



Laois and Offaly
Education and Training Board

Excellence through Education and Training

Annual Report 2023

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Chairperson's Foreword

The 2023 Annual Report of Laois and Offaly Education and Training Board (LOETB) is welcomed with pride and enthusiasm by all who are involved in LOETB. It displays the range and versatility of the organisation in supporting all members of the communities it serves. The LOETB is the statutory body with responsibility for post-primary schools, further education and training, youth services, music education, apprenticeships/traineeships, and administration to support all these activities across Laois and Offaly.

The organisation's success in developing our recognised role within the community as a provider of quality, locally based, accessible education and training opportunities is charted in this report. The needs of our students have always been central to the service provided by LOETB and it is this focus that will enable us to meet the changing education and training needs of the region into the future. It is this ethos that allows communities to flourish and prosper within our catchment area.

This report demonstrates the innovation and foresight displayed by LOETB in the expansion of all areas of education and training opportunities offered and delivered throughout the region. This is reflected in the increased numbers attending at all levels across the two counties and is a validation of the work that we do. This year has seen the expansion of the apprenticeship/traineeship offerings in both counties, not just the traditional ones we all think of but new areas including agriculture, sustainability, retail & hospitality to name a few. The introduction of the Tertiary programme is welcome and our connections with Technological Universities will lead to a wider range of courses for our students in the years ahead. We have also connected with employers and businesses this year to help us identify their needs and what they require in future employees.

I would sincerely like to thank our Chief Executive, Joe Cunningham, his management team, and all the staff of LOETB for their continue commitment and dedication to excellence through education and training.

I would also like to acknowledge the work of my fellow Board members who give so diligently and selflessly of their time in their contribution to the governance of LOETB.

From the beginning LOETB has been to the forefront in developing and piloting new areas in education and training and has been a standard bearer for others in this arena. We as a Board are proud to support these endeavours now and, in the future.



Evelyn Dunne
Chairperson

Chief Executive's Introduction

It gives me great pleasure to present the 2023 Annual Report which marks the first year of the implementation of our five-year Strategy Statement (2023-2027) and represents an important step in the continued development of LOETB as the statutory provider of education and training in the region. This report provides an opportunity to reflect on the actions completed in pursuance of the goals and priorities of the strategy statement as well as our Service Plan for 2023. The report also sets out the summary financial position, and relevant human resources and corporate services information for this period. In 2023, the focus of the organisation has remained constant as we strive to provide the highest quality lifelong education and training opportunities for all communities across Laois and Offaly.

The dedication and commitment of staff has remained steadfast and true to our core values. Indeed, the professionalism, innovation, and creativity of staff in ensuring the best possible experience and outcome for all our students continues to drive us forward. The growing number of students attending our schools and centres, and the increasing breadth and range of programmes and services on offer is testament to the ongoing success of our work.

I wish to convey my thanks and appreciation to:

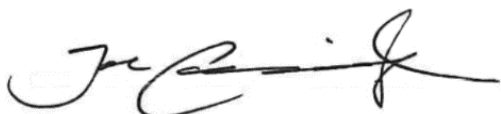
The Chairperson and Board members for their active co-operation in promoting the business of LOETB in so many ways in 2023;

The members of Boards of Management and committees of LOETB who give so generously of their time in promoting the work of the Board;

The Directors of Further Education and Training, Schools, and Organisation Support and Development for their leadership;

The management and staff of our schools, centres, services, and administrative offices for their continued commitment, dedication, and loyalty.

Finally, I wish to acknowledge the retirements of long-serving members of staff and wish them health and happiness for the future. LOETB is indebted to them for their professional and dedicated service to the organisation.



Joe Cunningham
Chief Executive

Board Membership

Name	Nominating Body
Ms Evelyn Dunne (Chairperson)	Staff Representative
Cllr Willie Aird	Laois County Council
Cllr Caroline Dwane-Stanley	Laois County Council
Cllr Catherine Fitzgerald (Deputy Chairperson)	Laois County Council
Cllr Pdraig Fleming	Laois County Council
Cllr John King	Laois County Council
Cllr Barry Walsh	Laois County Council
Cllr Robert McDermott	Offaly County Council
Cllr Clare Claffey	Offaly County Council
Cllr Neil Feighery	Offaly County Council
Cllr John Carroll	Offaly County Council
Cllr Eddie Fitzpatrick	Offaly County Council
Cllr Frank Moran	Offaly County Council
Mr Shane Flesk	Staff Representative
Ms Mary Cotter-Bracken	Parents' Representative
Mr Dave Cullen	Parents' Representative
Ms Maura Brophy	AONTAS
Ms Molly Buckley	Disability Federation Ireland
Ms Frank Smith	Education Management Bodies
Mr Niall Tully	Horse Racing Ireland
Mr Jim Cashen	IPAV

Attendance at Board Meetings

Board Member	Date of Meetings in 2023							Total
	24 Jan	28 Feb	28 Mar	23 May	25 July	26 Sep	28 Nov	
Cllr Caroline Dwane-Stanley	✓	✓	✓	✓	✓	×	✓	6/7
Cllr Catherine Fitzgerald	✓	×	✓	×	✓	×	✓	4/7
Cllr Clare Claffey	✓	✓	×	×	×	×	×	2/7
Cllr Eddie Fitzpatrick	✓	✓	✓	✓	✓	✓	✓	7/7
Cllr Frank Moran	×	✓	×	×	×	✓	×	2/7
Cllr John Carroll	✓	✓	✓	✓	✓	✓	✓	7/7
Cllr John King	✓	✓	✓	✓	×	×	✓	5/7
Cllr Barry Walsh	✓	✓	✓	×	✓	✓	✓	6/7
Cllr Neil Feighery	×	×	✓	✓	✓	×	×	3/7
Cllr Pdraig Fleming	✓	✓	✓	✓	✓	✓	✓	7/7
Cllr Robert McDermott	✓	✓	✓	✓	×	✓	✓	6/7
Cllr Willie Aird	✓	✓	✓	×	✓	×	✓	5/7
Mr Dave Cullen	✓	×	✓	✓	✓	✓	✓	6/7
Mr Jim Cashen	✓	✓	×	×	✓	✓	×	4/7
Mr Niall Tully	✓	✓	✓	✓	✓	✓	✓	7/7
Mr Shane Flesk	×	×	✓	✓	×	✓	×	3/7
Ms Evelyn Dunne	✓	✓	✓	✓	✓	✓	✓	7/7
Mr Frank Smith	✓	✓	✓	✓	✓	×	✓	6/7
Ms Mary Cotter-Bracken	✓	✓	✓	✓	✓	*	*	5/7
Ms Maura Brophy	×	×	✓	×	✓	×	✓	3/7
Ms Molly Buckley	×	✓	✓	✓	×	✓	✓	5/7

** Mary Cotter-Bracken resigned from the Board on 25 July 2023

Confirmation of Compliance

LOETB operates in compliance with the ETB Act 2013, the Code of Practice for the Governance of ETBs 2019, and relevant Circulars from the Dept. of Education. The Board is responsible for the reserved function as set out in the ETB Act 2013 and all other functions are the responsibility of the Executive.

The Board considers that the Annual Financial Statements (AFS) properly present the income and expenditure of the Board and the state of affairs of the Board. The AFS were approved by the Board at its meeting on 26 March 2024 on the recommendation of the Finance Committee. The AFS are subject to audit by the Office of the Comptroller and Auditor General (C&AG). LOETB will publish the AFS within one month of receipt of the audited accounts from C&AG.

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 2022. The Board manages the risk for the organisation through a structured risk management programme and it is assisted in its risk function by the Audit and Risk Committee. The Board relies on the Internal Audit Unit – Education and Training Boards (IAU-ETB) and its reports, the C&AG annual audit, and any external audits such as those carried out on behalf of the European Social Fund. Risk Management is a standing item at all Board meetings, and the Board considers reports from the Audit and Risk Committee, changes in risk ratings, and the Risk Register. The risks are aligned with the strategic goals of LOETB and there are controls in place to mitigate the risks.

The Board reviewed internal control procedures and the effectiveness of the system of internal control in operation at LOETB. The Board approved the Statement of Internal Control (SIC) on the recommendation of the Audit and Risk Committee. The SIC which is subject to change until the C&AG audit is concluded, has been included at Page 4 of the AFS and as an appendix to the Chairpersons Comprehensive Report that has been submitted to the Minister.

The Chairperson affirms that LOETB is adhering to the relevant aspects of the Public Spending Code. The Chairperson affirms that LOETB complies with all obligations under tax law.

The Chairperson affirms LOETB's commitment to adhering to its Procurement Policy and Procedures along with EU and national procurement regulations and guidelines. LOETB updated and implemented the Corporate Procurement Plan in 2023.

In line with the requirement of the ETB Act 2013 to publish details of any gift received that exceed the amount specified by the Minister of Public Expenditure and Reform, I confirm that no such gifts were received in 2023.

The Chairperson of LOETB submitted a confidential Comprehensive Report to the Minister for Education in accordance with Section 6.8 of the Code of Practice for the Governance of ETBs. It includes items such as affirmation that Government policy is being complied with, significant post balance sheet events, a statement on the system of internal control and an outline of all commercially significant developments affecting LOETB in the preceding year.

Audit and Risk Committee Membership and Meeting Dates

The Audit and Risk Committee met five times during 2023:

Membership		Attendance at Meetings					Total
		7 Feb	23 Mar	14 July	8 Sept	8 Dec	
Mr Martin Byrne (Chairperson)	External	✓	✓	✓	✓	x	4/5
Mr Oliver McCormack	External	✓	✓	✓	✓	✓	5/5
Ms Anne O'Keeffe	External	✓	✓	✓	x	✓	4/5
Mr Hughie Egan	External	✓	x	x	✓	✓	3/5
Mr Declan Kirrane	External	✓	✓	✓	✓	✓	5/5
Cllr Pdraig Fleming	LOETB	✓	✓	✓	✓	✓	5/5
Mr Frank Smith	LOETB	✓	✓	x	✓	✓	4/5
Cllr John Carroll	LOETB	✓	✓	✓	✓	✓	5/5

Finance Committee Membership and Meeting Dates

The Finance Committee met five times in 2023:

Membership		Attendance at Meetings					Total
		23 Feb	23 Mar	14 July	8 Sept	8 Dec	
Mr Peter Scully (Chairperson)	External	✓	✓	✓	✓	✓	5/5
Ms Molly Buckley	LOETB	✓	✓	✓	✓	✓	5/5
Cllr Caroline Dwane-Stanley	LOETB	x	✓	x	x	✓	2/5
Mr Jim Cashen	LOETB	x	x	✓	✓	✓	3/5
Cllr Clare Claffey	LOETB	x	x	x	x	x	0/5
Cllr Eddie Fitzpatrick	LOETB	✓	✓	x	x	x	2/5
Cllr Barry Walsh	LOETB	x	x	✓	✓	✓	3/5

Organisation Profile

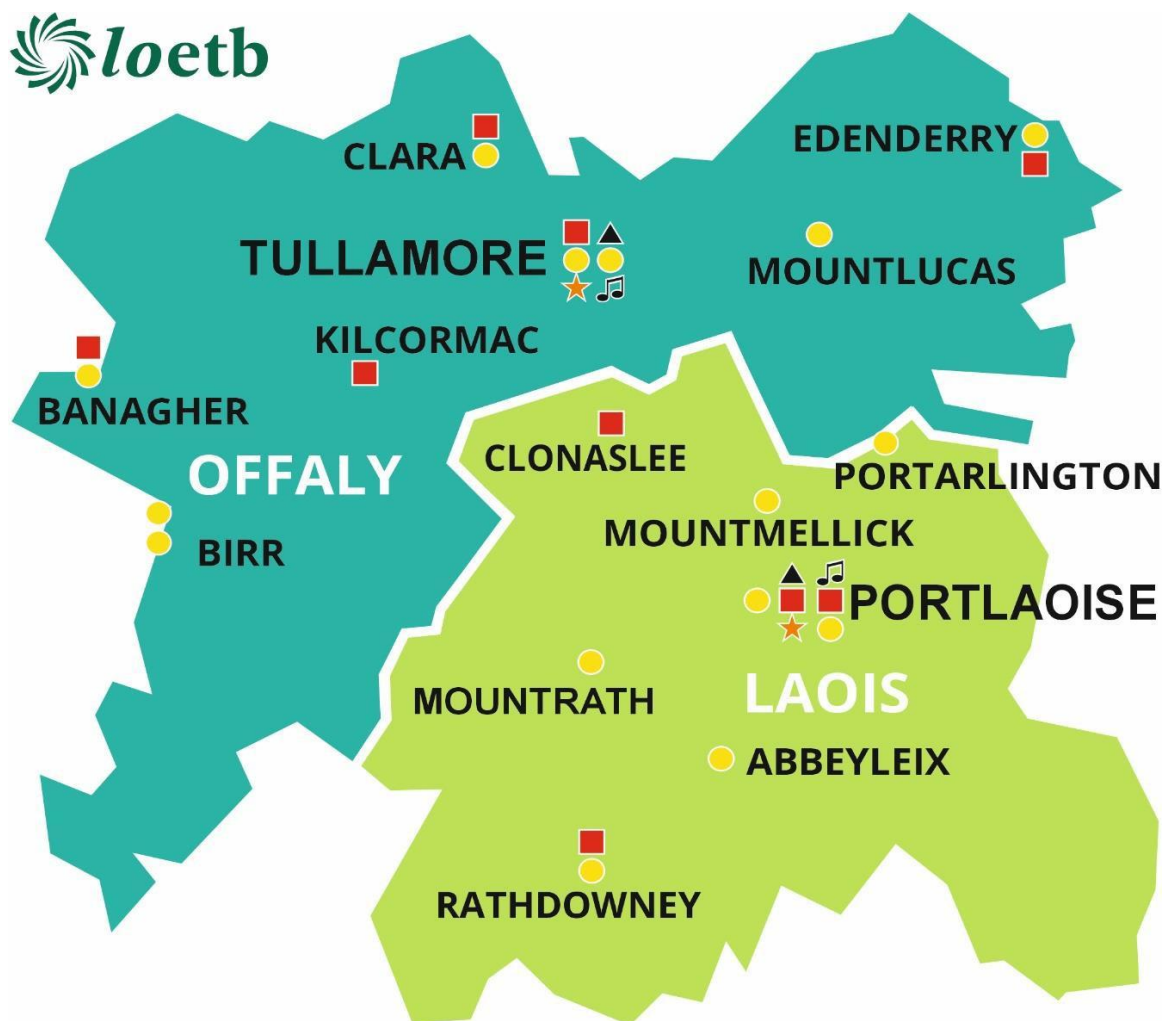
LOETB is the statutory provider of education and training services for Laois and Offaly. The overall aim of LOETB is to enable our students reach their potential. We strive to offer learning experiences that respond to the needs of students of all ages and abilities. We make guidance and supports available to our students to help them attain their learning goals and qualifications. We include transfer and progression options for our students to maximise their chances of pursuing further education and training and securing employment.

