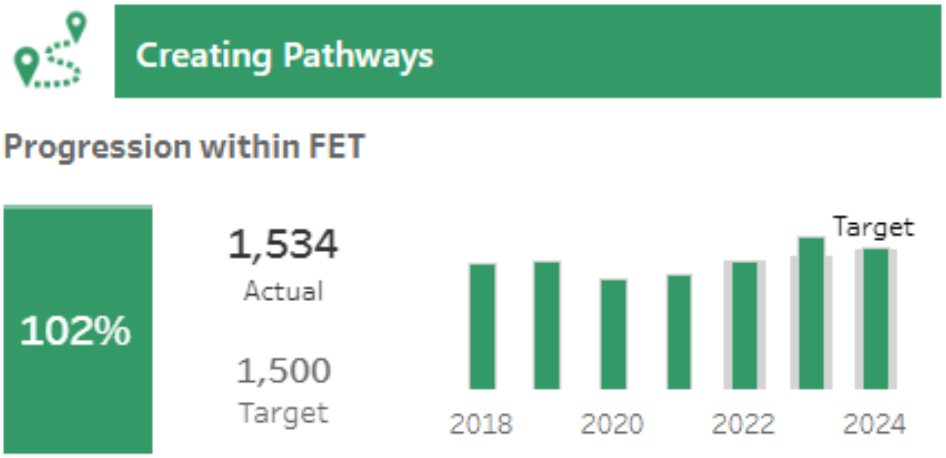
Of the 1,269 Tipperary FET College courses delivered in 2024, 442 were QQI certified, making QQI, at 40%, the awarding body with the highest number of courses and associated students.

Tipperary FET College Strategic Performance Agreement (SPA) Targets (2022-2024)

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 were 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 levels. Specific reports will be provided to the ETB by SOLAS on this target from the CSO. Employment is defined as continuous 12 weeks employment within 12 months of exit from FET and may include multiple employers. Tipperary FET College contributed to the initial national 2019 target number of 26,776, which increased by a further 12.7% to 30,172 by 2024.

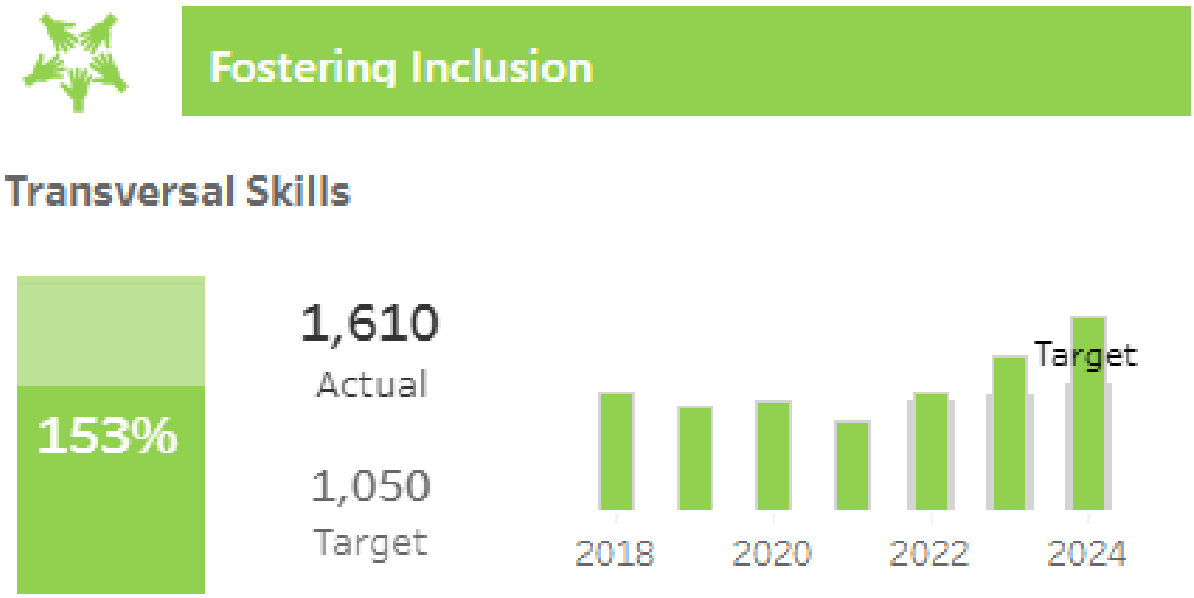


As part of the post-COVID Government recovery plan, the FET sector prioritised the reskilling and retraining of those who lost their jobs to find a pathway back to sustainable work. Our target for 2024 was to deliver 950 places. We reached 88% of this target which was 834 students. Students in the 35-44 age bracket were the largest cohort (156 students). As the economy is reaching full employment with low unemployment rates, it was expected to be below target, as eligibility to be counted is based on status of unemployed prior to course commencement.

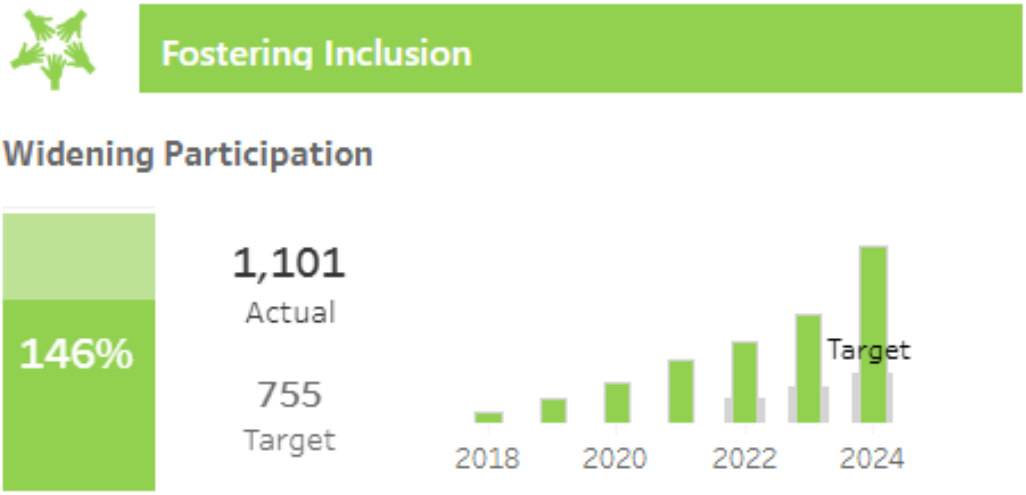


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Our target for 2024 was to increase progression movements within FET to 1,500 students. We surpassed this target, achieving a total of 1,534 students, which is 102% of our goal. This means that 1,534 students progressed to a second FET enrolment at the same or a higher course award level compared to their initial enrolment. The largest cohort was students under the age of 25, who made up 31% of the total. The Adult Literacy Service contributed the most to this target, accounting for 29% of the students.

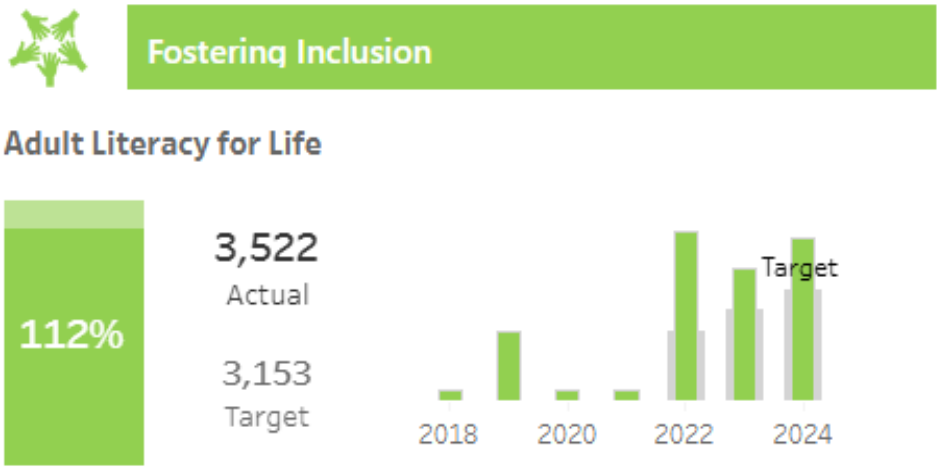


For Fostering Inclusion – Transversal Skills (abilities applicable across various fields and life situations, for example, communication, teamwork, digital literacy and so on), the target for 2024 was to increase National Framework Qualification (NFQ) 1-3 certification levels to 1,050 students. We exceeded this target, with 1,610 students achieving certification, which is an impressive 153% of our goal. As anticipated, Adult Literacy Groups were the largest contributors, with 52% of the student's gaining certification through this service.



The goal for Widening Participation in 2024 was to boost participation levels among key target groups, including students who self-declare a disability, those from the Roma and Traveller communities, and declared refugees or asylum seekers. We surpassed the target of 755 students by 346, achieving 146%. Community Education had the highest student interaction, accounting for 40% of the total.

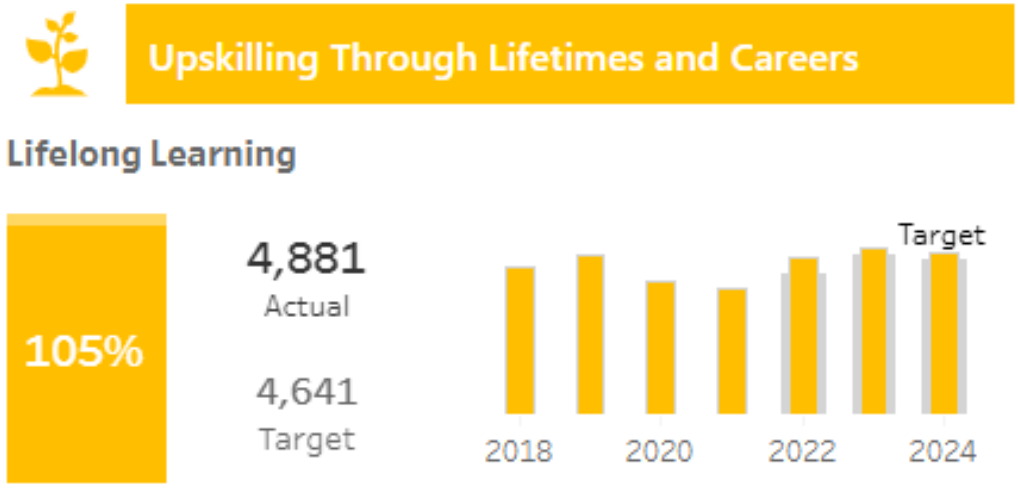
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The Adult Literacy for Life (ALL) target for 2024 was to increase provision for literacy and numeracy in line with the 10-year ALL Strategy to 3,153 students. We exceeded this target and reached 3,522 students which is 112% of the target. In Tipperary ETB, this target is aimed at Adult Literacy Groups, BTEI and ESOL.