We acknowledge the importance of suitable premises and resources for our students in our commitment to inclusive education. We are mindful of our responsibilities in relation to human rights and equality, both as a service provider and employer. We understand the importance of technology as a means of enhancing learning, collaboration and communication among our students and stakeholders. To this end, we are working to ensure our digital systems are accessible, reliable, and protected.

We aspire to continue to grow as a learning organisation and we ensure that our staff have access to continuing professional development opportunities. This includes enabling staff to become reflective practitioners, enhance their skills, and collaborate with colleagues. We recognise that professional development can be facilitated in a variety of ways, from accredited programmes to workshops and professional learning networks.

We appreciate that much of the work of our organisation is made possible by the support and administrative staff in our schools, centres, and services and by the key support functions at Head Office. We place a very high value on the contribution made by the various committees which support LOETB at organisational level and in our schools and centres. We also work in partnership with key organisations and agencies at local and national level in pursuit of a quality service for our students.

Map of Services



Laois

- Abbeyleix**
- Abbeyleix FET Centre
- Clonaslee**
- Clonaslee Community College
- Mountmellick**
- Mountmellick FET Centre
- Mountrath**
- Mountrath METAC (Midlands Skills Outreach)
- Portarlington**
- Portarlington FET Centre
- Portlaoise**
- ▲ Administrative Offices
- Dunamase College
- ★ Laois Information Hub
- 🎵 Laois School of Music
- 🎵 Music Generation Laois
- Portlaoise College
- Portlaoise Institute
- Portlaoise FET Centre
- Rathdowney**
- St. Fergal's College
- Rathdowney FET Centre

Offaly

- Banagher**
- Banagher College Coláiste na Sionna
- Banagher FET Centre
- Birr**
- Birr FET Centre
- Birr Outdoor Education Centre
- Clara**
- Ard Scoil Chiaráin Naofa
- Clara FET Centre
- Edenderry**
- Edenderry FET Centre
- Oaklands Community College
- Kilcormac**
- Coláiste Naomh Cormac
- Mountlucas**
- National Construction Training Campus
- Tullamore**
- ▲ Administrative Offices
- Midlands Skills Centre
- 🎵 Music Generation Offaly
- 🎵 The Academy of Music
- Tullamore College
- Tullamore FET Centre
- ★ Offaly Information Hub

Location of Services

Administrative Offices

Ridge Road, Portlaoise

Castle Buildings, Tullamore

Schools

Ard Scoil Chiaráin Naofa, Clara

Banagher College

Coláiste Naomh Cormac, Kilcormac

Oaklands Community College, Edenderry

Tullamore College

Clonaslee College

Dunamase College, Portlaoise

Portlaoise College

St Fergal's College, Rathdowney

Further Education and Training

Tullamore FET Centre

Clara FET Centre

Edenderry FET Centre

Banagher FET Centre

Birr Outdoor Education and Training Centre

Birr FET Centre

Portarlington FET Centre

Portlaoise FET Centre

Portlaoise Institute

Midlands Skills Centre

National Construction Training Centre, Mount Lucas

Portlaoise Prison Education Centre

Midlands Prison Education Centre

Information Hub (Laois), Portlaoise

Information Hub (Offaly), Tullamore

Performance Music Education

Laois School of Music, Laois Music Centre, Portlaoise

Music Generation Laois, Laois Music Centre, Portlaoise

Music Generation Offaly, Tullamore

Academy of Music, Tullamore

Staff Breakdown

Category	Total
Post Primary Teachers	559
FET Teachers/Tutors/Instructors	379
Administrative Staff	116
Co-ordinators/Centre Managers	31
Resource Workers	16
Maintenance Staff	48
Support Staff (including SNAs)	315
Total	1464

Senior Management Team

Joe Cunningham	Chief Executive
Marie Bracken	Director of Organisation Support and Development
Tony Dalton	Director of Further Education and Training
Linda Tynan	Director of Schools

Scéim Teanga

The LOETB Language Scheme 2020-2023, under the Official Languages Act 2003 concluded in 2023. All mandatory requirements are in place and commitments for the final year of the scheme were implemented.

Protected Disclosures

No protected disclosures were received during the period 01/01/2023 to 31/12/2023.

Financial Statements 2023

LOETB's Annual Financial Statement (AFS) for the year ended 31 December 2023 is subject to Audit by the Office of the Comptroller and Auditor General (C&AG). At the time of publication of the 2023 Annual Report, the AFS for 2023 had not been audited. The AFS for 2023 will be available on the website, www.loetb.ie once they have been audited.

The following will be included in the financial statements;

- Details of non-salary related fees paid in respect of Board Members analysed by category of fees;
- Salaries and short-term employee benefits;
- Post-employment benefits;
- Termination benefits;
- Key management compensation if any;

Details of the number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell between €0 and €59,999 and within each pay

band of €10,000 from €60,000 upwards and an overall figure for total employer pension contributions will also be included in the AFS.

Vision, Mission, Values and Strategic Goals

In 2022 LOETB developed a 'Strategy Statement 2023-2027' as required under Section 27 of the 2013 ETB Act. This Strategy Statement sets out the direction of our organisation over the next five years to enable us to continue to provide a high-quality education and training experience to the communities of Laois and Offaly. The LOETB Statement of Strategy sets high-level objectives for the organisation under four Strategic Goals. Each goal has its own set of strategic priorities which will be met through a series of supporting actions. These goals and priorities have been designed to assist LOETB to avail of the opportunities that will arise and meet the challenges it faces over the next five years.

Vision and Values

Our vision is to actively lead the provision of high-quality education and training in Laois and Offaly.

Mission

Excellence through education and training.

Values

Excellence in Education, Care, Equality, Community, Respect

OUR STRATEGIC GOALS 2023-2027

Goal 1 **Leading Learning**

The provision of quality-assured excellent teaching, learning, and assessment for all with high levels of achievement and accreditation by students.

Goal 2 **Building Sustainability**

The provision of positive learning experiences and environments with suitable resources and facilities for students.

Working in partnership

Goal 3 The promotion of a culture of innovation and improvement within the organisation.

Enhancing Systems

Goal 4 To recruit and retain a highly qualified and motivated workforce and to provide staff support and opportunities for continuing personal and professional career development.

Service Plan Report

LEADING LEARNING				
NO	PRIORITY	ACTION 2023	PERFORMANCE INDICATOR 2023	COMMENTARY
1	Create a positive and supportive work environment that supports the wellbeing of staff in our schools/centres and offices.	ETB Core Values funding for school-based staff initiatives organised by School Ethos Leadership Teams.	Continued embedding of ETB core values.	Ongoing support for schools to implement ETB Schools' core values.
2	Attract and retain a high quality and skilled staff.	Develop an internal mobility framework to enhance staff capacity and staff retention.	Continue to conduct staff skills audits, define, and circulate framework to staff.	Ongoing development of an overarching professional development strategy, integrating management, teaching, admin., and ancillary staff.
		Establish LOETB as an employer of choice Early Recruitment and staff induction programme.	Maintain staffing levels in schools and centres	Recruitments prioritised, staff induction under review.
3	Ensure the health and safety of all students/learners and staff.	Appointment of Health and Safety as Consultants.	Site visits to all schools and centres completed. Review of Safety Statements and Risk Assessments completed.	Visits undertaken, Health & Safety Review completed Q2
4	Compliance with regulations and guidelines.	Support schools and centres in complying with all requirements relating to child safeguarding.	All schools fully compliant with Child Protection Procedures for Post-Primary Schools 2017. All centres compliant with Child Protection guidelines.	Compliance officer review undertaken. Training provided for Principals and Deputy Principals in updated Child Protection Procedures for Post-Primary Schools 2023
5	Ensure that excellence in education continues to be	Ongoing programme of support for school leaders and teachers	Continued collaboration and sharing of professional practice.	New MA modules commenced (26 participants)

	delivered through prioritising the highest standards of learning, teaching, and assessment across all our schools and centres.	Provide FET Staff with opportunity for MA in Leadership (modularised) at SETU.	Provision of MA modules in 2023.	
		Continued adherence to FET Admissions Policy with use of appropriate assessments.	Increased retention and progression by supporting learners identifying most suitable courses.	Increased FET Beneficiaries and increased rates of certification
6	Ensure that all schools and centres provide education programmes which enhance learning experiences to meet the needs of all students.	Support the provision of new subjects and programmes in schools	Effectively plan for and respond to changes in education through collaboration with others	Ongoing and newly developed collaborative opportunities for school staff
		Continue to support the provision for student support teams in our schools.	Enhanced learner experience arising from learning from targeted teacher professional development. Increased digital capacity and engagement of members of the school community.	Ongoing CPD support for teachers
7	Support students/learners at risk of educational disadvantage in line with current national policy.	Establish FET wide Guidance Support Service.	Increased Guidance provision across all FET Services.	Tullamore and Portlaoise Info hubs opened. Increased Guidance participants
		Establish CoPs for specific subject areas.	CoP established.	CoPs in Healthcare, Guidance, Business and IT
		Conduct an evaluation of FET provision in specific subject areas.	Subject review and evaluation initiated.	Ongoing support for teacher collaboration
		Continue to promote a UDL approach to programme delivery.	Increase number of staff with Digital Badge with whole Centre/Service commitment to UDL approach.	50 UDL Staff Badges awarded
8	Provide appropriate fora supporting staff to share best practice in all our schools and centres.	Continued promotion of FET Learner Supports.	Removal of barriers to entry and progression for our learners and development of enhanced signposting through the LOETB website.	Learner Support Workers assigned in all FET Centre

		Develop and provide a programme of professional learning for SNAs.	Continued collaboration and sharing of professional practice.	Targeted CPD ongoing for SNAs.
		Continued support for students engaged in the Power 2 Progress programme with UCD.	Enhanced preparation for the implementation of ETBI patron's framework and engagement with ETBI/MIC Provision Mapping Project.	Student engagement supports in place
		Continue to support Communities of Practices in the priority areas of Ethos and Core Values, Digital Technologies, and Inclusion (SENCO).		Ongoing support to schools in identified priority areas including further partnership and developmental opportunities
		Support for schools in Digital technology and partnership with Digital School Awards.	All schools participate in Digital Schools Awards Academy gaining additional support and mentor schools to further support digital planning.	Digital supports ongoing for schools through professional networks, CPD and ongoing partnership opportunities
		Continue to coordinate the FET Guidance and Learner Information CoP.	Continued facilitated sessions and dedicated time set aside for collaborative work within the Guidance and Information CoP.	Further integration of guidance service across FET and improved consistency of service
		Continued promotion of the Inclusion Support Network.	Increased awareness of learner supports, UDL and participation in LOETB wide Inclusion Week.	Inclusion week – 60 events & 3000 participants
		Establish new ESOL CoP.	Ensure support of this vulnerable group through sharing of best practice across this fast-growing service, including the response to the Ukrainian crisis.	ESOL CoP established. ESOL Co-ordinator assigned to manage increased workload.
9	Ensure staff have access to the most up to date and relevant Professional Development opportunities (prioritising these with financial support for all staff).	Establish FET PD and Review groups across identified sectors.	FET PD & Review Groups established. Presentation and implementation of findings.	PD Groups established – Admissions.
		Continue to provide monthly PD schedule for all FET staff.	Delivery of PD schedule.	FET PD schedule, distributed quarterly via e-zine and monthly emails, saw 300 participants

				engaging in internal training and accessing financial support in 2023
		Conduct annual survey of FET Staff PD needs.	Survey results presented to FMT.	FET PD Surveys inform 2023 event schedule; planning for quarter two, 2024 underway to ensure continued staff engagement and development.
10	Support and promote a culture where Young People (in particular, those who are vulnerable, marginalised, and at risk) will have a voice in decision-making in youth service provision, training, education, and the wider formal and non-formal education systems.	Governance and oversight of 4 UBU Your Place Your Space Projects, working with young people who are most vulnerable, marginalised and at risk.	Grant funding and Schemes administered on time and in line with relevant agreements.	Review undertaken by compliance officer. Publication of Youthwork Plan
			Continuation of Local Creative Youth Partnership programmes.	Ongoing delivery of programmes and enhanced partnership
		Engagement of this cohort in a formal training setting through LTIs with relevant agencies.	Continued support of LTIs specifically targeting young people.	LTI for specific target groups continued)
BUILDING SUSTAINABILITY				
NO	PRIORITY	ACTION 2023	PERFORMANCE INDICATOR 2023	COMMENTARY
11	Ensure current and proposed buildings are up to current and potential future sustainability requirements.	RFT for Energy Consultant and advisor. Continue to use Devolved Capital grant to improve the FET Centre Teaching and Learning environments.	All Energy Audits completed with a DEC in place for all facilities.	Desktop analysis undertaken with assistance from SEAI.
12	Increase environmental sustainability across the organisation through green procurement and paperless offices.	Deliver a series of sustainability initiatives in schools including the Green Schools and Take 1 Programme.	Increased participation in initiatives in schools which actively promote sustainability.	Schools are continue to actively engage and increase participation in green schools and sustainable initiatives, including participation in green digital projects

13	Ensure climate action plans 2021 and 2030 are embedded in our practices.	Continue to grow Green Skills and Climate Action provision across FET.	Growth in Green Skills beneficiaries across FET provision.	Green Skills provision increased to 4900 beneficiaries in 2023
14	Psychosocial risks and dealing with same.	Continue to embed and integrate sustainable principles and best practice across all FET provision e.g., LEAN.	LEAN/Circular economy principles delivered as part of a whole FET approach.	LEAN Management training provided to 30 FET Staff & OSD MMT
15	Actively promotes and commits to sustainability through our education programmes, processes, and policies	Enhance the range of professional learning supports provided by the Schools' Support team to complement existing provision CoPs, webinars, and leadership programmes.	Further develop and disseminate professional learning opportunities for schools.	New collaborative opportunities and necessary supports identified and initiated.
16	Provide professional learning opportunities to support all members of the school community in delivering the highest professional standards.	Create collaborative opportunities schools to support the implementation of the National Strategy on ESD.	Increase level of engagement and participation of schools in ESD-related activities and initiatives.	School Self Evaluation and DEIS Planning professional learning community established for all schools
17	Provide staff, learners and communities with the awareness and skills to actively support sustainability in the region.	Reaching every community across Laois and Offaly to deliver Community Education programmes with sustainable themes.	Greater awareness of sustainability in communities across the region.	Community Education increased participation 3080 beneficiaries in 2023
18	Provide learners with the skills to attain meaningful employment in a thriving green economy.	Develop Green and Digital Skills pathways within the FET Service (Whole FET approach) in identified growth sectors in the Regional/National economy.	Delivery of Green Skills/Key Skills targets in LOETB/SOLAS Strategic Performance Agreement.	LOETB as Sectoral Lead in Construction (MMC) and Agri (Bio-Diversity).
19	Support employers to transition the Midlands to a Green and Digital regional economy.	Continue to develop LOETBs Enterprise Support strategy of Greening & Digitalising SMEs in the Region.	Continued growth in Skills to Advance beneficiaries across the Region.	STA Beneficiaries increased (3700 beneficiaries in 2023)

20	Lead the sector in developing Green skills for Life, Careers and Construction.	Continue to work with SOLAS to establish LOETB as National Sectoral Lead on current and future Construction and Green Skills provision.	Establishment of future (MMC) Digital Construction pathway. Establishment of sectoral Pilot on Biodiversity (sustainable agriculture).	LOETB – Lead in BUSI 2030. Commitment to development of ZEB provision and MMC Apprenticeship
21	Deliver Youth Work in line with Government strategy and community needs through the provision, coordination, administration, and assessment of youth services in Laois and Offaly.	Governance and oversight of DCEDIY, DoE and DTCAGSM, funding / schemes for universal / targeted in the youth service and the creative youth sector.	Grant funding and Schemes administered on time and in line with relevant agreements. Continuation of Local Creative Youth Partnership programmes.	All grant funding and scheme procedures and relevant timelines adhered to
WORKING IN PARTNERSHIP				
NO	PRIORITY	ACTION 2023	PERFORMANCE INDICATOR 2023	COMMENTARY
22	Actively contribute at national fora as required.	Ensure that the FET Service is represented on relevant national fora.	LOETB Membership of relevant national FET fora.	LOETB as sectoral lead: Agriculture, Construction & Green Skills
23	Collaborate with other ETBs, ETBI, Government bodies and statutory agencies in developing responses to the challenges in education and training.	Continue to develop partnerships with Laois Education Centre and ETBI to provide opportunity for schools to participate in programme which contribute to school development.	Ongoing collaborative engagement and opportunities.	Continue to provide CPD opportunities for schools in partnership with Laois Education Centre, Laois and Offaly County Councils. A new pilot school Maths project developed with two other ETBs
		Continue to work closely with local agencies/groups to support disadvantaged learners.	Increase engagement with priority cohorts and meeting SPA targets (Transversal Skills, Widening Participation and ALL).	2024 SPA Targets exceeded in 2023. Emphasis on ALL (ESOL)

		Delivery of ALL Innovation and Collaboration pilots.	Successful completion and roll out of these and further pilots (ALL SPA targets met).	Pilots mainstreamed into LOETB Inclusion provision.
		Continue to Lead Cross ETB Construction Oversight Group.	Delivery of single sector/cross ETB skills responses to Construction skills needs.	6 CoE's opened nationally. LOETB (ML) as lead in delivery and prog. development
		Continue to act as Contracted Authority and Project Lead for the establishment of National Demonstration Park for MMC.	Delivery of Phase One of National Demo Park for MMC.	National Demo Park for MMC planning application submitted.
24	Assist the DoE as needed, to meet the needs arising from the Irish Refugee Protection Programme and provision for international protection applicants.	Promotion of Reach Fund with key community groups and agencies	Promotion and delivery of programmes to service users of groups/agencies who are educationally disadvantaged.	17 Community Groups were supported through Reach to purchase equipment or materials which enabled the delivery of programmes to 370 beneficiaries
		Continue to work closely with IPS to promote education and deliver the Building Bridges Project.	Administration and successful delivery of Building Bridges leading to successful outcomes for incarcerated learners.	Investment of €133k was made to the two Education Centres in Midlands and Portlaoise prison
25	Support partnerships and effective communication among staff in ETB offices, schools, and centres, to build a strong team culture.	Continue to build relationships with transnational partners and schools through participation in the Erasmus+ programme.	Funding successfully granted for Erasmus+ programmes, and expansion of number and range of participants on such programmes.	Schools and Centres involved in transnational programmes
26	Deliver real-time data to managers (principals, centre managers) to support their decision making and compliance.	Utilise Tableau platform effectively to track progress and to plan for gaps in FET provision.	Quarterly updates on progress on targets circulated to relevant stakeholders.	Tableau and PLSS data used to inform FET provision and strategic direction

27	Improve internal and external communication with all stakeholders through a variety of media.	<p>Launch internal FET Staff communication app increasing internal awareness of FET Service initiatives.</p> <p>Continue to develop media and branding strategy for all FET provision and initiatives.</p>	Launch and provide all FET Staff with access to internal Communication App.	Continued Development of LOETB communications strategy to promote a shared identity and enhance awareness of our brand and services.
28	Developing education learning partnerships on an international basis.	Actively engage in Business 2030 providing a shared European approach to skills pathways in the Built Environment.	<p>Business 2030 Report published, and examples of best practice shared.</p> <p>Continued growth of media reach including social media use etc.</p>	BUSI Report published.
29	Actively prioritise building and maintaining relationships with our key internal and external stakeholders.	Continue to actively engage with key external stakeholders in future FET planning.	Continued membership of cross ETB/cross Department management groups.	Continued membership of cross ETB/cross Department management groups.
30	Prioritise fostering and developing collaborative opportunities that support school development.	Continue to support schools in school improvement planning through ongoing programmes of leadership supports and collaborative approaches to planning.	Continued collaborative supports for senior and middle leaders and established targeted communities of practice.	Continue to support professional learning opportunities for teachers and school leaders, while continuing to respond to evolving education developments.
31	Continue to act as a lead proponent of partnership in our region.	Continue lead role in skills and community provision in the Just Transition process.	Continue to act as Lead in various Just Transition initiatives.	LOETB and BNM working group exploring Just Transition Climate Solutions.
32	Enhance our innovative and inclusive approach to sectoral programme development Utilising the partnership approach to establish sustainable pathways for learners.	Co-develop/Co-deliver new provision as part of the national Tertiary pilot providing learners with new internal and external progression pathways.	Delivery of New provision and pathways for September 2023.	Tertiary programmes expanded.

33	Develop networks which enable information sharing, collaboration between the non-formal education sector, family support services and youth services to bring about better use of existing resources, practices, and initiatives, to better support creativity for Young People in Laois and Offaly.	Regular collaboration internally between Youth Services and the Coordination Group on a broad portfolio of youth needs and affairs. Youth Services representation (advocating and promoting the interest of young people) on various external network and forums.	Record of regular attendance and engagement at relevant “youth interest” related meetings pertaining, ... (a) Internally to LOETB: by the members of the Coordination Group. (b) Externally to LOETB: by the Youth Development Officer.	Continue to collaborate internally and externally with stakeholders to support the provision of youth services with a particular focus on communications to support increased funding.
ENHANCING SYSTEMS				
NO	PRIORITY	ACTION 2023	PERFORMANCE INDICATOR 2023	COMMENTARY
34	Meet expected targets in the recruitment of staff with required levels of skills in the Irish language and languages of the local community. Continue to develop our capacity to use the Irish language across the organisation.	Provision of Gaelchultur Courses for all front-line staff.	Promote the use of the Irish language.	Course opportunities provided and availed of
35	Be change leaders and encourage an organisational culture where change is welcomed.	Ensure that our organisation structures are aligned to our Strategic priorities and empower staff to embrace change.	Promote a culture of innovation and change so that we can adapt quickly to the ever-changing needs of the organisation.	FET Governance restructured to reflect service growth and to promote LEAN approach Lean training undertaken Q4 2023. Ongoing review of existing structures throughout year.
36	Further develop ICT infrastructure to support shared services systems, data protection systems and business continuity.	Ensure that our ICT systems are appropriate to meet the growing needs of the organisation.	Review our systems to ensure that they are sufficient to meet changing needs such as Cyber Security threats.	IT systems enhanced, working with IAU on development of ISMS system.