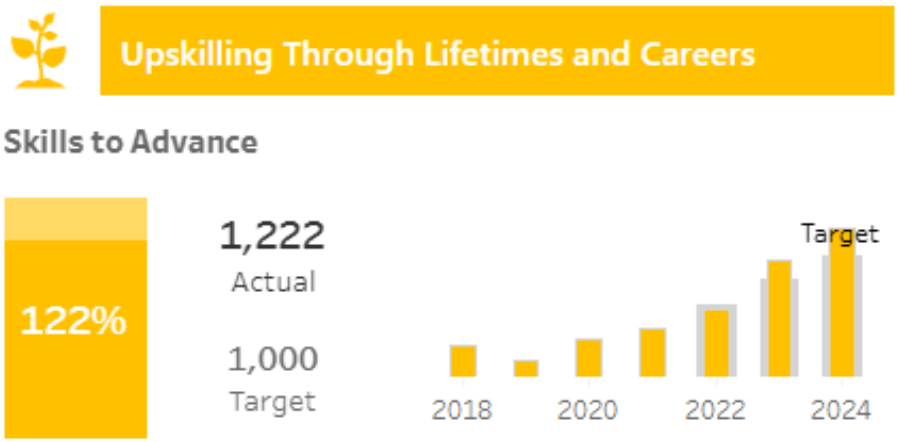
The 'ALL' Strategy (Adult Literacy for Life) is a range of commitments and actions across four pillars, to make sure people can:

- Understand their needs and where to go to meet them,
- Access all of the learning and support they need,
- Make sure the learning and support available can expand to meet this massive challenge,
- And make sure that we empower people and communities to make a real difference to their lives.



The Lifelong Learning target for 2024 was to return engagement in lifelong learning to 4,641. We exceeded this target and reached 105% which was 4,881 students. There are age restrictions attached to this target which means that only students aged between 25 and 64 years old are counted. Community Education had the highest student contribution at 24%. 29% of students in this target were in the 35-44 years age bracket which was the largest cohort of students.

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2024's Skills To Advance target was to continue to grow workforce upskilling enrolments to 1,000 students. We exceeded this target and grew our student numbers to 1,222 which represents 122% of the target. Students must be in employment and the course must be part of a Skills To Advance programme. The largest cohort of students in this target were in the under 25 age bracket and made up 29% of our target numbers.



The target for 2024 in Key Skills Needs was to grow the number of places addressing key skills needs to 1,392. We exceeded this target and reached 1,533 places which was 110% of our target. Currently, Key skills Needs is limited to counting 13 clusters which include Built Environment, Engineering, Food and Beverage, Entrepreneurship, Health, Family and other Social Services, ICT, Manufacturing, Media Graphics, Sales and Manufacturing, Sport and Leisure, Wed Development and Design, Science and Technology and Tourism.





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Tipperary FET College Highlights from 2024

Tipperary FET College – Carrick-on-Suir – Enhanced Apprenticeship Training with Major Upgrades



Tipperary ETB Chairperson, Cllr Roger Kennedy, cuts the ribbon to officially open phase one of the redevelopment of Tipperary FET (Further Education and Training) College in Carrick-on-Suir

Carrick-on-Suir's Further Education and Training Centre (FET) has undergone significant upgrades, with phase one of the refurbishment already completed and phase two in the pipeline. The newly enhanced facility is expected to boost apprenticeship training across South Tipperary and the neighbouring counties of Kilkenny and Waterford.

The event was attended by special guests, including Tipperary County Council Chief Executive Sinéad Carr, local councillors, representatives from the Department of Further and Higher Education, SOLAS, SETU, building contractors Mulcahy Construction, and Michael Lamb Architects, who designed the upgraded facilities.

Damian Walshe, who manages apprenticeship provision for Tipperary ETB, hosted the event at the centre, where he also works as co-manager alongside Susan Dunne. The former Comeragh College campus at Carrick-on-Suir is now the third Tipperary ETB location to host apprentices in the county, alongside Tipperary FET College in Templemore and Archerstown, Thurles.



The opening of phase one included two new electrical apprenticeship workshops and a general refurbishment of the ground floor classrooms and kitchen. Phase two is currently in the planning stage and will feature a new extension incorporating classrooms, office space, parking, and additional facilities at the rear of the building.

Currently, 28 students are enrolled in electrical apprenticeships, having started their courses in October. Tipperary ETB is committed to advancing its ambition in apprenticeship training and feels well-positioned to contribute to national apprenticeship targets by increasing its apprenticeship footprint.

A spokesperson stated that Tipperary ETB has increased its annual intake from 152 apprentices in 2018 to 547 in 2024. There are now 1,222 apprentices registered with the ETB across 77 different apprenticeships in areas such as construction plant equipment, electrical, plumbing, electronic security systems, commis chef, hairdressing, sales, and hospitality, all of which are available at Tipperary ETB centres.

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Creating Pathways Pre-Apprenticeship Opportunities for Leaving Certificate Applied and Youthreach Students



Learners attending Construction Centre in Tipperary Town

The Construction Centre in Tipperary town provided the opportunity for Leaving Certificate Applied (LCA) and Youthreach students from nine Tipperary ETB schools and centres to attend a Pre-Apprenticeship type Construction Skills course, offering a variety of trade experiences for students. For many post-primary students, this may be their first experience of taking part in Further Education and Training and can provide them with a broader perspective on their educational and career options. For many students, this exposure can be eye-opening and help them discover new interests and pathways they might not have considered before.

The LCA teachers were very positive about the feedback from the students and the excitement and engagement it created among the students. The programme coordinators expressed how much it enhanced the courses that they are currently running. Such collaborations can really benefit the learning experience and provide students with valuable insights and skills. It's great to know that there is enthusiasm for continuing these types of collaborations in the future.

Quotes:

'I found it informative and useful for my future of engineering',

'It was interesting to learn about construction work',

And 'The tutors were both very kind and helpful'.

Enterprise Engagement & Skills To Advance: Achievements and Growth in 2024



Skills to Advance- Continue to grow workforce upskilling enrolments by 8.75% by 2024- Target of 1,000 for 2024

In 2024, Skills to Advance achieved significant success, with 1,268 students upskilling and 49 companies benefiting from state-aided funding. Popular courses included QuickBooks, Early Learning and Care, Barista Skills, Building Digital Business Skills, Phlebotomy, Start Your Own Business, and ICDL. Increased awareness of upskilling and reskilling opportunities contributed to higher participation rates.

Throughout the year, several events showcased Skills to Advance supports. Tipperary ETB and the Regional Skills Fora engaged with engineering and manufacturing companies in Tipperary to identify skill gaps, particularly in electrical knowledge and PLC maintenance for maintenance operatives. This led to the

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Tipperary Employers and members of the Regional Skills For a (RSF) who attended the 'How to Grow Local Talent' event in the Anner Hotel

introduction of Maintenance Skills Technology courses, including Industrial Electrical Systems and Programmable Logic Controllers, with seven companies enrolling employees in these QQI Level 6 programs.

Collaboration with other agencies also played a crucial role. A notable event at the Anner Hotel in Thurles, involving Tipperary ETB, Tipperary Skillnet, Local Enterprise Offices, the Department of Social Protection, and Regional Skills, attracted employers from across Tipperary. These events, featuring employer panels discussing available supports and upskilling opportunities, resulted in increased engagement and participation in Skills to Advance courses.

2024 showed strong demand for Part-Time Evening Training courses, with enrolment growing by over 10%, aligning with SPA targets for Building Skills and Lifelong Learning.

There was an increase in applications for our skills-based courses: More than 65 students enrolled in Painting and Decorating, Floor and Wall Tiling, and Welding courses in 2024. Enhanced progression opportunities within FET were offered, such as, students who completed the Level 5 QQI SNA module were offered progression to Level 6 QQI SNA and those who completed the Level 5 QQI Payroll (Manual and Computerised) course were provided a pathway to Level 6. There is continued high demand for QQI Level 6 Training and Development modules, with over 82 students successfully attaining certification in 2024. Quotes:

"I think overall it's an excellent course. I wish I had done the course 25 years ago",

"The course gave us a very good insight into tiling and wallpapering. I had never tried either of the two disciplines before",

"Comprehensive and enjoyable training".

EU Just Transition Fund (JTF) – Construction Training and English Language Classes Project Funded by Pobal

Tipperary ETB, in collaboration with Tipperary County Council, successfully secured funding of €997,000, under the EU Just Transition Fund: Community and Enterprise Grants Scheme, for a two-year period ending in March 2026. This application was also supported by the Construction Federation of Ireland and the Local Development Companies operating in Tipperary, namely South Tipperary Development Company (STDC) and North Tipperary Development Company (NTDC).

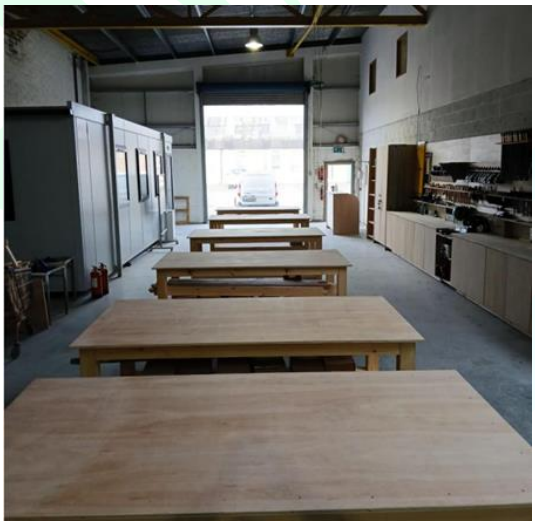
The project will provide training to applicants from March 2024 to March 2026. Given the skills deficit in the construction sector, it is anticipated that these applicants will be well-positioned to secure employment. The project aims to educate and train both International Protection Applicants and Irish residents in the Just Transition Fund area for employment in the construction sector.

The Just Transition Fund project focuses on offering part-time training to migrants to prepare them for work in

the construction industry. This training is complemented by relevant English language classes to bridge communication gaps and empower participants to fully engage in work opportunities education. By combining language education with practical skills training. The project aims to significantly enhance the integration and overall quality of life for these individuals.