37	Develop appropriate management information and reporting systems across the organisation.	RFT for provision of Governance, Risk, and Compliance Platform.	Workflow scoping completed, implementation and training completed.	IMS commissioned, training received, uploading/storage ongoing.
38	Risk Management Policy	Utilise PLSS and Tableau as a means of identifying trends and risks in relation to gaps in provision LOETB will ensure that there is an ongoing process to identify and address significant risks involved in achieving our goals.	Provision of quarterly reports from Tableau, and provision of timely and comprehensive PLSS Reporting training for relevant FET staff. Regular meetings of the Risk Management Team, supported by the ARC	New data management group enhances reporting, identifies trends, and trains staff. CSOC initiated to identify and address significant risks involved in achieving goals
39	Ensure the highest standards of financial and risk management to supports schools and centres to operate within funding and corporate governance requirements.	Continue to develop and enhance governance structures and Risk Management practice right across the organisation.	Ensure compliance with the Code of Practice for the Governance of ETBs and other legislative and regulatory requirements.	Compliant with Code of Practice for the governance of ETBS
40	Internal Controls	The Board of LOETB will ensure that it receives adequate assurance that specified controls are operating as intended.	Review of controls in place will be carried out and reported to ARC and Board	Controls reviewed prior to issue, results brought to ARC.
41	Introduce structures to meet evolving work patterns.	Continue to review and improve structures and processes to enhance effectiveness.	Resource planning and operational management at all levels to ensure effective structures.	Blended work continues, increase in virtual filing, strategic deployment tool for service plan devised.
42	Develop an excellence in Lean management principles to improve resources management.	Provision of targeted Lean Management Training to Admin, Caretakers and Service/ Centre Managers and teaching staff.	Improved workplace waste management practices and enhanced resource management including enhanced utilisation of human resources.	Lean training undertaken by OSD management team & FET Management and staff

43	Focus on delivering excellent customer service, streamline communications and response timelines	Develop a coherent communication strategy.	Communication of our goals, structures, and decision-making process.	Continued development of communications strategy, new website in development.
44	Develop organisational wellbeing to ensure staff are supported in their work.	Continue to develop and improve staff welfare opportunities, using all relevant support services.	Continued promotion of EAP.	Ongoing promotion through mails, internal circulars, webinars
45	Work with employees to develop and build staff competencies through a targeted guidance system for OSD staff.	Identify and address staff training and development requirements.	Training needs analysis completed, and commencement of relevant training and upskilling provided.	OSD survey undertaken Q4, subsequent training provided, continues into 2024.
46	Ensure equality and human rights is at the heart of everything we do.	Update our Recruitment Policy to ensure Equality and Human Rights are an integral part of same.	Embed Equality and Human Rights as a core element of our recruitment.	Review of initial documentation and work undertaken ongoing
47	Develop a five-year Youth Work Plan that is informed by young people and key stakeholders.	Develop LOETB Youth Work Plan 2023-2027.	Implement Youth Work Plan 2023-2027.	Youth Work plan developed.
48	Conduct an area profile needs analysis to identify emerging needs and gaps in youth service provision, to better support evidence-based applications for new and expanded youth service funding opportunities.	Conduct Area Profile Needs Analysis (for young People 10-24 years). Work on enabling collaborative (with relevant local statutory bodies and agencies) to commission evidence-based research initiative to identify emerging needs and gaps in youth service provision in Laois and Offaly.	Area Profile Needs Analysis (for young People 10-24 years). Engagement with relevant local statutory bodies and agencies in relation to commissioning evidence-based research.	Continuing analysis of area profile, census information and relevant data to target the needs of young people
49	Attendance rates at board meetings	Individual boards should re-emphasise the requirement for attendance at all Board meetings as per the Code of Practice for Governance of ETBs	Boards will be reminded of their responsibility and attendance requirements	Chairpersons of each Board remind members of their obligations

50	Board Self Assessments	All boards should carry out self-assessments, using the questionnaire included in the Code of Practice, to identify areas where improvements are required	Self-assessment questionnaires will be completed in December each year	Self-assessments completed Q4 2023
51	Financial expertise on audit and finance committees	Appointments to audit and finance committees should be made by the board in consultation with committee chairs. External members of committees should bring the required audit and financial skills and experience to the role	Any appointments will be made by the Board in consultation with Committee Chairs	In compliance
52	Board appraisal of work carried out by Finance and Audit & Risk Committees	The chair of each board should ensure that board members are provided with written reports on the work carried out by finance and audit & risk committees as required under the Code of Practice for Governance of ETBs.	The ARC and Finance Committees will provide written reports	Annual reports presented in Q1 on an annual basis
53	Self-Assessment by Finance and Audit & Risk Committees	The chairs of both the audit & risk committee and the finance committee should ensure that a self-assessment exercise is completed annually as required under the Code of Practice for the Governance of ETBs.	Self-assessments will be carried out each year	Undertaken Q4 2023
54	Staff Development*	The chief executive should ensure that; -a member of staff is appointed as the training manager -training needs analysis in financial management is carried out on an annual basis - a training programme on financial management is developed and implemented	A member of staff will be assigned to assist with the training needs and develop and implement a training plan	Training undertaken throughout the year

55	Departmental reporting deadlines	Reporting deadlines set by the Department should be adhered to.	Reporting deadlines will be adhered to	In compliance
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Glossary

AEO	Adult Education Organiser
AFL/AOL	Assessment for Learning/Assessment of Learning
AFS	Annual Financial Statements
AONTAS	National Adult Learning Organisation
ARC	Audit and Risk Committee
BOM	Board of Management
C&AG	Comptroller & Auditor General
CIF	Construction Industry Federation
CIT	Cork Institute of Technology
Cllr	Councillor
COP	Community of Practice
CPD	Continuing Professional Development
CPOR	Child Protection Oversight Report
CPP	Corporate Procurement Plan
CPSI	Child Protection Safeguarding Inspection
CSOC	Critical Systems Oversight Committee
DCU	Dublin City University
DEASP	Dept. of Employment Affairs and Social Protection
DEIS	Delivering Equality of Opportunity in Schools
DE	Dept. of Education
DLP	Designated Liaison Person
DPO	Data Protection Officer
EAP	Employee Assistance Programme
ESBS	Education Shared Business Services
ETBI	Education and Training Boards Ireland
FC	Finance Committee
FET	Further Education and Training
FMT	FET Management Team
FOI	Freedom of Information
GAA	Gaelic Athletic Association
GDPR	General Data Protection Regulations
HR	Human Resources
IAU	Internal Audit Unit
IBEC	Irish Business and Employers Confederation

ICT	Information Communications Technology
IMS	Integrated Management System
IPA	Institute of Public Administration
IPAV	Institute of Professional Auctioneers and Valuers
LAOS	Looking At Our Schools
LCDC	Local Community Development Committee
LOETB	Laois and Offaly Education and Training Board
LTI	Local Training Initiative
MA	Master of Arts
MAED	Mitigating Against Educational Disadvantage
MAPP	Multi Annual Procurement Plan
MGL	Music Generation Laois
MMC	Modern Methods of Construction
MOU	Memorandum of Understanding
NZEB	Nearly Zero Energy Building Standard
OSD	Organisation Support and Development
PD	Professional Development
QA	Quality Assurance
QQI	Quality and Qualifications Ireland
RFT	Request For Tender
SEN	Special Education Needs
SETU	South East Technological University
SIC	Statement of Internal Control
SIPO	Standards in Public Office Commission
SMT	Senior Management Team
SNA	Special Needs Assistant
SOLAS	An tSeirbhís Oideachais Leanúnaigh agus Scileanna (FET Authority)
SPA	Strategic Performance Agreement
SSE	School Self-Evaluation
STA	Skills To Advance
STEM	Science Technology Engineering Maths
STEAM	Science Technology Engineering Arts and Maths
TEL	Technology Enhanced Learning
TUS	Technological University of the Shannon
UDL	Universal Design for Learning
WSE-MLL	Whole School Evaluation - Management, Leadership, Learning



Bord Oideachais agus Oiliúna
Laoise agus Uíbh Fhailí

Sármhaitheas trí Oideachas agus Oiliúint

Tuarascáil Bhliantúil 2023

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Brollach leis an gCathaoirleach

Fáiltíonn gach duine a bhfuil baint acu le LOETB roimh Thuarascáil Bhliantúil 2023 Bhord Oideachais agus Oiliúna Laoise agus Uíbh Fhailí (LOETB) le bród agus le díograis. Léiríonn sé raon agus ilghnéitheacht na heagraíochta agus í ag tacú le gach ball de na pobail ar a bhfreastalaíonn sí. Is é an LOETB an comhlacht reachtúil atá freagrach as iar-bhunscoileanna, breisoideachas agus oiliúint, seirbhísí óige, oideachas ceoil, printíseachtaí/tréimhsí oiliúna, agus riarachán chun tacú leis na gníomhaíochtaí seo go léir ar fud Laoise agus Uíbh Fhailí.

Tá rath na heagraíochta maidir lenár ról aitheanta a fhorbairt laistigh den phobal mar sholáthraí deiseanna oideachais agus oiliúna ardchaighdeáin, atá bunaithe go háitiúil, insroichte sa tuarascáil seo. Bhí riachtanais ár gcuid mac léinn lárnach i gcónaí don tseirbhís a sholáthraíonn LOETB agus is é an fócas seo a chuirfidh ar ár gcumas freastal ar riachtanais oideachais agus oiliúna athraitheacha an réigiúin amach anseo. Is é an t-éiteas seo a ligeann do phobail bláthú agus dul chun cinn inár ndobharcheantar.

Léiríonn an tuarascáil seo an nuálaíocht agus fadbhreathnaitheacht a léirigh LOETB i leathnú na réimsí uile deiseanna oideachais agus oiliúna a chuirtear ar fáil agus a sheachadtar ar fud an réigiúin. Léirítear é seo sa líon méadaithe atá ag freastal ar gach leibhéal ar fud an dá chontae agus is deimhniú é ar an obair a dhéanaimid. I mbliana tá méadú tagtha ar thairiscintí printíseachta/tréimhsí oiliúna sa dá chontae, ní hamháin na cinn thraidisiúnta a smaoinimid ar fad ach réimsí nua lena n-áirítear talmhaíocht, inbhuanaitheacht, miondíol & fáilteachas gan ach roinnt a lua. Fáiltítear roimh thabhairt isteach an chlár Treasaigh agus beidh raon níos leithne cúrsaí dár mic léinn mar thoradh ar ár naisc leis na hOllscoileanna Teicneolaíochta sna blianta amach romhainn. Táimid tar éis ceangal a dhéanamh freisin le fostóirí agus gnólachtaí i mbliana chun cabhrú linn a gcuid riachtanas a aithint agus cad a theastaíonn uathu i bhfostaithe amach anseo.

Ba mhaith liom buíochas ó chroí a ghabháil lenár bPríomhfheidhmeannach, Joe Cunningham, lena fhoireann bhainistíochta, agus le foireann uile LOETB as a dtiomantas agus a díograis leanúnach don fheabhas trí oideachas agus oiliúint.

Ba mhaith liom freisin aitheantas a thabhairt d'obair mo chomh-chomhaltaí Boird a thugann a gcuid ama chomh dícheallach agus chomh neamhleithleach sin agus iad ag cur le rialachas LOETB.

Ón tús tá LOETB ar thús cadhnaíochta maidir le réimsí nua oideachais agus oiliúna a fhorbairt agus a phiolótú agus bhí sé ina iompróir caighdeánach do dhaoine eile sa réimse seo. Tá bród orainn mar Bhord tacú leis na hiarrachtaí seo anois agus, sa toadhcháil.



Evelyn Dunne
Cathaoirleach

Réamhrá leis an bPríomhfheidhmeannach

Is mór an pléisiúr dom Tuarascáil Bhliantúil 2023 a chur i láthair, arb é an chéad bhliain ar cuireadh i bhfeidhm é ár Ráiteas Straitéise cúig bliana (2023-2027) agus is céim thábhachtach é i bhforbairt leanúnach LOETB mar sholáthraí reachtúil oideachais agus oiliúna sa réigiún. Tugann an tuarascáil seo deis machnamh a dhéanamh ar na gníomhaíochtaí a cuireadh i gcrích de bhun spriocanna agus tosaíochtaí an ráitis straitéise chomh maith lenár bPlean Seirbhíse do 2023. Leagtar amach sa tuarascáil freisin an staid airgeadais achomair, agus faisnéis ábhartha acmhainní daonna agus seirbhísí corparáideacha don tréimhse seo. In 2023, d'fhan fócas na heagraíochta seasta agus muid ag iarraidh deiseanna oideachais agus oiliúna ar feadh an tsaoil den chaighdeán is airde a sholáthar do gach pobal ar fud Laoise agus Uíbh Fhailí.

Tá díograis agus tiomantas na foirne fós seasmhach agus dílis dár gcroíluachanna. Go deimhin, leanann gairmiúlacht, nuálaíocht agus cruthaitheacht na foirne chun an taithí agus an toradh is fearr is féidir a chinntiú dár mic léinn go léir ag tiomáint chun cinn. Is fianaise ar rath leanúnach ár gcuid oibre é an méadú ar líon na mac léinn a fhreastalaíonn ar ár scoileanna agus ár n-ionaid, agus fairsinge agus raon méadaitheach na gclár agus na seirbhísí atá ar fáil.

Is mian liom mo bhuíochas agus mo bhuíochas a chur in iúl do na daoine seo a leanas:

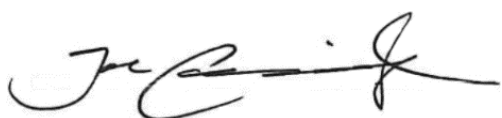
An Cathaoirleach agus comhaltaí an Bhoird as a gcomhoibriú gníomhach i gcur chun cinn gnó LOETB ar an oiread sin bealaí in 2023;

Comhaltaí na mBord Bainistíochta agus coistí LOETB a thugann a gcuid ama chomh fial sin chun obair an Bhoird a chur chun cinn;

Na Stiúrthóirí Breisoideachais agus Oiliúna, Scoileanna, agus Tacaíocht agus Forbairt Eagraíochta as a gceannaireacht;

Bainistíocht agus foireann ár scoileanna, ár n-ionad, ár seirbhísí agus ár n-oifigí riaracháin as a dtiomantas leanúnach, a dtiomantas agus a ndílseacht.

Ar deiridh, ba mhaith liom aitheantas a thabhairt do na baill foirne atá ar scor le fada agus guím gach rath agus sonas orthu don todhchaí. Tá LOETB faoi chomaoin acu as a seirbhís ghairmiúil thiomanta don eagraíocht.