The project addresses identified skills shortages in the construction sector, which have been a major barrier to economic growth in the region. It also supports the Government's "Housing for All" targets, which aim to retrofit 44, 600 houses and build an average of 33,000 houses annually by 2030. This holistic approach is expected to have a profound impact on both the participants and the broader community.

The Just Transition Fund project commenced in September 2024 with the appointment of a Coordinator and an Administrator. Subsequently, a Construction Skills Instructor was hired, and premises were secured in Stradavoher, Thurles. Learner recruitment began with meetings involving staff from Tipperary County Council, North Tipperary Development Company, and South Tipperary Development Company. The coordinator also visited and engaged with residents at Dundrum House Hotel, Corville House, Roscrea, convent in Roscrea, modular homes in Gortataggart Way, and Ukrainian accommodation at Sunflower House in Thurles, with 310 expressions of interest from September to December 2024. Courses of interest included Construction Skills, Safe Pass, Manual Handling, English Language, Driving Theory and Lessons, Painting and Decorating, Tiling, Kerbs Flags Paving, Woodwork, Recycling, Office Skills for Construction and so on.





The Construction Centre Stradavoher, Thurles, Instructor Derek Noonan and participants on the courses.





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From Concept to Catwalk: Designing Your Future with Tipperary FET College

In 2023, Tipperary ETB introduced an exciting new course in Fashion Design, which saw participants excel and culminate in their first fashion show in April 2024. The Level 5 Fashion Design course provides students with the opportunity and confidence to develop and manufacture their ideas into unique and innovative design artefacts. The course offers learners the chance to master the fundamentals of the design process, including trend and brand research, drawing skills, design development, presentation, and garment manufacture. This comprehensive training results in the creation of a robust portfolio of work, which will support their progression in the design field through further education pathways.

The 2023/24 course finale was a superb showcase of their design work. On 30 April, students and staff executed a professional fashion show, presenting vibrant design creations that reflected individual inspiration. The models graced the catwalk before an audience of over 80 guests. Following the show, attendees toured the state-of-the-art fashion design studio on-site and enjoyed canapés and drinks prepared by the Commis Chef Apprentices and served by the Hospitality Operations course trainees at the Training Centre in Archerstown, Thurles.



The show was made possible through the collaboration of learners across various courses from the Tipperary ETB range, including the National Hairdressing Apprenticeship, the Beauty Therapy course, and the Film and Television Production course.

Exciting news for Tipperary ETB Fashion Design students is that they are eligible to progress to the first-year of higher education courses at major art and design universities throughout the country, including TUS's Limerick School of Art & Design, The National College of Art & Design, MTU's Crawford College of Art & Design, The Institute of Art, Design & Technology Dún Laoghaire, and The University of Limerick.

The high standard of the Tipperary ETB Fashion Design course content has opened a pathway for students to apply for advanced entry to the second year of the Fashion Design BA (Hons) at TUS Limerick School of Art & Design, based on their portfolio of work and an interview.

Tipperary ETB's Fashion Design course also offers students the opportunity to gain special access to the BA in Education, Home Economics, and Business Studies degree course offered by Mary Immaculate College at their Thurles Campus.

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Integration into the Workplace for Students with Disabilities



Working behind the bar in Horse & Jockey

Tipperary ETB's students with disabilities, through the pilot programme Latch-On, visited the Horse and Jockey in May 2024, where they were introduced to various jobs within the hotel. Additionally, students visited the culinary course in Archerstown, where they were introduced to a range of courses. In September 2024, two of our employed students were invited to speak at the Down Syndrome Employment Open Day at Meitheal 21 in Thurles. They were supported by their resource person, who helped prepare them for the event.

Tipperary ETB's *Latch-On* programme, delivered in partnership with Down Syndrome Ireland, is an innovative literacy and lifelong learning initiative designed for adults with Down syndrome. This evidence-based programme supports learners in developing their reading, writing, technology, and communication skills in a supportive and engaging environment. Through a mix of group activities, personalised learning, and digital tools, *Latch-On* empowers participants to enhance their independence, confidence, and social inclusion.

Quotes:

"We stood up and told everybody about our journey with the ETB and how doing the different courses has helped us in getting a job, meeting new people, and going about our daily lives. We showed the audience the wall hanging that we knit in our craft class, and everyone was amazed."

"Tipperary ETB means everything to us because it helps us to continue our education and progress onto more courses. Thanks to the wonderful teachers who support us."

Expanding Horizons: Successes in Specific Skills and Traineeship Training 2024

In 2024, 56 courses were offered under Specific Skills Training and Traineeship Training, encompassing 1,757 applications and 446 students completing courses across all clusters.

The Built Environment cluster included courses in Pre-Apprenticeship Construction Skills, Dry Lining, Welding, and Forklift Training, with 150 students completing these courses in 2024. The Pre-Apprenticeship Construction Skills (City & Guilds) courses were held at three venues: Thurles, Carrick-on-Suir, and Roscrea. This 31-week

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Pre-Apprenticeship Construction Skills Thurles



Pre-Apprenticeship Construction Skills Roscrea

course has grown significantly since its inception in 2021, with high employment outcomes. Many students have progressed into electrical, plumbing, and carpentry/joinery apprenticeships.

There were nine Emergency Medical Technician (EMT) courses conducted across the county in 2024, with 62 students completing training in Tipperary Town, Thurles, Nenagh, Carrick-on-Suir, Newport, Roscrea, and Clonmel. Graduates have progressed to work as EMTs in Lifeline Ambulance Service, medical practices, and the Paramedic programme with the National Ambulance Service. Others have gained employment as phlebotomists.



EMT Carrick-on-Suir



EMT Thurles

2024 saw the introduction of our first employer-based traineeship in Plastering and Dry Lining. The initial four weeks took place at our dedicated Construction Skills Training Centre, followed by students working with an employer two days per week and attending the training centre three days per week in Tipperary Town. Upon successful completion, students achieved a Level 2 NVQ Diploma in Plastering (Construction), equipping them with the basic skills, knowledge, and competency to secure employment in the construction sector.

Online courses continued to be very popular in 2024 in areas such as Interactive Web Design, ICT Support Specialist, AutoCAD, Graphic Design Print & Social Media, Visual Effects, Adobe Dreamweaver, Adobe

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Animation, Bookkeeping, and Payroll. In 2024, we began offering the HGV Artic course in a blended format, with online classes on Saturdays and driving lessons once during the week. This approach has been very popular, and referrals have exceeded our expectations. Building on this success, we have moved the Bus Driving and HGV Rigid courses online, and referrals for these courses are very strong in 2025. The transportation and logistics sectors are essential to Ireland's economy, ensuring a steady demand for HGV and bus drivers, indicating promising job prospects in these fields. We are excited about the future and confident that these courses will continue to thrive and meet the needs of our students.



National Tour Guiding Traineeship



Plastering/Dry Lining - Tipperary Town

Quotes:

Great course learned a lot about multiple areas in the construction industry it really helped my confidence and work ethic going forward into the construction industry would highly recommend this course to anyone interested in learning about construction.

Brilliant tutor, he thought me a lot about various different trades very friendly and professional tutor delighted to have worked with over the time spent on this course I couldn't have got a nicer tutor.

Exploring Futures: TY Taster Project in Tipperary FET College

The Senior Cycle Reform Transition-Year (TY) FET Taster project is aimed to support Senior Cycle reform by increasing student participation in the Further Education and Training (FET) sector. These tasters provided Transition-Year students with opportunities to explore different career paths and areas of study, helping them make informed educational choices. The primary goal was to introduce students to new learning experiences, career exploration, skill development, and lifelong learning opportunities. The tasters encouraged creativity and personal growth while broadening students understanding of



The engaging specially designed interactive digital book developed by the Tipperary FET College TY Task Group, proved to be a huge success among students, parents, and teachers. It served as a one stop shop for all information on available tasters and the application process

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future education and career options. Tipperary ETB also used this pilot as a county wide FET promotional campaign to raise awareness in all Tipperary schools and homes about FET.

The project was managed by the FET DSQ - FET Programme Office, with centre/programme managers overseeing content, scheduling, staffing, and determining suitable durations within their already busy centres. Key activities included collecting feedback from principals, career guidance teachers, TY coordinators, and students through various interactions and Open Days. The TY Tasters courses varied in length, ranging from one to four days, depending on the selected TY Taster and its content. These tasters were available at six Tipperary FET College locations across the county, offering 11 different options to ensure a wide range of opportunities for students. Courses included: Beauty Therapy, Entrepreneurship and Business, Fashion Design, Film Production, Fitness and Instruction, Hairdressing, Inclusive Fitness and Trade Skills. This new initiative was available to all schools in County Tipperary.



Transition-year students proudly showcase their achievements in the TY Taster Trade Skills programme. Their hard work, dedication, and hands-on learning has truly paid off!

The Admissions Office, with support from the FET Programme Office, handled marketing, advertising, and recruitment. During the summer, digital promotional material was created to outline the available TY Taster Modules, and videos were produced to explain the offerings and registration process. Additionally, TY Certificates and TY hoodies were designed and purchased for participants. The Official Launch and registration opened on 1 September 2024. One of the key challenges was the limited budget, which was addressed by researching and integrating cost effective solutions.





The first TY Taster, focusing on Film Production, kicked off at Tipperary FET College Templemore

Although the project is ongoing, with six TY Taster sessions still to be completed, it has already provided valuable insights and hands-on learning experiences for students with very positive feedback from all stakeholders including SOLAS. A full evaluation of the process will be carried out once all tasters have been

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completed. It has been agreed by FET Senior Management Team to continue the pilot for the 2025/2026 post primary academic year.

To date, this project has been very successful for both post primary schools, students and families and Tipperary FET College. It highlights the importance of collaboration, problem-solving, and informed decision-making in education. It has reinforced the value of offering diverse learning opportunities to TY students and has positively impacted career exploration, student engagement and progression opportunities in FET from post primary. Following the success of the 2024/2025 pilot, preparations have already begun for next year's offerings. Links https:/ /tipperaryetb.ie/fet-ty-tasters/



Beauty Therapy students are passing on their skills to a fantastic group of transition-year students from Schools around the County





Trade Skills



Entrepreneurship & Business Innovations

Collaborative Planning: Tipperary FET College's Annul ABP Event

In September 2024, we held our annual Area Based Planning (ABP) event at The Anner Hotel, continuing Tipperary ETB's coordinated approach to planning since 2022. The event brought together coordinators from across the county to discuss plans for the year ahead, utilising key data and insights to shape their planning decisions.