Joe Cunningham
Príomhfheidhmeannach

Ballraíocht an Bhoird

Ainm	Comhlacht Ainmniúcháin
Evelyn Dunne Uasal (Cathaoirleach)	Ionadaí Foirne
An Comhairleoir Willie Aird	Comhairle Chontae Laoise
An Comhairleoir Caroline Dwane-Stanley	Comhairle Chontae Laoise
An Comhairleoir Catherine Fitzgerald (Leas-Chathaoirleach)	Comhairle Chontae Laoise
An Comhairleoir Pdraig Fleming	Comhairle Chontae Laoise
An Comhairleoir John King	Comhairle Chontae Laoise
An Comhairleoir Barry Walsh	Comhairle Chontae Laoise
An Comhairleoir Robert McDermott	Comhairle Chontae Uíbh Fhailí
An Comhairleoir Clare Claffey	Comhairle Chontae Uíbh Fhailí
An Comhairleoir Neil Feighery	Comhairle Chontae Uíbh Fhailí
An Comhairleoir John Carroll	Comhairle Chontae Uíbh Fhailí
An Comhairleoir Eddie Fitzpatrick	Comhairle Chontae Uíbh Fhailí
An Comhairleoir Frank Moran	Comhairle Chontae Uíbh Fhailí
An tUasal Shane Flesk	Ionadaí Foirne
Mary Cotter-Bracken, Uasal	Ionadaí na dTuismitheoirí
An tUasal Dave Ó Cuilinn	Ionadaí na dTuismitheoirí
Maura Brophy Uasal	AONTAS
Molly Buckley Uasal	Cónaidhm Mhíchumais na hÉireann
An tUasal Frank Smith	Comhlachtaí Bainistíochta Oideachais
An tUasal Niall Tully	Rásaíocht Capall Éireann
An tUasal Jim Cashen	IPAV

Freastal ar Chruinnithe Boird

Comhalta Boird	Dáta na gCruinnithe in 2023							
	24 Eanáir	28 Feabhra	28 Márta	23 Bealtaine	25 Iúil	26 Meán Fómhair	28 Samhain	Iomlán
An Comhairleoir Caroline Dwane-Stanley	✓	✓	✓	✓	✓	x	✓	6/7
An Comhairleoir Catherine Fitzgerald	✓	x	✓	x	✓	x	✓	4/7
An Comhairleoir Clare Claffey	✓	✓	x	x	x	x	x	2/7
An Comhairleoir Eddie Fitzpatrick	✓	✓	✓	✓	✓	✓	✓	7/7
An Comhairleoir Frank Moran	x	✓	x	x	x	✓	x	2/7
An Comhairleoir John Carroll	✓	✓	✓	✓	✓	✓	✓	7/7
An Comhairleoir John King	✓	✓	✓	✓	x	x	✓	5/7
An Comhairleoir Barry Walsh	✓	✓	✓	x	✓	✓	✓	6/7
An Comhairleoir Neil Feighery	x	x	✓	✓	✓	x	x	3/7
An Comhairleoir Pdraig Fleming	✓	✓	✓	✓	✓	✓	✓	7/7
An Comhairleoir Robert McDermott	✓	✓	✓	✓	x	✓	✓	6/7
An Comhairleoir Willie Aird	✓	✓	✓	x	✓	x	✓	5/7
An tUasal Dave Ó Cuilinn	✓	x	✓	✓	✓	✓	✓	6/7
An tUasal Jim Cashen	✓	✓	x	x	✓	✓	x	4/7
An tUasal Niall Tully	✓	✓	✓	✓	✓	✓	✓	7/7
An tUasal Shane Flesk	x	x	✓	✓	x	✓	x	3/7
Evelyn Dunne Uasal	✓	✓	✓	✓	✓	✓	✓	7/7

LOETB Tuarascáil Bhliantúil

An tUasal Frank Smith	✓	✓	✓	✓	✓	×	✓	6/7
Mary Cotter-Bracken, Uasal	✓	✓	✓	✓	✓	*	*	5/7
Maura Brophy Uasal	×	×	✓	×	✓	×	✓	3/7
Molly Buckley Uasal	×	✓	✓	✓	×	✓	✓	5/7

** D'éirigh Mary Cotter-Bracken as an mBord an 25 Iúil 2023

Dearbhú ar chomhlíontacht

Feidhmíonn LOETB i gcomhréir leis an Acht BOO 2013, an Cód Cleachtais do Rialachas BOOanna 2019, agus Ciorcláin ábhartha ón Roinn Oideachais. Tá an Bord freagrach as an bhfeidhm fhorchoimeáda mar a leagtar amach san Acht maidir le BOOanna 2013 agus is ar an bhFeidhmeannas atá gach feidhm eile.

Measann an Bord go léiríonn na Ráitis Airgeadais Bhliantúla (RAB) ioncam agus caiteachas an Bhoird agus staid chúrsaí an Bhoird i gceart. D'fhormheas an Bord an RAB ag a chruinniú an 26 Márta 2024 ar mholadh ón gCoiste Airgeadais. Tá an RAB faoi réir iniúchta ag Oifig an Ard-Reachtaire Cuntas agus Ciste (ARC&C). Foilseoidh LOETB an RAB laistigh de mhí amháin ó na cuntais iniúchta a fháil ón ARC&C.

Coinníonn an Bord maoirseacht ghníomhach ar bhainistíocht riosca agus deimhníonn sé go bhfuil measúnú déanta aige ar na príomhrioscaí, bearta maolaithe gaolmhara, agus go bhfuil athbhreithniú déanta aige ar éifeachtacht na mbeart sin in 2022. Bainistíonn an Bord an riosca don eagraíocht trí chlár bainistíochta riosca struchtúrtha agus faigheann sé cúnaimh ina fheidhm riosca ón gCoiste Iniúchta agus Riosca. Braitheann an Bord ar an Aonad Iniúchta Inmheánaigh – Boird Oideachais agus Oilíúna (IAU-ETB) agus ar a thuarascálacha, ar iniúchadh bliantúil an ARC&C, agus ar aon iniúchtaí seachtracha ar nós iad sin a dhéantar thar ceann Chiste Sóisialta na hEorpa. Is mír sheasta í Bainistíocht Riosca ag gach cruinniú Boird, agus breithníonn an Bord tuarascálacha ón gCoiste Iniúchta agus Riosca, athruithe ar rátálacha riosca, agus an Clár Riosca. Tá na rioscaí ailínithe le spriocanna straitéiseacha LOETB agus tá rialuithe i bhfeidhm chun na rioscaí a mhaolú.

D'athbhreithnigh an Bord nósanna imeachta rialaithe inmheánaigh agus éifeachtacht an chórais rialaithe inmheánaigh atá i bhfeidhm ag LOETB. Cheadaigh an Bord an Ráiteas ar Rialú Inmheánach (SIC) ar mholadh an Choiste Iniúchta agus Riosca. Tá an SIC atá faoi réir athraithe go dtí go gcríochnaítear iniúchadh an ARC&C, curtha san áireamh ar Leathanach 4 den RAB agus mar aguisín le Tuarascáil Chuimsitheach an Chathaoirligh atá curtha faoi bhráid an Aire.

Dearbhaíonn an Cathaoirleach go bhfuil LOETB ag cloí leis na gnéithe ábhartha den Chód Caiteachais Phoiblí. Dearbhaíonn an Cathaoirleach go gcomhlíonann LOETB gach oibleagáid faoin dlí cánach.

Dearbhaíonn an Cathaoirleach gur gheall LOETB go gcloífidh sé lena Bheartas agus a Nósanna Imeachta Soláthair mar aon le rialacháin agus treoirlínte soláthair an AE agus náisiúnta. Rinne LOETB an Plean Soláthair Corparáideach a nuashonrú agus a chur i bhfeidhm in 2023.

I gcomhréir le ceanglas an Achta um BOO, 2013 sonraí a fhoilsiú maidir le haon bhronntanas a fuarthas a sháraíonn an méid atá sonraithe ag an Aire Caiteachais Phoiblí agus Athchóirithe, deimhním nach bhfuarthas aon bhronntanais den sórt sin in 2023.

Chuir Cathaoirleach LOETB Tuarascáil Chuimsitheach faoi rún faoi bhráid an Aire Oideachais de réir Alt 6.8 den Chód Cleachtais um Rialachas BOOanna. Áiríonn sé míreanna ar nós dearbhú go bhfuiltear ag cloí le beartas an Rialtais, imeachtaí suntasacha tar éis an chláir chomhardaithe, ráiteas ar an gcóras rialaithe inmheánaigh agus breac-chuntas ar gach forbairt atá suntasach ó thaobh tráchtála de a raibh tionchar acu ar LOETB sa bhliain roimhe sin.

Ballraíocht an Choiste Iniúchóireachta agus Riosca agus Dátaí Cruinnithe

Tháinig an Coiste Iniúchóireachta agus Riosca le chéile cúig huaire le linn 2023:

Ballraíocht		Tinreamh ag Cruinnithe					Iomlán
		7 Feabhra	23 Márta	14 Iúil	8 Meán Fómhair	8 Nollaig	
An tUasal Martin Byrne (Cathaoirleach)	Seachtrach	✓	✓	✓	✓	x	4/5
An tUasal Oliver McCormack	Seachtrach	✓	✓	✓	✓	✓	5/5
Anne O'Keeffe Uasal	Seachtrach	✓	✓	✓	x	✓	4/5
An tUasal Hughie Egan	Seachtrach	✓	x	x	✓	✓	3/5
An tUasal Declan Kirrane	Seachtrach	✓	✓	✓	✓	✓	5/5
An Comhairleoir Padraig Fleming	LOETB	✓	✓	✓	✓	✓	5/5
An tUasal Frank Smith	LOETB	✓	✓	x	✓	✓	4/5
An Comhairleoir John Carroll	LOETB	✓	✓	✓	✓	✓	5/5

Ballraíocht an Choiste Airgeadais agus Dátaí Cruinnithe

Tháinig an Coiste Airgeadais le chéile cúig huaire in 2023:

Ballraíocht		Tinreamh ag Cruinnithe					Iomlán
		23 Feabhra	23 Márta	14 Iúil	8 Meán Fómhair	8 Nollaig	
An tUasal Peter Scully (Cathaoirleach)	Seachtrach	✓	✓	✓	✓	✓	5/5
Molly Buckley Uasal	LOETB	✓	✓	✓	✓	✓	5/5
An Comhairleoir Caroline Dwane-Stanley	LOETB	x	✓	x	x	✓	2/5
An tUasal Jim Cashen	LOETB	x	x	✓	✓	✓	3/5
An Comhairleoir Clare Claffey	LOETB	x	x	x	x	x	0/5
An Comhairleoir Eddie Fitzpatrick	LOETB	✓	✓	x	x	x	2/5

LOETB Tuarascáil Bhliantúil

An Comhairleoir Barry Walsh	LOETB	x	x	✓	✓	✓	3/5
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Próifíl na hEagraíochta

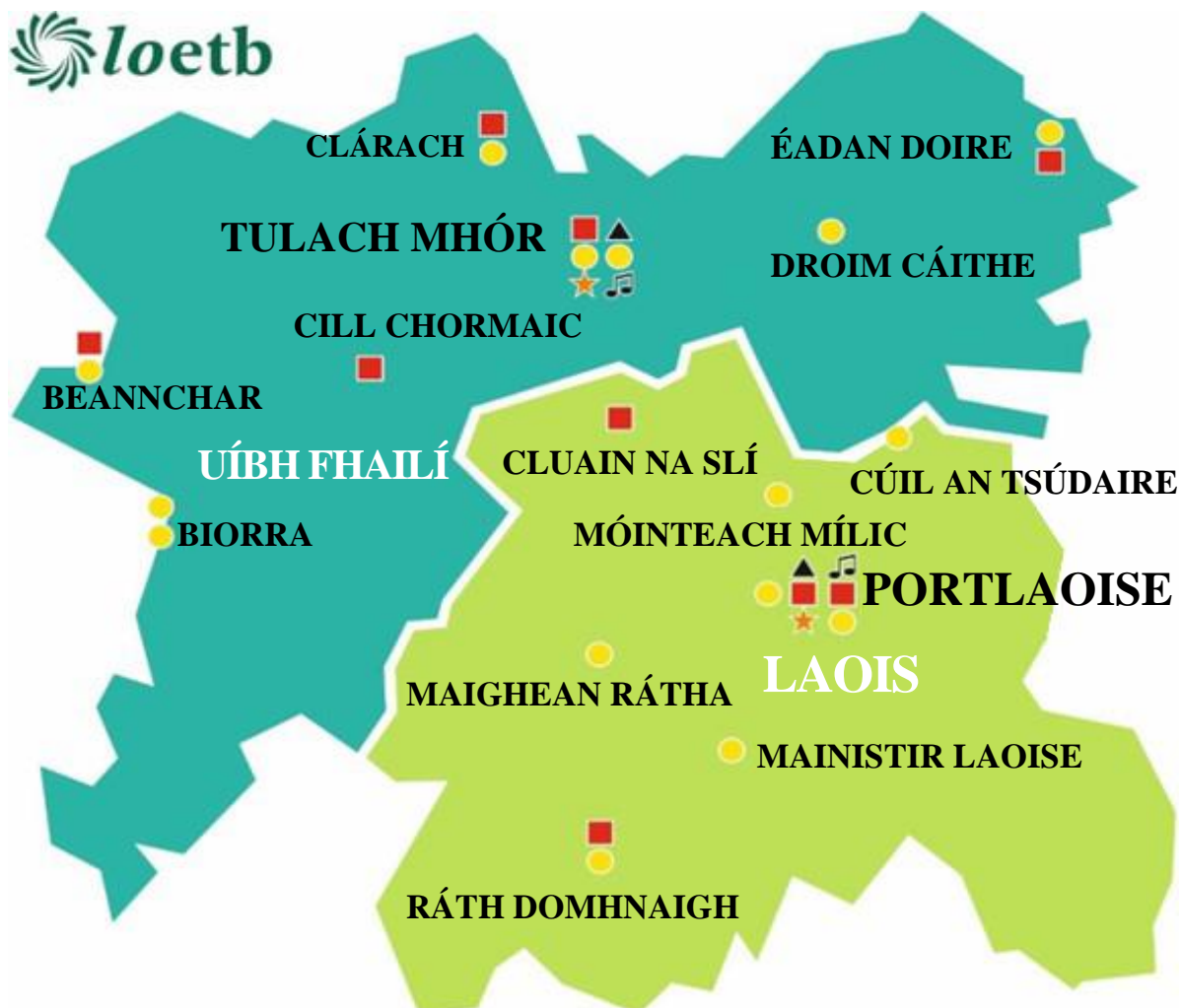
Is é LOETB an soláthraí reachtúil seirbhísí oideachais agus oiliúna do Laois agus Uíbh Fhailí. Is í aidhm iomlán LOETB a chur ar chumas ár gcuid mac léinn a lánacmhainneacht a bhaint amach. Déanaimid ár ndícheall eispéiris foghlama a chur ar fáil a fhreagraíonn do riachtanais na mac léinn de gach aois agus de gach cumas. Cuirimid treoir agus tacaíochtaí ar fáil dár mac léinn chun cabhrú leo a gcuid spriocanna foghlama agus cáilíochtaí a bhaint amach. Áirítear orainn roghanna aistriú agus forchéimnithe dár gcuid mac léinn chun an seans is fearr is féidir a bhaint as breisoideachas agus oiliúint a shaothrú agus fostaíocht a fháil.