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Over the years, this event has become a valuable opportunity for coordinators to review existing provisions and explore local and national trends in education and skills development. In preparation for the day, we examined current provisions, labour market data, and skills gap reports to ensure discussions were well-informed. This year, we were fortunate to have speakers from Tipperary ETB and SOLAS, including:

- Jenny Whelan – Tertiary Manager, Tipperary ETB,
- Katie Lonergan – Employer Engagement Officer, Tipperary ETB,
- Nora Condon – Senior Data Analyst, Skills and Labor Market Research Unit (SLMRU), SOLAS,
- And Gráinne Timlin – Assistant Manager, Climate Strategy & Skills, SOLAS.

These experts shared valuable insights on industry trends, workforce challenges, and opportunities for skills development. Their input sparked engaging conversations and helped staff consider new perspectives in their planning.

One of the key highlights of the day was a feedback session where participants shared their thoughts, leading to a SWOT analysis of our current position. We then took this a step further by creating a TOWS matrix, which helps match our strengths with opportunities while addressing potential risks and challenges. This process ensures that insights from the event translate into practical strategies for the future.

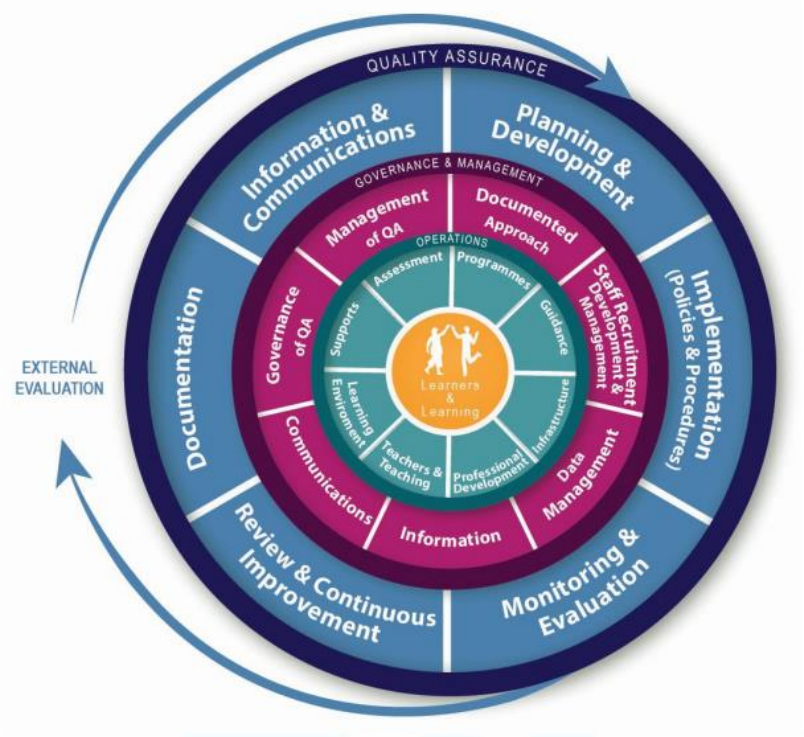


Tipperary FET College Area Based Planning Meeting - The Anner Hotel, Thurles (September 2024)

The next step is finalising an action plan, which is currently under review by the Senior Management Team (SMT). Once approved, this plan will outline key actions, responsibilities, timelines, and resources needed for implementation. Plans are already underway for ABP 2025, as we continue to refine our approach and assess our provision for 2026-2027.

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Quality In Focus: Tipperary ETB'S Quality Policy For FET



Tipperary ETB Quality Assurance Framework

"Pursuing excellence through standards, innovation and quality learning experiences for all learners."

The Quality Policy was completed and published in January 2024. The policy documents Tipperary ETB's approach to quality assurance in FET and describes the *quality assurance framework* that supports and promotes a culture of quality and excellence in teaching, learning and related services. The policy is used as an overarching and cornerstone policy that informs the development, implementation and review of all quality assurance policies and procedures.

Tipperary ETB's commitment to high-quality provision places learners at the heart of all activities. This learner-centred approach is demonstrated by positioning learners at the core of our three-layered quality assurance framework. The framework illustrates how learners are supported by operations (teaching, learning, related activities), governance and management processes and the FET quality assurance system.

The overarching goal of Tipperary ETB's quality assurance system is captured in our quality statement, "*Pursuing **excellence** through standards, innovation and quality learning experiences for all learners*" which perfectly aligns with our core values of Excellence, Care, Equality, Community and Respect.

Our quality statement highlights our ambition to achieve the highest standards in education and training by providing quality learning experiences. Our commitment to standards and quality shows respect for learners, educators, and the educational process, ensuring everyone is treated with dignity and all efforts are valued.

The statement reflects our dedication to the well-being, development and inclusion of all learners showing care for their educational journey. By emphasising "for all learners," we underscore our commitment to equality, providing equal opportunities and access to quality education. Additionally, our focus on innovation and quality learning experiences fosters a sense of community by encouraging collaborative and inclusive environments where everyone can thrive.

The quality policy enables effective management of our quality assurances as it considers strategic planning and development, documentation, implementation of policies and procedures, monitoring and evaluation, review and continuous improvement of FET provision.

Tipperary ETB's Quality Policy and quality assurance framework, designed to support and enhance our educational provision and learner experiences, exemplifies our unwavering commitment to fostering a culture of excellence in Further Education and Training (FET).

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Student Voices In Action: FET Student Council's 2024 Milestones

The FET Student Council fulfilled many key objectives in 2024. One of the objectives was to raise the profile of the FET Student Council, both internally and externally to Tipperary ETB, and to have the voice of the students in Tipperary FET College involved in the decision-making process. The year started with a logo competition that went out to all FET students to design a logo that would symbolise the Student Council. Following an open competition to all FET students, an independent team of judges with experience in Design, Art, Admissions, and FET reviewed 40 entries, and a final winner was chosen. Thanks to the judging panel and a huge thanks to the FET Student Council, all entrants (and teaching staff who facilitated the same), and finally the winner: Philippa Mortimer - 'Graphic Design for Print and Social Media (Adobe Expert)' (Tutor: John O'Dwyer). Congratulations!!

The FET Student Council were involved in numerous events and activities throughout 2024:



The FET Student Council meets monthly, alternating between online and in-person sessions, rotating meeting locations and inviting students from each centre to boost participation



Members of the Tipperary ETB FET Student Council were invited to be part of a panel discussion at the launch of the AONTAS Annual Report in Athlone (October 2024).

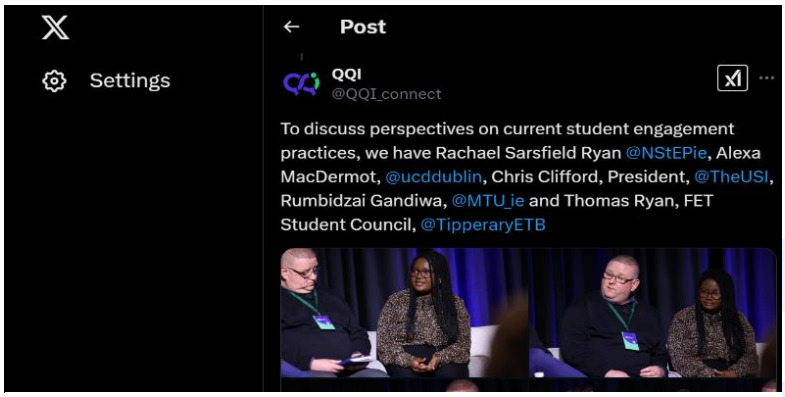


Members of our FET Student Council meet with Minister Patrick O'Donovan, DFHERIS (centre) and Michael Murphy, TD (second from left) at the launch of the Connected Campus for Clonmel in October 2024



Tipperary FET Student Council collaborate with Cork ETB Learner Voice group in September 2024

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Member of our FET Student Council, Thomas Ryan, at the QQI Conference on Leading and Learning in a Changing Landscape, at the Royal National Convention Centre. Thomas was part of a panel to discuss perspectives on current student engagement practices.



The AONTAS Learner Forum in the Anner Hotel, Thurles (April 2024)



Alan Anthony Quinn, the Chair of the FET Student Council, completed a six-week facilitation course with the Public Participation Network. Following this, he has joined the Transportation Coordination Unit for Tipperary PPN.

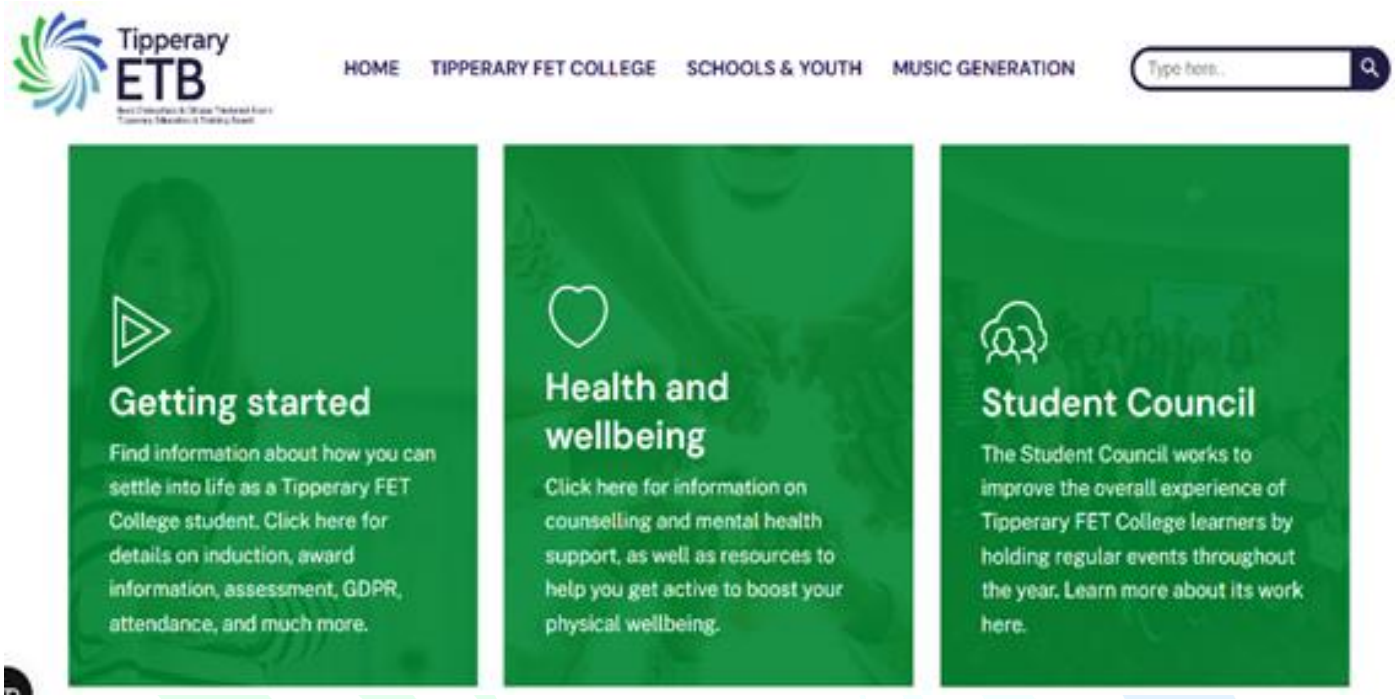


Tipperary FET Student Council go on a road show around Tipperary to introduce the FET Student Council to FET students throughout the County and also facilitate a workshop on how the student experience could be improved. March 2024 Roscrea and Nenagh