Aithnímid an tábhacht a bhaineann le háitribh agus acmhainní oiriúnacha dár gcuid mac léinn inár dtiomantas don oideachas cuimsitheach. Tuigimid ár bhfreagrachtaí maidir le cearta an duine agus comhionannas, mar sholáthraí seirbhíse agus mar fhostóir araon. Tuigimid tábhacht na teicneolaíochta mar mhodh chun foghlaim, comhoibriú agus cumarsáid a fheabhsú i measc ár gcuid mac léinn agus páirtithe leasmhara. Chuige sin, táimid ag obair chun a chinntiú go mbeidh ár gcórais dhigiteacha inrochtana, iontaofa agus cosanta.

Tá sé mar aidhm againn leanúint ar aghaidh ag fás mar eagraíocht foghlama agus cinnteimid go bhfuil rochtain ag ár bhfoireann ar dheiseanna forbartha gairmiúla leanúnaí. Áirítear leis sin cur ar chumas na foirne a bheith ina gcleachtóirí machnamhacha, feabhas a chur ar a gcuid scileanna, agus comhoibriú le comhghleacaithe. Aithnímid gur féidir forbairt ghairmiúil a éascú ar bhealaí éagsúla, ó chláir chreidiúnaithe go ceardlanna agus líonraí foghlama gairmiúla.

Tuigimid go bhfuil cuid mhaith d'obair ár n-eagraíochta indéanta ag an bhfoireann tacaíochta agus riaracháin inár scoileanna, inár n-ionaid agus inár seirbhísí agus ag na príomhfheidhmeanna tacaíochta sa Phríomh-Oifig. Cuirimid luach an-ard ar an méid a dhéanann na coistí éagsúla a thacaíonn le LOETB ag leibhéal eagraíochtúil agus inár scoileanna agus ionaid. Oibrímid freisin i gcomhpháirtíocht le príomheagraíochtaí agus gníomhaireachtaí ag leibhéal áitiúil agus náisiúnta chun seirbhís ardchaighdeán a bhaint amach dár gcuid mac léinn.

Léarscáil Seirbhísí



Laois

Mainistir laoise

- Ionad FET Mhainistir Laoise

Cluain na Slí

- Coláiste Pobail Chluain na Slí

Móinteach mílic

- Ionad FET Mhóinteach Mílic

Maighean rátha

- METAC Mhaighean Rátha (For-rochtain Scileanna Lár na Tíre)

Cúil an tsúdaire

- Ionad FET Chúil an tSúdaire

Portlaoise

- ▲ Oifigí Riaracháin

- Coláiste Dhún Másc

- ★ Mol Eolais Laoise

- 🎵 Scoil Cheoil Laoise

- 🎵 Giniúint Ceoil Laoise

- Coláiste Phort Laoise

- Institiúid Phort Laoise

- Ionad FET Phort Laoise

Ráth domhnaigh

- Coláiste Fhearghail Naofa

- Ionad FET Ráth Domhnaigh

Uíbh fhailí

Beannchar

- Coláiste Bheannchair Coláiste na Sionna

- Ionad FET Bheannchair

Biorra

- Ionad FET Bhiorra

- Ionad Oideachais Allamuigh Bhiorra

Clárach

- Ard Scoil Chiaráin Naofa

- Ionad FET Clárach

Éadan doire

- Ionad FET Éadan Doire

- Coláiste Pobail Oaklands

Cill chormaic

- Coláiste Naomh Cormac

Droim cáithe

- An Campas Náisiúnta Oiliúna Foirgníochta

Tulach mhór

- ▲ Oifigí Riaracháin

- Ionad Scileanna Lár na Tíre

- 🎵 Giniúint Ceoil Uíbh Fhailí

- 🎵 An tAcadamh Ceoil

- Coláiste Thulach Mhór

- Ionad FET Thulach Mhór

- ★ Mol Eolais Uíbh Fhailí

Suíomh Seirbhísí

Oifigí Riaracháin

Bóthar an Droma, Port Laoise

Foirgnimh an Chaisleáin, Tulach Mhór

Scoileanna

Ard Scoil Chiaráin Naofa, Clóirtheach

Coláiste Bheannchair

Coláiste Naomh Cormac, Cill Chormaic

Coláiste Pobail Oaklands, Éadan Doire

Coláiste Thulach Mhór

Coláiste Chluain na Slí

Coláiste Dhún Másc, Port Laoise

Coláiste Phort Laoise

Coláiste Naomh Feargal, Ráth Domhnaigh

Breisoideachas agus Oiliúint

Ionad BOO Thulach Mhór

Ionad BOO Clárach

Ionad BOO Éadan Doire

Ionad BOO Bheannchair

Ionad Oideachais agus Oiliúna Allamuigh Bhiorra

Ionad BOO Bhiorra

Ionad BOO Chúil an tSúdaire

Ionad BOO Phort Laoise

Institiúid Phort Laoise

Ionad Scileanna Lár na Tíre

Ionad Oiliúna Foirgníochta Náisiúnta, Cnocán Lucas

Ionad Oideachais Phríosún Phort Laoise

Ionad Oideachais Phríosún Lár na Tíre

Mol Faisnéise (Laoise), Lárionad

Faisnéise Phort Laoise (Uíbh

Fhailí), Tulach Mhór

Oideachas Ceoil Taibhithe

Scoil Cheoil Laoise, Ionad Ceoil Laoise, Port Laoise

Giniúint Ceoil Laoise, Ionad Ceoil Laoise, Port Laoise

Giniúint Ceoil Uíbh Fhailí, Tulach Mhór

Acadamh Ceoil, Tulach Mhór

Miondealú Foirne

Catagóir	Iomlán
Múinteoirí Iar-Bhunscoileanna	559
Múinteoirí/Teagascóirí FET	379
Foireann Riaracháin	116
Comhordaitheoirí/Bainisteoirí Ionaid	31
Oibrithe Acmhainne	16
Foireann Cothabhála	48
Foireann Tacaíochta (CRSanna san áireamh)	315
Iomlán	1464

Foireann Ardbhainistíochta

Joe Cunningham	Príomhfheidhmeannach
Marie Bracken	Stiúrthóir Tacaíochta agus Forbartha Eagraíochta
Tony Dalton	Stiúrthóir Breisoideachais agus Oiliúna
Linda Tynan	Stiúrthóir Scoileanna

Scéim Teanga

Tugadh Scéim Teanga LOETB don tréimhse 2020-2023, faoi Acht na dTeangacha Oifigiúla 2003 chun críche in 2023. Tá na ceanglais shainordaitheacha uile ar bun agus cuireadh na gealltanais don bhliain dheireanach den scéim chun feidhme.

Nochtadh Cosanta

Ní bhfuarthas aon nochtadh cosanta le linn na tréimhse 01/01/2023 go 31/12/2023.

Ráitis Airgeadais 2023

Tá Ráiteas Airgeadais Bliantúil (RAB) LOETB don bhliain dar críoch 31 Nollaig 2023 faoi réir Iniúchta ag Oifig an Ard-Reachtair Cuntas agus Ciste (ARC&C). Nuair a foilsíodh Tuarascáil Bhliantúil 2023, ní raibh iniúchadh déanta ar an RAB do 2023. Beidh an AFS do 2023 ar fáil ar an suíomh gréasáin, www.loetb.ie nuair a bheidh iniúchadh déanta orthu.

Áireofar iad seo a leanas sna ráitis airgeadais;

- Sonraí na dtáillí nach mbaineann le tuarastal a íocadh i leith Chomhaltaí an Bhoird arna anailísiú de réir catagóire táillí;
- Tuarastail agus sochair fostaithe gearrthéarmacha;
- Sochair iarfhostaíochta;
- Sochair fhoirceanta;
- Cúiteamh príomhbhainistíochta, más ann dó;

Sonraí ar líon na bhfostaithe ar thit a gcuid sochar fostaithe iomlán (gan costais phinsin an fhostóra san áireamh) don tréimhse tuairiscithe thit idir €0 agus €59,999 agus laistigh de gach banda pá

de €10,000 ó €60,000 suas agus beidh figiúr iomlán do ranníocaíochtaí pinsin fostóra san áireamh freisin sa RBA.

Fís, Misean, Luachanna agus Spriocanna Straitéiseacha

In 2022 d'fhorbair LOETB 'Ráiteas Straitéise 2023-2027' mar a cheanglaítear faoi Alt 27 d'Acht BOO 2013. Leagann an Ráiteas Straitéise seo amach treo ár n-eagraíochta thar na cúig bliana amach romhainn le cur ar ár gcumas leanúint ar aghaidh ag cur eispéireas oideachais agus oiliúna ar ardchaighdeán ar fáil do phobail Laoise agus Uíbh Fhailí. Leagann Ráiteas Straitéise LOETB síos cuspóirí ardleibhéil don eagraíocht faoi cheithre Sprioc Straitéiseacha. Tá a sraith tosaíochtaí straitéiseacha féin ag gach sprioc a bhainfear amach trí shraith gníomhaíochtaí tacaíochta. Dearadh na spriocanna agus na tosaíochtaí seo chun cabhrú le LOETB leas a bhaint as na deiseanna a thiocfaidh chun cinn agus aghaidh a thabhairt ar na dúshláin atá le sárú aige sna cúig bliana amach romhainn.

Fís agus Luachanna

Is í an fhís atá againn ná a bheith i gceannas go gníomhach ar sholáthar oideachais agus oiliúna ar ardchaighdeán i Laois agus in Uíbh Fhailí.

Misean

Sármhaitheas trí oideachas agus oiliúint.

Luachanna

Sármhaitheas san Oideachas, Cúram, Comhionannas, Pobal, Meas

ÁR SPRIOCANNA STRAITÉISEACHA 2023-2027

Sprioc 1 Ag Treorú na Foghlama

Soláthar teagaisc, foghlama agus measúnaithe den scoth le dearbhú cáilíochta do chách le leibhéil arda gnóthachtála agus creidiúnaithe ag mic léinn.

Sprioc 2 Inbhuanaitheacht a Fhorbairt

Taithí foghlama agus timpeallachtaí dearfacha foghlama a sholáthar le hacmhainní agus áiseanna oiriúnacha do scoláirí.

Ag obair i gcomhpháirtíocht

Sprioc 3 Cultúir nuálaíochta agus feabhsaithe a chur chun cinn laistigh den eagraíocht.

Córais a Fheabhsú

Sprioc 4 Lucht saothair ardchálithe agus spreagtha a earcú agus a choinneáil agus tacaíocht foirne agus deiseanna a sholáthar d'fhorbairt ghairme phearsanta agus ghairmiúil leanúnach.