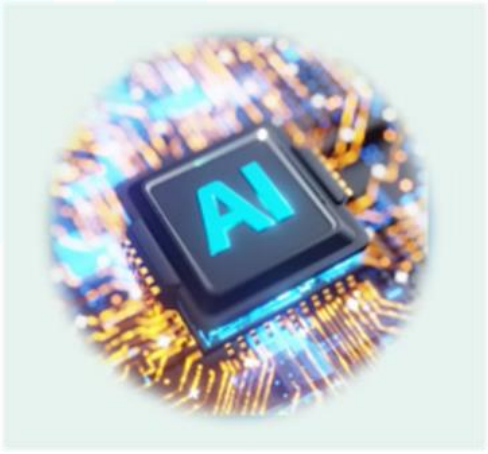
Tipperary FET Student Council nominated for a Star Award with AONTAS under the category of Learner Voice (March 2024)

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The FET Student Council collaborated with ETB staff in developing the content for the FET Student Hub section of the new website for Tipperary ETB. This will help promote the work of the FET Student Council and help provide a voice for others within Tipperary ETB.

Tipperary ETB Leads Micro-Qualification In Artificial Intelligence



The Artificial Intelligence FET Micro-Qualifications (MQs) Project was initiated to support the development of AI and data-related skills for employees and enterprises while also raising awareness across the entire Further Education and Training sector. This new suite will cater to Levels 4, 5, and 6 on the National Framework of Qualifications (NFQ). Various research studies and reports have highlighted that these skills are essential both now and in the future.

In the summer of 2024, SOLAS issued a national call for Education and Training Boards (ETBs) and stakeholders to participate. Without hesitation, the Tipperary FET Programme Office expressed a keen interest in collaborating and contributing to this exciting area of development.

Tipperary ETB took the lead on the Level 5 "Enhancing Productivity Using AI" micro-qualification (5 credits), which aims to enhance workforce capabilities by integrating AI knowledge and skills through a practical and flexible delivery approach. The programme emphasises short, bite sized, hands-on learning, allowing participants to engage with Generative AI (GenAI) tools through instructor led and self-directed activities via a parttime delivery. By the end of the MQ, learners will be able to apply GenAI strategically, make informed decisions about its use, and identify opportunities to save time and improve efficiency in their daily work.

The FET Programme Office and FET Quality Assurance Office worked closely with subject matter experts H2 Learning in its development. The programme has been submitted to Quality and Qualifications Ireland (QQI) and is currently pending validation. Tipperary ETB is actively involved in the AI Working Group, Programme Development Group, and Promotional Groups for these exciting new AI FET Micro-Qualifications.

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Tipperary ETB Wellbeing Booklet is launched in 2024

The Tipperary ETB Wellbeing Booklet, launched in 2024, is a monthly online flipbook publication. It compiles various events, talks, news, and support services provided to the FET Development, Support, and Quality Department by sources such as the Wellbeing Advisory Group. The magazine began in September 2024, with the first issue being a PDF downloaded directly from Canva. Over time, it has evolved to have a more professional appearance through the use of Heyzine Flip Magazine.

As the months progress, new features and tools are discovered, such as interactive web links, videos, and more. Initially, the Wellbeing Booklet was shared via email with the PDF attached to all staff. Now, with the assistance of the Communications Department in OSD, the booklet is sent via email to all staff with an interactive image link and is also featured on the SharePoint Staff Hub platform every month.

While the events and support services vary each month, a few items remain consistent. Following the cover page of each booklet, you will find our Core Values: Excellence, Care, Equality, Community, and Respect. Next, there are details about the Free Psychological Supports offered to all FET students, including six free counselling sessions at any of the listed centres. The final recurring item in the booklet is the 'Join the Student Council' call-out. The Wellbeing Booklet is also distributed to our FET students, as the information is relevant to them.

As mentioned, this booklet is continually evolving, with many ideas and plans for future editions. There is even the possibility of the FET Student Council having their own publication, as it has proven to be an effective way to disseminate information to a wide audience of staff and students.



FET Data Bites Launched In 2024

In 2024, Tipperary FET College's Information and Data Management team launched a monthly newsletter called FET DATA BITES. This newsletter is shared on the Staff Hub and directly with staff in Centres and Programmes. It is reviewed by the Senior Leadership Team, the FET Senior Management Team as well as noted to the Tipperary ETB Board and FET Committee. The FET DATA BITES newsletter was created to facilitate data sharing among colleagues and to serve as a tool for monitoring progress towards SPA targets. The content for each issue is sourced from MIS End of Month reports (SOLAS), monthly Tableau SPA reports, and PLSS reports.

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Navigating AI and Academic Integrity: Tipperary ETB's Approach

Recent technological developments, including Generative AI, bespoke online 'essay mills' and other contract cheating websites, have identified and enabled more forms of 'cheating' in assessments. Plagiarism is now no longer the primary form of assessment malpractice that threatens the integrity of assessment in Tipperary ETB.

An **Academic Integrity Steering Group** was formed late 2023 to discuss artificial intelligence and shape the direction and vision of academic integrity. The group consists of FET managers, programme coordinators, tutors, administration, QA and programme development staff, as well as an external TEL and QA person. The role of this group is acknowledged in the development of policy guidance and staff development for Tipperary ETB FET.

The **Academic Integrity Policy for FET** was launched in June 2024. This aims to promote an educative approach to upholding academic integrity and to support the prevention of academic misconduct. The policy includes the use of AI, understanding AI as a learning aid, its limitations, AI tools and guidance on the use of AI in course and assessment work.

To support the rollout of the new Academic Integrity Policy for FET, a programme for staff development and awareness was created and rolled out by the FET QA Office. From September to October 11 live staff briefing sessions took place in six FET locations across the county and four online. Attendance reached was 245 Tipperary FET College staff, including managers, teachers, tutors, admissions, guidance and administration. This session continues to be available as a pre-recorded session on the QA SharePoint space.

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New Structured Approach for Documenting Non-Accredited Courses

Community Education, Adult Literacy Service, and FET Development, Support, and Quality collaborated to develop a structured process for documenting non-accredited courses. This initiative aimed to enhance the quality and consistency of non-accredited programmes offered within the community. The project focused on creating a framework and template, and professional development (PD) sessions were conducted to train staff on writing programme aims, objectives, and learning outcomes.

- **Framework and Template Development**: The FET QA Office, in collaboration with Community Education and ALS, developed a comprehensive framework and template for documenting non-accredited courses. This framework included guidelines for structuring course content, defining learning outcomes, and setting clear objectives.
- **Professional Development**: Professional development sessions were delivered to Community Education staff. These sessions focused on enhancing skills in writing programme aims, objectives, and learning outcomes. The PD was well received, with participants appreciating the practical guidance and support provided.
- **Implementation**: The newly developed framework and template are now in use by Community Education and Adult Education. Staff were encouraged to use these tools to document existing and new non-accredited courses.

The project successfully increased the capacity within Community Education to develop and document non-accredited courses. As a result of continued work by Adult Education and Community Education, there are now a range of non-accredited programmes documented and shared on QA SharePoint, demonstrating the effectiveness of the new process. The process also provides a governance stage to ensure the consistency and quality of the documented process. Most recently, a programme for an Irish Sign Language course was documented.

The collaboration between Community Education, Adult Literacy Service, and DSQ has led to a more structured and consistent approach to documenting non-accredited courses. The professional development provided has empowered staff to create high-quality programmes with clear aims, objectives, and learning outcomes. This initiative has significantly enhanced the capacity of Community Education to offer well-documented and effective non-accredited courses that further enrich students' experiences.

Admissions Hub Launched in 2024

As part of developing Tipperary FET College, the Further Education and Training (FET) Admissions Hub was established in September 2024, with the Recruitment and Adult Guidance Information Service playing a pivotal role in its operations. The Hub is responsible for recruiting and placing students in Tipperary Education and Training Board (ETB) FET programmes at National Framework of Qualifications (NFQ) Levels 4-6, across both full-time and part-time provisions. Additionally, it oversees advertising, marketing, and information dissemination in alignment with the Tipperary ETB Marketing and Communications strategy, working closely with the broader Tipperary ETB communications plan.

Reflecting our core values of Community, Care, Excellence, Equality, and Respect, the Hub continues to enhance its role in simplifying access to FET programmes, ensuring a smooth and efficient application process. A key focus is the integration of guidance and support services, offering prospective students personalised advice to explore their educational and career options. This approach enhances awareness of progression opportunities

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within FET and pathways to Higher Education, helping to remove barriers and empower students to make informed decisions about their future.



Example of promotional material developed through the Admissions Hub



Admissions Hub is located in Tipperary FET College, Tyone, Nenagh (above) and in Tipperary FET College, Western Road

Aligned with the Supporting Jobs, Creating Pathways, Upskilling Through Lifetime and Careers, Fostering Inclusion, and Targeting Key Skills Needs (SPA) targets, we remain dedicated to delivering a high standard of service while continuously working to improve accessibility, transparency, and student success.

The Admissions Hub facilitated the transition-year TY Tasters initiative, which commenced in Tipperary ETB in October 2024. Marketing and promotional campaigns for programme recruitment, managing student applications, selection, and enrolment were all part of this process. A total of 12 short courses were designed for TY students across the county, promoting FET and encouraging students to get hands-on, practical experience in a wide variety of subject areas. With over 230 applications, the programme has been successful with students and schools alike. So far, 60 students have started their courses, and approximately 65 more are anticipated to participate by the time the final course runs in March 2025. Courses offered include, Film Production, Trade Skills, Beauty Therapy, Sports Conditioning & Coaching, Entrepreneurship & Business Innovations, Complementary Therapy, Hairdressing, Introduction to Healthcare & Nursing, and Fashion Design.