Tuarascáil Phlean Seirbhíse

AG TREORÚ NA FOGHLAMA				
NÍL	TOSAÍOCHT	GNÍOMH 2023	TÁSCAIRE FEIDHMÍOCHTA 2023	TRÁCHTAIREACHT
1	Timpeallacht oibre dhearfach agus thacúil a chruthú a thacóidh le folláine na foirne inár scoileanna/ionaid agus oifigí.	Croíluachanna BOO do thionscnaimh foirne scoilbhunaithe arna n-eagrú ag Foirne Ceannaireachta Ethos Scoile.	Croíluachanna an BOO a neadú ar bhonn leanúnach.	Tacaíocht leanúnach do scoileanna chun bunluachanna na Scoileanna BOO a chur i bhfeidhm.
2	Foireann ardchaighdeán agus oilte a mhealladh agus a choinneáil.	Creat soghluaisteachta inmheánaí a fhorbairt chun feabhas a chur ar an acmhainneacht foirne agus ar an bhfoireann a choinneáil.	Leanúint d'iniúchtaí scileanna foirne a dhéanamh, creat a shainiú agus a scaipeadh ar an bhfoireann.	Forbairt leanúnach ar straitéis uileghabhálach um fhorbairt ghairmiúil, ag comhtháthú na foirne bainistíochta, teagaisc, riaracháin agus coimhdeachta.
		LOETB a bhunú mar fhostóir rogha Luath-Earcaíochta agus clár ionduchtaithe foirne.	Leibhéil foirne a choinneáil i scoileanna agus in ionaid	Earcaíocht tosaíochta, ionduchtú foirne faoi athbhreithniú.
3	Sláinte agus sábháilteacht gach mac léinn/foghlaimoir agus ball foirne a chinntiú.	Sláinte agus Sábháilteacht a cheapadh mar Chomhairleoirí.	Cuairteanna ar an láthair chuig na scoileanna agus na hionaid go léir atá curtha i gcrích. Athbhreithniú ar na Ráitis Sábháilteachta agus ar na Measúnuithe Riosca curtha i gcrích.	Cuairteanna tugtha, Athbhreithniú Sláinte & Sábháilteachta críochnaithe R2
4	Comhlíonadh rialachán agus treoirlínte.	Tacú le scoileanna agus le hionaid gach ceanglas a bhaineann le cosaint leanaí a chomhlíonadh.	Comhlíonann gach scoil go hiomlán na Nósanna Imeachta maidir le Cosaint Leanaí d'Iar-Bhunscoileanna 2017. Gach ionad a chomhlíonann na treoirlínte um Chosaint Leanaí.	Athbhreithniú oifigeach comhlíonta déanta. Oiliúint curtha ar fáil do Phríomhoidí agus Leas-Phríomhoidí i Nósanna Imeachta nuashonraithe um Chaomhnú

				Leanaí d'Iar-Bhunscoileanna 2023
5	A chinntiú go leanfar den fheabhas san oideachas a chur ar fáil trí thosaíocht a thabhairt do na caighdeáin is airde foghlama, teagaisc agus measúnaithe ar fud ár scoileanna agus ár n-ionad go léir.	Clár leanúnach tacaíochta do cheannairí scoile agus do mhúinteoirí	Comhoibriú leanúnach agus comhroinnt cleachtais ghairmiúil.	Cuireadh tús le modúil MA nua (26 rannpháirtí)
		Deis a thabhairt d'Fhoireann FET do MA i gCeannaireacht (modhnaithe) ag SETU.	Modúil MA a sholáthar in 2023.	
		Cloí go leanúnach le Beartas Iontrálacha FET agus measúnuithe cuí á n-úsáid.	Coinneáil agus dul chun cinn méadaithe trí thacú le foghlaiméoirí na cúrsaí is oiriúnaí a aithint.	Tairbhíthe méadaithe FET agus rátaí ardaithe deimhnithe
6	A chinntiú go gcuireann gach scoil agus ionad cláir oideachais ar fáil a fheabhsaíonn eispéiris foghlama chun freastal ar riachtanais gach scoláire.	Tacú le soláthar ábhar agus clár nua i scoileanna	Pleanáil agus freagairt éifeachtach d'athruithe san oideachas trí chomhoibriú le daoine eile	Deiseanna comhoibrithe leanúnacha agus nuafhorbartha d'fhoireann na scoile
		Leanúint ar aghaidh ag tacú leis an soláthar d'fhoirne tacaíochta do mhic léinn inár scoileanna.	Taithí foghlaiméora níos fearr a eascraíonn as forbairt ghairmiúil dírithe ar mhúinteoirí. Cumas digiteach méadaithe agus rannpháirtíocht bhaill phobal na scoile.	Tacaíocht leanúnach FGL do mhúinteoirí
7	Tacú le mic léinn/foghlaiméoirí atá i mbaol míbhuntáiste oideachais de réir an pholasáí náisiúnta reatha.	Seirbhís Threoraíochta FET a bhunú.	Soláthar Treoraithe méadaithe ar fud na Seirbhísí FET ar fad.	Osclaíodh moil Eolais Thulach Mhór agus Phort Laoise. Rannpháirtithe Treorach Méadaithe
		CoPanna a bhunú le haghaidh réimsí ábhair ar leith.	CoP bunaithe.	CoPanna i gCúram Sláinte, Treoir, Gnó agus TF
		Meastóireacht a dhéanamh ar fhoráil FET i réimsí sonracha ábhair.	Cuireadh tús le hathbhreithniú agus meastóireacht ábhair.	Tacaíocht leanúnach do chomhoibriú múinteoirí
		Leanúint de chur chuige Dearadh Uilíoch don Fhoghlaim a chur chun cinn maidir le cláir a chur i gcrích.	Méadú ar líon na foirne le Suaitheantas Digiteach le tiomantas iomlán d'Ionad/Seirbhís	Bronnadh 50 Suaitheantas Foirne UDL

			don chur chuige Dearadh Uilíoch don Fhoghlaim.	
8	Fóraim chuí a chur ar fáil don fhoireann tacaíochta chun dea-chleachtas a roinnt inár scoileanna agus inár n-ionaid go léir.	Leanúint le Tacaíochtaí Foghlaimeora FET a chur chun cinn.	Deireadh a chur le bacainní ar iontráil agus ar dhul chun cinn dár bhfoghlaimeoirí agus comharthaíocht fheabhsaithe a fhorbairt trí shuíomh gréasáin an LOETB.	Oibríthe Tacaíochta Foghlaimeora sannta i ngach Ionad FET
		Clár foghlama gairmiúla a fhorbairt agus a chur ar fáil do Chúntóirí Riachtanas Speisialta.	Comhoibriú leanúnach agus comhroinnt cleachtais ghairmiúil.	FGL spriocdhírthe ar siúl do Chúntóirí Riachtanas Speisialta.
		Tacaíocht leanúnach do mhic léinn atá páirteach sa chlár Power 2 Progress le COBÁC.	Ullmhúchán feabhsaithe do chur i bhfeidhm chreat pátrúin ETBI agus rannpháirtíocht le Tionscadal Mapála Soláthair BOOÉ/Coláiste Mhuire gan Smál.	Tacaíochtaí rannpháirtíochta mac léinn i bhfeidhm
		Leanúint ar aghaidh ag tacú le Pobail Chleachtais i réimsí tosaíochta Ethos agus Croíluachanna, Teicneolaíochtaí Digiteacha, agus Cuimsiú (SENCO).		Tacaíocht leanúnach do scoileanna i réimsí tosaíochta aitheanta lena n-áirítear tuilleadh comhpháirtíochta agus deiseanna forbartha
		Tacaíocht do scoileanna sa Teicneolaíocht Dhigiteach agus comhpháirtíocht le Gradaim Scoileanna Digiteacha.	Glacann gach scoil páirt in Acadamh na nDámhachtainí Scoileanna Digiteacha agus faigheann siad tacaíocht bhreise agus meantóir scoileanna chun tuilleadh tacaíochta a thabhairt don phleanáil dhigiteach.	Tacaíochtaí digiteacha leanúnacha do scoileanna trí líonraí gairmiúla, FGL agus deiseanna leanúnacha comhpháirtíochta
		Leanúint ar aghaidh ag comhordú CoP um Threoir agus Fhaisnéis d'Fhoghlaimeoirí FET.	Leanúint ar aghaidh le seisiúin éascaithe agus am tiomnaithe curtha ar leataobh le haghaidh obair chomhoibríoch laistigh den CoP um Threoir agus Fhaisnéis.	Comhtháthú breise na seirbhíse treorach ar fud FET agus comhsheasmhacht feabhsaithe seirbhíse
		Leanúint den Líonra Tacaíochta Cuimsithe	Feasacht mhéadaithe ar thacaíochtaí foghlaimeora,	Seachtain an chuimsithe – 60 imeacht & 3000 rannpháirtí

		a chur chun cinn.	Dearadh Uilíoch don Fhoghlaim agus rannpháirtíocht sa tSeachtain Chuimsithe ar fud an LOETB.	
		Bunaíodh CoP BCTE nua.	A áirithiú go dtacóidh an grúpa leochaileach sin leis an dea-chleachtas a roinnt ar fud na seirbhíse sin atá ag fás go tapa, lena n-áirítear an fhreagairt ar an ngéarchéim san Úcráin.	CoP BCTE bunaithe. Comhordaitheoir BCTE sannta chun ualach méadaithe oibre a bhainistiú.
9	A chinntiú go bhfuil rochtain ag baill foirne ar na deiseanna Forbartha Gairmiúla is déanaí agus is ábhartha (tosaíocht a thabhairt dóibh sin le tacaíocht airgeadais don fhoireann go léir).	Grúpaí Athbhreithnithe agus forbairt ghairmiúil FET a bhunú ar fud na n-earnálacha sainaitheanta.	Bunaíodh Grúpaí forbairt ghairmiúil agus Athbhreithnithe FET. Cur i láthair agus cur chun feidhme na dtorthaí.	Grúpaí PD bunaithe – Iontrálacha.
		Leanúint ar aghaidh ag soláthar sceideal forbairt ghairmiúil míosúil do gach ball foirne FET.	Seachadadh sceideal forbairt ghairmiúil.	Sa sceideal FET PD, a dháiltear go ráithiúil trí ríomhíris agus ríomhphoist mhíosúla, ghlac 300 rannpháirtí páirt in oiliúint inmheánach agus fuair siad rochtain ar thacaíocht airgeadais in 2023
		Déan suirbhé bliantúil ar riachtanais forbairt ghairmiúil Foirne FET.	Cuireadh torthaí an tsuirbhé faoi bhráid FMT.	Tugann Suirbhéanna FET PD eolas do sceideal imeachtaí 2023; pleanáil don dara ráithe, 2024 ar siúl chun rannpháirtíocht agus forbairt leanúnach na foirne a chinntiú.
10	Tacú le cultúr agus é a chur chun cinn ina mbeidh guth ag Daoine Óga (go háirithe iad siúd atá leochaileach, imeallaithe agus i mbaol) sa chinnteoireacht maidir le soláthar seirbhísí don aos óg, oiliúint, oideachas, agus na	Rialachas agus maoirsiú Thionscadal Do Áit Do Spás 4 UBU, ag obair le daoine óga is leochailí, is imeallaithe agus is mó atá i mbaol.	Maoiniú deontais agus Scéimeanna a riartar in am agus i gcomhréir leis na comhaontuithe ábhartha.	Athbhreithniú déanta ag oifigeach comhlíonta. Foilsiú an Phlean um Obair Óige
			Leanúint de chlár Chomhpháirtíocht Áitiúil na hÓige Ildánacha.	Seachadadh leanúnach clár agus comhpháirtíocht fheabhsaithe

	córais oideachais fhoirmiúla agus sheachfhoirmiúla níos leithne.	Tacaíocht leanúnach d'Institiúidí Oiliúna Áitiúla atá dírithe go sonrach ar dhaoine óga.	Tacaíocht leanúnach d'Institiúidí Oiliúna Áitiúla atá dírithe go sonrach ar dhaoine óga.	Institiúid Oiliúna Áitiúla do spriocghrúpaí sonracha ar lean)
INBHUANAITHEACTH A FHORBAIRT				
NÍL	TOSAÍOCHT	GNÍOMH 2023	TÁSCAIRE FEIDHMÍOCHTA 2023	TRÁCHTAIREACTH
11	A chinntiú go bhfuil na foirgnimh atá ann faoi láthair agus atá beartaithe chomh fada le ceanglais inbhuanaitheachta atá ann faoi láthair agus a d'fhéadfadh a bheith ann amach anseo.	RFT do Chomhairleoir agus comhairleoir Fuinnimh. Leanúint ar aghaidh ag baint úsáide as deontas Caipitil ar bhonn cineachta chun feabhas a chur ar thimpeallachtaí Teagaisc agus Foghlama Ionad FET.	Gach Iniúchadh Fuinnimh curtha i gcrích le DEC i bhfeidhm do gach saoráid.	Anailís deisce déanta le cúnamh ón SEAI.
12	Inbhuanaitheacht chomhshaoil a mhéadú ar fud na heagraíochta trí oifigí soláthair ghlais agus oifigí gan pháipéar.	Sraith tionscnamh inbhuanaitheachta a sheachadadh i scoileanna lena n-áirítear na Scoileanna Glasa agus an Clár Tóg 1.	Rannpháirtíocht mhéadaithe i dtionscnaimh i scoileanna a chuireann an inbhuanaitheacht chun cinn go gníomhach.	Leanann scoileanna ar aghaidh ag gabháil go gníomhach agus ag méadú rannpháirtíochta i scoileanna glasa agus i dtionscnaimh inbhuanaithe, lena n-áirítear rannpháirtíocht i dtionscadail dhigiteacha glasa
13	A chinntiú go bhfuil pleananna gníomhaíochta ar son na haeráide 2021 agus 2030 fite fuaite inár gcleachtais.	Leanúint leis an soláthar Scileanna Glasa agus Gníomhaithe ar son na hAeráide a mhéadú ar fud FET.	Fás i Scileanna Glasa is tairbhithe i soláthar FET.	Mhéadaigh an soláthar Scileanna Glasa go 4900 tairbhí in 2023
14	Rioscaí síceasóisialta agus déileáil leo.	Leanúint de phrionsabail inbhuanaithe agus de dheachleachtas a leabú agus a chomhtháthú i ngach foráil de chuid FET, m.sh. LEAN.	Prionsabail an gheilleagair LEAN/chiorclaigh seachadta mar chuid de chur chuige iomlán FET.	Cuireadh oiliúint Bainistíochta LEAN ar fáil do 30 ball foirne FET & OSD MMT
15	An inbhuanaitheacht a chur chun cinn agus a thiomnú go	Feabhas a chur ar an réimse tacaíochtaí foghlama gairmiúla a chuireann foireann Tacaíochta na	Deiseanna foghlama gairmiúla do scoileanna a fhorbairt agus a scaipeadh tuilleadh.	Deiseanna nua comhoibríthe agus tacaíochtaí riachtanacha aitheanta agus tionscanta.