In collaboration with the Active Inclusion Officer, the Admissions Hub staff developed a programme called GIF – Get Into FET. This initiative offers a concise guide to QQI (Quality Qualifications Ireland), NARIC (National Academic Recognition Information Centre), how to find courses on www.fetchcourses.ie, how to register and apply for courses, and information about Funding and Supports. The programme was delivered in person across the county in 2024, and plans are underway to make it available as an online resource in Quarter 1 2025. This initiative will serve as a gateway for individuals to access FET.

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Tipperary ETB Begins Developing Tertiary Programmes For The First Time

In June 2024, Tipperary ETB recruited a Tertiary Manager to oversee and support the development of new tertiary programmes; degree programmes to be co-designed, co-developed and then co-delivered by an Education and Training Board (ETB) and a Higher Education Institution (HEI). The programmes may lead to either an NFQ Level 7 Ordinary bachelor's degree, or an NFQ Level 8 honours bachelor's degree, with students completing a minimum of one year of their degree programme in a further education and training centre in an ETB, and the balance of the programme in a HEI. Students' entry into tertiary programmes is not based on leaving certificate points, but instead on meeting minimum entry requirements. This approach is to promote equality for access and to facilitate inclusion.

The National Tertiary Office (NTO), tasked with developing new pathways from further education to higher education, supports the collaborative development of tertiary programmes between ETBs and HEIs.

Since June 2024, Tipperary ETB has worked closely with Technological University of the Shannon (TUS) Midwest to explore opportunities in the tertiary programme space. TUS Midwest has two campuses in Tipperary: one in Thurles and one in Clonmel. Through research and discussion, it was agreed that Tipperary ETB and TUS Midwest would collaborate on the development of two tertiary programmes: in Applied Sports Science and Digital Arts. Both programmes will afford students the opportunity to complete year one of an honour's degree programme with Tipperary ETB, and the balance of the programme, three years, with TUS Thurles for the Applied Sports Science degree, and TUS Clonmel for the Digital Arts degree.

Both programmes will be structured as having a common year one which will mean that a student can choose one of three degrees to progress to year two in, having successfully completed year one with Tipperary ETB. Currently it is proposed that Tipperary ETB will offer year one of the Applied Sports Science degree in Thurles and year one of the Digital Arts degree in Clonmel. This will afford students a seamless transition when they move from Tipperary ETB to TUS in year two. It is proposed that both tertiary programmes will be offered in September 2025 to Leaving Certificate students, mature students, and those who have previously achieved a relevant NFQ Level 5 QQI major award.

Organisational Accreditation for Erasmus + Awarded to Tipperary ETB FET College

The Erasmus+ programme aims to support lifelong learning by fostering the educational and professional development of individuals in education, training, youth, and sport across Europe. This initiative contributes to sustainable growth, quality employment, social cohesion, innovation, and the strengthening of European identity and active citizenship. The programme's specific priorities include promoting inclusion and diversity, driving digital transformation, addressing environmental issues and climate change, and encouraging participation in democratic life, common values, and civic engagement.

This project has been funded with support from the European Commission.

Tipperary ETB FET service has been awarded organisational accreditation under the Erasmus+ programme. This accreditation allows us to enhance and develop our internationalisation strategy by providing access to financial support. This funding will facilitate numerous continuing professional development (CPD) opportunities for both staff and students. It will cover travel expenses, accommodation, and participation fees for training programmes, conferences, and student work placements.



FET DSQ Team in Florence (June 2024) attending The Future of Education International Conference



FET QA Team attending the 2024 European Quality Assurance Forum (EQAF) in Holland (November 2024)

With over a decade of experience in international Erasmus+ projects, Tipperary ETB is well-positioned to strategically coordinate access and participation for staff and students in alignment with both Erasmus+ priorities and our national and organisational FET strategic goals. Recently, an invitation to FET staff for Erasmus+ opportunities in 2025-2026 received over 50 expressions of interest. This strong response highlights our commitment to leveraging this support to enhance continuing professional development within Tipperary ETB FET services.

Collaboration with Partners in Education - Bealtaine Festival



The year 2024 marked yet another triumphant chapter for Community Education's participation in the Bealtaine Festival, held in partnership with Tipperary Libraries. This annual celebration saw a remarkable turnout, with a total of 210 learners engaging in a variety of workshops and courses meticulously curated for the festival. The overarching theme for this year, "Celebrating Positive Ageing," resonated deeply with participants, fostering a sense of community and well-being.

The diverse array of workshops and courses offered something for everyone, catering to a wide range of interests and promoting lifelong learning. Among the most popular sessions were cookery classes, where participants could explore new recipes and culinary techniques, and relaxation workshops, which provided much-needed respite and stress relief. The Ukulele classes added a musical touch to the festival, allowing learners to discover the joy of playing a new instrument.

Health and Fitness sessions were also a significant highlight, encouraging participants to stay active and maintain a healthy lifestyle. The DIY workshops empowered individuals with practical skills for home improvement projects, while the Wood Carving classes introduced a new and exciting element to the festival. This addition proved to be a hit, with many learners expressing their enthusiasm for the intricate and creative process of wood carving.

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Art and Arts & Crafts workshops offered a creative outlet for participants, enabling them to express themselves through various mediums and techniques. These sessions not only nurtured artistic talents but also provided a therapeutic and enjoyable experience. The Wellness workshops rounded out the programme, focusing on holistic approaches to health and well-being, and equipping learners with tools to enhance their overall quality of life.

The Bealtaine Festival's comprehensive programme truly had something for everyone, reflecting the spirit of inclusivity in our community education service. The success of the Wood Carving exhibitions, in particular, highlighted the festival's ability to innovate and introduce new elements that captivate and engage learners.

Overall, the 2024 Bealtaine Festival was a resounding success, celebrating positive ageing and fostering a vibrant, supportive community through the power of education and shared experiences.

Family Learning Highlights from 2024

The Adult Literacy service has strengthened its connections with DEIS schools, HSCL teachers, and Family Resource Centres, resulting in a greater number of parents actively engaging in learning to support their children. The final Family Learning course for this term involved a project to upcycle old school bookshelves to create a book swap corner at Bunscoil na Cathrach, aimed at encouraging and fostering reading and book sharing among the children.

The group creatively transformed the old bookshelves using upcycling techniques, while also learning about recycling and reusing to benefit the environment. The project involved brainstorming ideas, prepping, priming, painting, and hands-on crafting and decoupage. Additionally, the group painted and decorated two science boxes that will be used to share science resources throughout the school.



Tipperary ETB Family Learning Book Nook Builds at Bunscoil na Cathrach

In **2024** we delivered 49 Family Learning courses, working in partnership with:

- 14 DEIS Primary Schools,
- Six DEIS Post Primary Schools,
- Traveller Groups and Tipperary Rural Traveller Project, to support the Traveller After School Programme,
- Knockanrawley Family Resource Centre and Sláinte Care: Family Literacy Nutrition project for members of the Traveller Community,

- Children and Young People's Services Committee' (CYPSC),
- Ceim Eile (Youth Reach) in Templemore,
- And Tipperary Libraries.

Empowering Inclusion Through Digital Learning – REACH Funded Collaboration

An exciting new collaborative project between Tipperary ETB, Digi Academy, and Avista CLG was approved for REACH funding in 2024. This initiative focuses on enhancing digital inclusion for learners with intellectual disabilities, fostering greater independence and participation in the digital world.

Digi Academy, an innovative e-learning video platform, is designed in collaboration with individuals who have accessibility needs. It provides engaging, accessible digital skills training to improve digital literacy, health, well-being, and social inclusion. Through this project, students from Avista CLG—a leading organisation supporting individuals with disabilities—will engage with Digi Academy's tailored resources. Their learning journey will be further supported by Tipperary ETB's Adult Literacy Resource Worker, ensuring a structured and inclusive learning experience that empowers participants to navigate the digital world with confidence.

Strengthening Partnerships: Tipperary FET College and Local Agencies

In 2024, Tipperary FET College worked in partnership with several day and residential services to provide community education and literacy courses: Ability Programme (Knockanrawley), Ancaire Autism Outreach (Clonmel), Avista – Anusha Day Service (Thurles); Avista (Nenagh & Roscrea); Rehab Care (In Clonmel: Knocklofty, SuirDrop, Hughe's Mill and Bridgewater House); Nenagh, Thurles; Cashel; Brothers of Charity (Ballyporeen, Clonmel, Ballina, Cahir, Glengoole, Clerihan); Camphill Communities of Ireland (Carrick on Suir); Cashel Day Service; Cluain Enterprise and Training; CATS Day Service (Cashel): Glenroyd Day Service (Nenagh); Irish Wheelchair Association (Cashel, Fethard, Roscrea); Moorehaven (Tipperary Town); St. Cronan's Association; Tipperary Rural Traveller's Project; Cuan Croi (Tipperary Town).

- In 2023/24 there were 170 different courses specifically for our Community and Disability Community Partners, both accredited and non-accredited,
- 140 SEN learners enrolled in courses, an increase of 30 from the year 2022/23,
- In 2024, 177 learners from our various Disability Community Partners successfully completed QQI accredited modules from Levels 1-3,
- And 22 SEN learners achieved a Major Award at Level 1, 2 or 3.

Community Education Supports Adults In Addiction And Recovery

Community education plays a pivotal role in supporting individuals in addiction recovery, promoting wellness, and fostering health. Two exemplary projects highlight the impact of such initiatives include the Coolmine, Tipperary ETB, North Tipperary Development Company (NTDC) Collaboration and the Social Therapeutic Horticulture Programme.

The Coolmine / NTDC collaboration concluded in August this year with a successful 10-week pilot Wellness Programme in Thurles. This initiative provided comprehensive support to participants. The programme included employment support, CV preparation, and personal development sessions, alongside trauma informed mindfulness and art therapy. One learner, in particular, greatly benefited from the programme,

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gaining the confidence and skills to re-enter the labour force and enrolling in FET in September 2024. The success of this programme led to commitments from stakeholders to launch a similar course in Nenagh in early 2025, demonstrating the programme's positive impact and sustainability.



Members of HSE Ireland Substance Misuse Service and FET staff receiving their AONTAS Star Award

Similarly, the Social Therapeutic Horticulture Programme, funded by REACH and our Community Education service has garnered national recognition for its innovative approach to supporting individuals in recovery. This programme uses gardening, floristry, and other horticulture learning activities to aid service users of the HSE Ireland Substance Misuse Service on their recovery journeys. The therapeutic nature of these activities not only supports mental and physical health but also fostered a sense of accomplishment and community among participants. Many have gone on to pursue further education and training, showcasing the programme's effectiveness in promoting long-term recovery and personal development. The programme's success has been acknowledged with a STAR Award in the Health and Wellbeing category, sponsored by Mental Health Ireland, and has attracted attention from notable figures, including a visit from President Michael D. Higgins at Bord Bia Bloom.

These partnership projects exemplify the transformative power of community education in supporting individuals through addiction recovery and promoting overall wellness and lifelong learning. By providing tailored support, practical skills, and therapeutic activities, community education initiatives like these create pathways to recovery, personal growth, and reintegration into society. They stand as models of best practice, demonstrating the profound impact of education and community support on individual lives.

Tipperary ETB Celebrating Achievement at Tipperary FET College Countywide Awards Ceremonies

In 2024, Tipperary FET College hosted a series of awards ceremonies across the county, honouring the achievements of learners from across the county at events held in Nenagh, Roscrea, Templemore, Tipperary Town, Cahir, Clonmel, and Carrick-on-Suir. These events celebrated the significant accomplishments of students across the full range of FET provision while also provided an opportunity to recognise and celebrate the dedication and commitment of our fantastic staff who do so much to help our FET students' progress their learning journey and achieve their goals.



Cllr Roger Kennedy, Chairperson, Tipperary ETB (front row, third from left) along with staff members of Tipperary ETB FET College Clonmel at awards ceremony

A highlight this year was the Apprenticeship Graduation Ceremony on 4 October at Hotel Minella in Clonmel, where newly qualified apprentices from Tipperary ETB, Kilkenny Carlow ETB, and Waterford Wexford ETB were recognised. The ceremony, hosted by Tipperary ETB, featured addresses from Dr Mary Liz Trant, Director of the National Apprenticeship Office, and Bernadette Cullen, Chief Executive of Tipperary ETB. Over 140 apprentices graduated in fields

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such as Electrical, Carpentry and Joinery, Metal Fabrication, and Plumbing. Ms. Cullen acknowledged the vital role of local employers in supporting apprenticeships and expressed gratitude to Oireachtas members for their ongoing support of Further Education and Training in Tipperary.



Cllr Roger Kennedy, Chairperson, Tipperary ETB (front row, fourth from left) with Tipperary ETB staff and FET College Clonmel learners who received certificates

Learners were at the heart of every awards ceremony, sharing powerful and inspiring accounts of their experiences as FET students in Tipperary FET College. Their stories highlighted the motivations behind their educational journeys, the challenges they overcame, and their aspirations for the future. One standout moment, from many standout moments across the events, took place at the ceremony in Cahir House Hotel, where Tipperary ETB honoured the achievements of over 150 adult learners who completed courses ranging from NFQ Levels 1 to 5 and Cambridge Key English Tests. Among them, adult learner John Donaghy delivered a heartfelt reflection on the life-changing impact of education and the invaluable support provided by tutors and peers. We extend our gratitude to all students who shared their journeys at these events. Their words serve as an inspiration not only to their fellow learners but also to those considering a return to education.

While all our events have expanded significantly in the past two years, as a sign of how big the events are becoming at our event in Clonmel held at the Talbot Hotel, Clonmel, on 14 November 2024, over 260 part-time and full-time adult learners were recognised for their achievements. Numbers were so large on the day, for the first time we had to split the event into a morning and afternoon session to accommodate all our successful learners. At the event students, who completed qualifications under the National Framework of Qualifications (NFQ) at Levels 1 to 6, as well as those receiving their Cambridge Key English Tests, were celebrated in front of family, friends, and local dignitaries. The atmosphere was one of pride and joy as students took to the stage,



Some Graduates of Tipperary FET College Templemore and Tipperary ETB Staff



ELC student with Principal of Tipperary FET College Templemore Micheál Lenihan

marking an important milestone in their educational journey.

These ceremonies underscored Tipperary ETB's commitment to providing accessible, high-quality education and training opportunities. The events not only celebrated academic achievements but also highlighted the personal growth and development of learners, reinforcing the transformative power of lifelong learning within the community. Thank you to the organising committees in each location for planning and delivering such fantastic awards ceremony events in each location.

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REACH 2024 once again makes a big impact to communities across Tipperary.

The REACH funding helps people who face educational challenges to join and take part in community education. In 2024, the REACH Fund saw a significant level of activity and support. A total of 30 applications were submitted, out of which 23 were approved. The fund provided substantial financial support across several key categories:

- **Community education learner assistance support** received €17,216, helping students access essential educational resources,
- **Innovative green projects** were allocated €16,616, promoting environmentally sustainable initiatives,
- **Increasing participation of priority cohorts** was a major focus, with €25,155 dedicated to this cause,
- The **Adult Literacy for Life Strategy**, which includes literacy, digital technology, and access to Wi-Fi/broadband, was the largest beneficiary, receiving €46,463.65,
- **Pre-development for marginalised and disadvantaged adults** was supported with €1,496.94, aiding in their initial development stages,
- And **Refugees** received €13,382.17, assisting them in their integration and support needs.

In total, the REACH Fund expended €120,329.76 in 2024 and made a significant and positive impact benefiting





1,281 adults in Tipperary.

A representative from Aherlow Kilross community said:

"We used REACH funding to set up hands-on projects for adults with special needs, refugees, and older community members with low educational levels. The projects focused on improving IT and biodiversity skills and enhancing community engagement. It enabled us to offer computer and smartphone classes, upgrade the Wi-Fi system, and improve community hall facilities, benefiting the Ukrainian community and meant we could host wider social events. The biodiversity project brought together all ages for garden maintenance and adult education classes including primary school children, refugees, and local adults. The ongoing project fosters mutual teaching and learning, and we in this community are still reaping the benefits of the REACH funding."

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Transforming Teaching and Learning: UDL Sessions Inspire

During October and November, a total of 165 Further Education and Training staff (FET) attended Universal Design for Learning (UDL) onboarding sessions across various locations in Tipperary, including Nenagh, Templemore, Thurles, Clonmel, and Tipperary town. These sessions aimed to generate interest and enhance foundation UDL skills. Among the attendees, 25 were programme managers or coordinators, and the remaining participants were teachers. Each session lasted for three hours and provided a practical overview of how adopting a universal design approach in FET can foster inclusivity in our classrooms.

The feedback from our FET staff was overwhelmingly positive. Teachers expressed their appreciation for the insights gained during the sessions. One teacher remarked:

> *"This is a life changer. I have been adapting my materials for individual students for years. Now I know that this is not necessary, and I will be working differently from now on."* Another teacher shared*, "I learned more this morning from this session than I did from a year-long TEL course."* Additionally, there was a strong desire for continued support, with one participant asking, *"What are we doing next on this? I hope we see some follow-through support."*





FET staff engaged in UDL onboarding with facilitator Jean Reale MIC

Following on from our onboard sessions we hosted another session with our Programme Managers and Coordinators on 6 December. The aim of this meeting was to establish a unified approach at FET centre level. Our next steps will include agreeing a consistent UDL approach or implementation of a UDL across teaching staff teams, embedding UDL at staff meetings on the agenda, and engagement with students on our UDL practices. Following this process, we will regroup to look at CPD needs for teachers to support ongoing UDL integration in teaching and learning.

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Adult Literacy for Life Strategy in Tipperary

Launched the first Regional Adult Literacy Coalition in December 2023, involving nearly 20 stakeholders. The key actions and achievements in 2024 include:

- Leadership: Transitioned from Tipperary ETB to the Public Participation Network,
- Awareness Raising: Created daily videos during Adult Literacy Week to promote literacy-friendly practices. Hosted a webinar in September to discuss unmet literacy needs. Provided literacy awareness training for Tipperary ETB frontline staff,
- Community Engagement: Organised two "Let's be literacy friendly in Tipperary" events, attended by 60 staff from various organisations. Included stakeholders like the Health Service Executive, Money Advisory Board, Citizens' Information, and more,
- And Digital and Project Initiatives: Enhanced digital capabilities through projects funded by the ALL Collaboration and Innovation Fund, including Heritage Literacy and Literacy Connect in a rural community.





Adult Literacy for Life (ALL): Additional Funding

Tipperary ETB received approximately €35,000 from SOLAS through a successful funding application. The money was spent across five strands of delivery:

- Working with a Family Resource Centre to adapt and deliver the HSE's Healthy Food Made Easy course for literacy and language students,
- Delivering twelve additional Smartphone courses to support the digital inclusion of older adults,
- Delivering a Four stroke Motor Maintenance course to adults returning to the workplace which is a likely pathway to apprenticeship training,
- Supporting a Family Learning tutor to upskill in delivering nature and sustainability-based Family Learning courses,
- And supporting Family Learning by extending the options to more families in the Adult Literacy for Life target groups.

This additional funding assisted the adult literacy service to deliver identified supports to the groups specifically mentioned in the ALL Strategy and supported students across the pillars of Access, Expand and Empower.

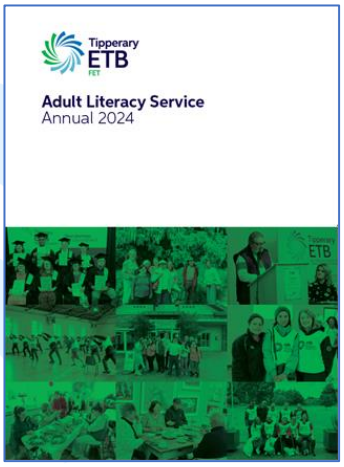
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Community And Care – AONTAS Adult Learners Festival

AONTAS Adult Learners' Festival 2024 celebrated adult and community education that happens in everyday learning spaces. Over 100 participated in the event, including adult learners, Tipperary ETB teaching and learning staff and partners from agencies working with Tipperary ETB.



4 – 8 March 2024 Adult Learners Festival



Tipperary ETB had a number of events running during the Adult Learner Festival in March including – Walk and Talk in the Army Barracks from 10am, 3 quizzes in Archerstown, Nenagh and Clonmel Head office to raise awareness of the ALL Strategy. The Adult Literacy Service Annual Launch took place online on 5 March at 10am. Students from across literacy courses with Tipperary ETB shared stories of their experience.

As part of the event, we celebrated Family Learning and had stories from Bunscoil Na Cathrach, St Peter and Pauls, Presentation Primary School in Carrick-on-Suir, St John the Baptist Boys and Girls School in Cashel, St Olivers National School in Clonmel, Holy Trinity Primary School and Patrician National School in Fethard amongst other stories. Open days were held across many locations including the Army Barracks on 25 April and in Carrick-on-Suir FET Centre.

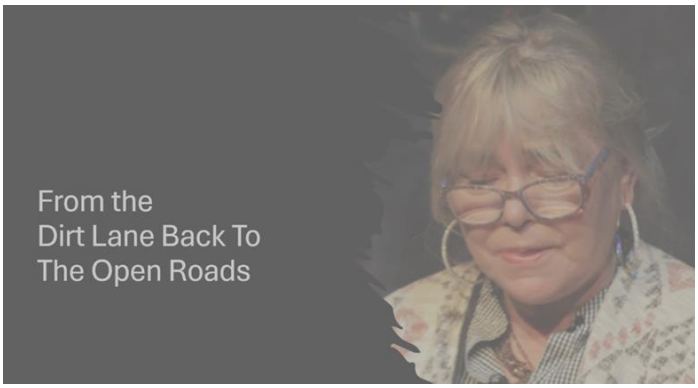
From the Dirt Lane Back to the Open Roads - Launch



The Adult Literacy Service launched Helen Hutchinson's poetry collection *"From the Dirt Lane Back to the Open Roads"* in the Abbey Court Hotel in Nenagh in June 2024.

L-R: Kaye Mullaney, Colin Cummins, Helen Hutchinson, Dr Rosaleen McDonagh, Mags Casey, Fiona Bolger and Mary Jo Kennedy-Deegan at the launch of Helens Hutchinsons poetry book; "From the Dirt Lane Back to the Open Roads"

Helen has been attending classes with tutor Marian Browne at Tipperary ETB since 2022. She has written numerous poems and short stories, and the Tipperary ETB Adult Literacy Service worked with her to compile these collections to ensure they were preserved. Helen has made many public appearances reading her poems, including on 'The Poetry Programme' on RTE 1 with Olivia O'Leary.



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Helen is also involved with Traveller Pride, where she reads her poems. Through her classes with Marian, Tipperary ETB ALS connected with published poet Fiona Bolger to help Helen advance to the next stage. The book was published through ChapBook, which specialises in small books such as collections of poems, stories, or an experimental mix of both.

Latch-On Graduation



On Monday 17 June sixteen students from our Cahir and Thurles Latch-On groups came together in the TUS Thurles Campus for a graduation ceremony to mark the end of their two-year literacy programme.

The Literacy & Technology Hands-On (Latch-On) programme began in September 2022, in partnership with Down Syndrome Ireland. There were two classes, one in Cahir and the other class in Thurles, both with 8 participants, ran over two days a week.

Latch-On was developed at the University of Queensland, Australia and is now taught in centres across Ireland to adults with Down syndrome. The course content is designed to allow the students opportunities to access literacy in all its forms from viewing through to reading and writing.

All the students and their families thoroughly enjoyed the graduation day where we heard all about their fantastic experiences and hard work over the past two years. We wish all the participants the best of luck for the future in their lifelong learning journey. Well done to all!

REALT





In 2024 the Literacy Service (ESOL) provided a range of levels from pre-A to B1 in Roscrea, Nenagh, Templemore, Thurles, Tipperary, Dundrum, Cashel, Clonmel, Carrick-on-Suir and Cahir. The majority of those attending achieved certification with many of our Ukrainian students completing components in QQI Levels 1 and Level 2 and a number sitting the Cambridge Key English Test (A2) and Preliminary English Test (B1) in Archerstown in May. The students received their certificates at award ceremonies held across the various locations in November and December. It was a proud day for all to celebrate their achievements.

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As well as certification, students had a chance to relax and enjoy social, cultural and educational activities with their classes. Class parties and picnics were arranged in classes where students shared dishes and customs from Ukraine and other countries. International Women's Day was celebrated with students and community members in Fethard.

Employing Professional Development as a Medium for the Integration of a Unified Identity for Tipperary FET College



23-26 August 2024 saw the return of our FET staff for two Professional Development days hosted by Coláiste Éile in Thurles. Included in the programme were contributions on Sustainable Development Goals (SDGs); English for Speakers of Other Languages (ESOL); Academic Integrity; Universal Design for Learning (UDL); Tertiary Degrees; and A whole school approach to Literacy. However, the highlight of the two days was the keynote address provided by Dr Ted Fleming (pictured here) from Maynooth University. He spoke about the importance of Further Education and the contribution it makes to the lives of all students who participate as well as the strengthening of our democracy. The importance for all students to become critical citizens is more vital than even in the context of a bombardment of "information", in all its formats, and our responsibility as educators to enable all our students to evaluate what to believe and what to ignore.

Gatherings of our professional educators is really important for our FET Service as we become the Tipperary College of FET, and employing the medium of professional development to enable a cohesion around the important challenges in our sector is crucial. We are building and strengthening a unified identity and value-system of Care, Respect, Equality, Community, and Excellence, through staff gatherings of all kinds, in particular, professional development.

The feedback from staff was extremely positive. This was a very energetic beginning to our academic year.

Tipperary ETB Mini Olympics 2024 – supporting inclusion and participation



Almost 200 young students from across the county, who had previously attended traditional post-primary education, returned to education and training through Tipperary ETB over the past few years. A key objective of this programme is to support sustained inclusion and participation so that all students can see and feel that they belong. While education and training are key pillars of the curriculum, leaders in this youth programme identified the positive impact that "competitive" activities have on personal development, self-understanding, and overall wellness. And so, in 2021 the Tipperary ETB Mini Olympics

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was established incorporating competitive activities including athletics, dodgeball, soccer, as well as competitions in art, hair and makeup, and more.

Responsibility for organising the event passes around the county in turn and the 2024 event was handed to Tipperary FET College – Templemore (Youthreach), and its Coordinator David Young; he prepared and organised the event for 24 April 2024, in Bishop Quinlan Park in Borrisoleigh.



The event attracted a large crowd to celebrate its third successful year. The event saw students from across Tipperary competing for the John Kelly Memorial Cup. Participants included students from across Tipperary FET College Youth Provision: Roscrea Youthreach, Cappawhite Youthreach, Thurles CTC, Clonmel CTC, Nenagh CTC, and the host team, Templemore Youthreach. The event also featured ice cream, a coffee barista, a barbecue, and a DJ, which helped create a lively and vibrant atmosphere. Colin Cummins, Director of Further Education and Training, addressed the crowd, stressing the importance of events like this and the lasting memories they create. He noted that these moments would be cherished as participants move on to new opportunities and acknowledged the remarkable level of participation and enthusiasm from the young people, calling it truly special.

The event gave participants a chance to bond and feel part of a larger group, promoting their social development and well-being. By the end of the day, excitement for next year's event was already building. The winners of the 2024 John Kelly cup were the CTC in Nenagh who will go ahead to host the event in 2025.



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Appendix A: Abbreviations

ABP	Area Based Planning
AHEAD	Association on Higher Education And Disability
AI	Artificial Intelligence
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
APO	Assistant Principal Officer
ASD	Autism Spectrum Disorder
ATU	Atlantic Technological University
BOTP	Beneficiaries of Temporary Protection
BTEI	Back to Education Initiative
CAO	Central Applications Office
CAP	Climate Action Plan
CBS	Christian Brothers School
CCF	Common Contractual Fund
CDI	Coláiste Dún Iascaigh
CE	Chief Executive
CMCO	Coláiste Mhuire Co-Ed
CNS	Community National School
CPR	Coláiste Phobal Ros Cré
CSO	Central Statistics Office
CSNB	Coláiste Shliabh na mBan

CTC	Community Training Centre
CTI	Central Technical Institute
CYP	Children and Young People
CYPSC	Children and Young People's Services Committee
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
DEIS	Delivering Equality of Opportunity in Schools
DFHERIS	Department of Further and Higher Education, Research, Innovation and Science
DMARC	Domain-based Message Authentication, Reporting and Conformance
DIY	Do It Yourself
DSP	Department of Social Protection
EAL	English as an Additional Language
ELC	Early Learning and Care
EMT	Emergency Medical Technician
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
ETTA	Engineering Technology Teachers Association

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EU	European Union
FET	Further Education and Training
GAA	Gaelic Athletic Association
GenAI	Generative Artificial Intelligence
GIF	Get Into FET
HE	Higher Education
HEA	Higher Education Authority
HEI	Higher Education Institution
HSCL	Home School Community Liaison
HSE	Health Service Executive
IAU	Internal Audit Unit
ICDL	International Computer Driving Licence
ICT	Information and Communications Technology
IT	Information Technology
ITABE	Intensive Tuition in Adult Basic Education
ITS	Information Technology Services
JTF	Just Transition Fund
LGBTQI+	Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex and others
LSM	Leinster School of Music
MDO	Music Development Officer
MEED	Music Europe Education
MG	Music Generation
MIC	Mary Immaculate College
MIS	Management Information System

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MQ	Micro Qualification
NARIC	National Academic Recognition Information Centre
NCSE	National Council for Special Education
NEPS	National Educational Psychological Service
NFQ	National Framework of Qualifications
NTO	National Tertiary Office
NUI	National University of Ireland
NYCI	National Youth Council of Ireland
NZEB	Nearly Zero Energy Building standard
OSD	Organisation Support and Development
P2P	Purchase 2 Pay
PD	Professional Development
PDST	Professional Development Service for Teachers
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
PPSN	Personal Public Service Number
P-POD	Post Primary Online Database
QQI	Quality and Qualifications Ireland
RDS	Royal Dublin Society
REALT	Regional Education and Languages Teams

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RLC	Regional Literacy Coordinator
SADS	Sudden Adult Death Syndrome
SDG	Sustainable Development Goals
SEAI	Sustainable Energy Authority Ireland
SEN	Special Educational Needs
SENCO	Special Education Needs Coordinator
SET	Special Education Teaching
SETU	Southeast Technological University
SIC	Statement of Internal Controls
SIEM	Security Information and Event Management
SIUF	Strategic Infrastructure Upgrade Fund
SLMRU	Skills and Labour Market Research Unit
SMT	Senior Management Team
SOC	Security Operations Centre
SOLAS	Seirbhís Oideachais Leanúnaigh agus Scileanna
SPA	Strategic Performance Agreement
SPS	Single Pension Scheme
STDC	South Tipperary Development Company
STEM	Science, Technology, Engineering and Mathematics
TCC	Tipperary County Council
TD	Teachta Dála
TEL	Technology Enhanced Learning
TUS	Technological University of the Shannon
TY	Transition Years

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UCD	University College Dublin
UDL	Universal Design for Learning
USI	Union of Students Ireland
VLAN	Virtual Local Area Network
VR	Virtual Reality
VTOS	Vocational Training Opportunities Scheme
WSTCYS	Waterford and South Tipperary Community Youth Service

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