	gníomhach trínár gcláir, próisis agus beartais oideachais	Scoileanna ar fáil chun cur leis an soláthar atá ann cheana féin, pobail chleachtais, seimineáir ghréasáin, agus cláir cheannaireachta.		
16	Deiseanna foghlama gairmiúla a sholáthar chun tacú le gach ball de phobal na scoile na caighdeáin ghairmiúla is airde a sheachadadh.	Deiseanna comhoibríochta a chruthú do scoileanna chun tacú le cur i bhfeidhm na Straitéise Náisiúnta ar oideachas le haghaidh forbairt inbhuanaithe.	Leibhéal rannpháirtíochta agus rannpháirtíochta scoileanna i ngníomhaíochtaí agus i dtionscnaimh a bhaineann le hoideachas le haghaidh forbairt inbhuanaithe a mhéadú.	Féinmheastóireacht Scoile agus Pleanáil DEIS Pobal foghlama gairmiúla bunaithe do gach scoil
17	An fheasacht agus na scileanna a chur ar fáil do bhaill foirne, d'fhoghlaimoirí agus do phobail chun tacú go gníomhach leis an inbhuanaitheacht sa réigiún.	Teagmháil a dhéanamh le gach pobal ar fud Laoise agus Uíbh Fhailí chun cláir Oideachais Pobail a chur ar fáil le téamaí inbhuanaithe.	Feasacht níos fearr ar an inbhuanaitheacht i bpobail ar fud an réigiúin.	Mhéadaigh Oideachas Pobail rannpháirtíocht 3080 tairbhí in 2023
18	Scileanna a chur ar fáil d'fhoghlaimoirí chun fostaíocht fhiúntach a bhaint amach i ngeilleagar glas faoi bhláth.	Conairí Scileanna Glasa agus Digiteacha a fhorbairt laistigh de Sheirbhís FET (cur chuige Whole FET) in earnálacha fáis sainaitheanta sa gheilleagar Réigiúnach/Náisiúnta.	Spríocanna Scileanna Glasa/Príomhscileanna a chur i gcrích i gComhaontú Feidhmíochta Straitéisigh LOETB/SOLAS.	LOETB mar Cheannaire Earnála san Fhoirgníocht (MMC) agus Talmhaíochta (Bithéagsúlacht).
19	Tacú le fostóirí an Lár Tíre a aistriú chuig geilleagar réigiúnach glas agus digiteach.	Leanúint ar aghaidh ag forbairt Straitéis Tacaíochta Fiontraíochta an LOETB maidir le Glasú agus Digitú FBManna sa Réigiún.	Fás leanúnach i Scileanna go luaththairbhíthe ar fud an Réigiúin.	Mhéadaigh Tairbhíthe STA (3700 tairbhí in 2023)
20	Ceannaireacht a thabhairt don earnáil maidir le scileanna Glasa don Saol, do Ghairmeacha agus don Fhoirgníocht a fhorbairt.	Leanúint ar aghaidh ag obair le SOLAS chun LOETB a bhunú mar Cheannaire Earnála Náisiúnta ar sholáthar Scileanna Tógála agus Glasa atá ann faoi láthair agus a bheidh ann amach anseo.	Bunú conair na Tógála Digiteach amach anseo (MMC). Bunú Píolótach earnála ar Bithéagsúlacht (talmhaíocht inbhuanaithe).	LOETB - Ceannaire i BUSI 2030. Tiomantas d'fhorbairt sholáthar ZEB agus Printíseacht MMC

21	Obair don Aos Óg a chur ar fáil de réir straitéis an Rialtais agus riachtanais an phobail trí sheirbhísí óige a sholáthar, a chomhordú, a riar agus a mheasúnú i Laoise agus in Uíbh Fhailí.	Rialachas agus formhaoirseacht ar RLCMLÓ, RO agus RTCEGSM, maoiniú/scéimeanna le haghaidh uilíoch/díríthe i seirbhís na hóige agus in earnáil na hóige cruthaitheach.	Maoiniú deontais agus Scéimeanna a riar in am agus i gcomhréir leis na comhaontuithe ábhartha. Leanúint de chlár Chomhpháirtíocht Áitiúil na hÓige Ildánacha.	Cloíodh le gach maoiniú deontais agus nósanna imeachta scéime agus na hamlínte ábhartha
AG OBAIR I GCOMHPHÁIRTÍOCHT				
NÍL	TOSAÍOCHT	GNÍOMH 2023	TÁSCAIRE FEIDHMÍOCHTA 2023	TRÁCHTAIREACHT
22	Páirt ghníomhach a ghlacadh ag fóraim náisiúnta de réir mar is gá.	A chinntiú go bhfuil ionadaíocht ag an tSeirbhís FET ar fhóraim náisiúnta ábhartha.	Ballraíocht BOOLUF i bhfóraim náisiúnta ábhartha FET.	LOETB mar cheannaire earnála: Talmhaíocht, Foirgníocht & Scileanna Glasa
23	Comhoibriú le BOOnna eile, le BOOÉ, le comhlachtaí Rialtais agus le gníomhaireachtaí reachtúla chun freagairtí ar na dúshláin san oideachas agus san oiliúint a fhorbairt.	Leanúint ar aghaidh ag forbairt comhpháirtíochtaí le hIonad Oideachais Laoise agus BOOÉ chun deis a thabhairt do scoileanna páirt a ghlacadh sa chlár a chuireann le forbairt scoile.	Rannpháirtíocht agus deiseanna comhoibríocha leanúnacha.	Leanúint le deiseanna FGL a sholáthar do scoileanna i gcomhpháirtíocht le hIonad Oideachais Laoise, Comhairlí Contae Laoise agus Uíbh Fhailí. Forbraíodh treoirthionscadal Matamaitice scoile nua le dhá Bhord Oideachais agus Oiliúna eile
		Leanúint ar aghaidh ag obair go dlúth le gníomhaireachtaí/grúpaí áitiúla chun tacú le foghlaimoirí faoi mhíbhuntáiste.	Rannpháirtíocht le cohóirt tosaíochta a mhéadú agus spriocanna SPA a bhaint amach (Scileanna Trasna, Rannpháirtíocht a Leathnú agus ALL).	Sáraíodh 2024 Sprioc SPA in 2023. Béim ar ALL (BCTE)
		Píolótaí ALL Nuálaíochta agus Comhoibríthe a chur i gcrích.	Cur i gcrích rathúil agus rolladh amach na bpíolótaí seo agus tuilleadh píolótaí (sprioc ALL SPA bainte amach).	Píolótaí a phróimhshruthú isteach i soláthar Cuimsithe LOETB.

		Leanúint ar aghaidh le bheith i gceannas ar Ghrúpa Formhaoirseachta Tógála Tras-BOO.	Freagairtí scileanna na hearnála aonair/ar fud an Bhoird Oideachais agus Oiliúna ar riachtanais scileanna Foirgníochta a chur ar fáil.	Osclaíodh 6 CoE go náisiúnta. LOETB (ML) mar cheannaire i seachadadh agus i bhforbairt clár
		Leanúint ar aghaidh ag feidhmiú mar Údarás faoi Chonradh agus mar Cheannaire Tionscadail chun Páirc Taispeántais Náisiúnta a bhunú le haghaidh Modhanna Nua-Aimseartha Foirgníochta.	Seachadadh Chéim a hAon de Pháirc Taispeántais Náisiúnta e haghaidh Modhanna Nua-Aimseartha Foirgníochta.	Páirc Taispeána Náisiúnta le haghaidh iarratas pleanála MMC curtha isteach.
24	Cabhrú leis an RO de réir mar is gá, chun freastal ar na riachtanais a eascraíonn as Clár Cosanta Dídeanaithe na hÉireann agus soláthar d'iarratasóirí ar chosaint idirnáisiúnta.	Ciste Reach a Chur Chun Cinn le príomhghrúpaí agus gníomhaireachtaí pobail	Clár a chur chun cinn agus a chur ar fáil d'úsáideoirí seirbhíse grúpaí/gníomhaireachtaí atá faoi mhíbhuntáiste oideachasúil.	Tacaíodh le 17 nGrúpa Pobail trí Reach chun trealamh nó ábhair a cheannach a chuir ar a gcumas clár a sheachadadh do 370 tairbhí
		Leanúint ar aghaidh ag obair go dlúth le IPS chun oideachas a chur chun cinn agus an Tionscadal Droichid Foirgníochta a sheachadadh.	Riarachán agus seachadadh rathúil Building Bridges as a dtiocfaidh torthaí rathúla d'fhoghlaimoírí atá faoi chúram.	Rinneadh infheistíocht de €133k sa dá Ionad Oideachais i bPríosún Lár na Tíre agus Port Laoise
25	Tacú le comhpháirtíochtaí agus cumarsáid éifeachtach i measc foirne in oifigí, scoileanna agus ionaid an BOO, chun cultúr láidir foirne a thógáil.	Leanúint de chaidreamh a chothú le comhpháirtithe trasnáisiúnta agus le scoileanna trí pháirt a ghlacadh sa chlár Erasmus+.	Maoiniú a deonaíodh go rathúil do chlár Erasmus+, agus méadú ar líon agus ar raon na rannpháirtithe ar chlár den sórt sin.	Scoileanna agus Ionaid a bhfuil baint acu le clár thrasnáisiúnta
26	Sonraí fíor-ama a chur ar fáil do bhainisteoirí (príomhoidí, bainisteoirí lárionaid) chun tacú lena gcinnteoireacht agus lena gcomhlíonadh.	Úsáid a bhaint as ardán Tableau go héifeachtach chun dul chun cinn a rianú agus chun pleanáil do bhearnaí i soláthar FET.	Nuashonruithe ráithiúla ar dhul chun cinn maidir le spriocanna a scaipeadh ar pháirtithe leasmhara ábhartha.	Sonraí Tableau agus PLSS a úsáidtear chun soláthar FET agus treo straitéiseach a threorú

27	Feabhas a chur ar chumarsáid inmheánach agus sheachtrach leis na geallsealbhóirí uile trí mheáin éagsúla.	Aip chumarsáide inmheánach foirne FET a sheoladh chun feasacht inmheánach ar thionscnaimh Sheirbhís FET a mhéadú. Leanúint ar aghaidh ag forbairt straitéis meán agus brandála do gach soláthar agus tionscnamh FET.	Rochtain ar Aip Chumarsáide Inmheánach a sheoladh agus a chur ar fáil do gach ball foirne de chuid FET.	Forbairt Leanúnach ar straitéis chumarsáide LOETB chun féiniúlacht shred a chur chun cinn agus chun feasacht ar ár mbranda agus ár seirbhísí a fheabhsú.
28	Comhpháirtíochtaí foghlama oideachais a fhorbairt ar bhonn idirnáisiúnta.	Páirt ghníomhach a ghlacadh i nGnó 2030 lena gcuirtear cur chuige comhroinnte Eorpach ar fáil maidir le conairí scileanna sa Timpeallacht Thógtha.	Gnó 2030 Tuarascáil foilsithe, agus samplaí dea-chleachtais roinnte. Fás leanúnach ar rochtain na meán lena n-áirítear úsáid na meán sóisialta srl.	Tuarascáil BUSI foilsithe.
29	Tosaíocht ghníomhach a thabhairt do chaidreamh lenár bpríomhpháirtithe leasmhara inmheánacha agus seachtracha a fhorbairt agus a chothabháil.	Leanúint de bheith ag plé go gníomhach le príomhpháirtithe leasmhara seachtracha i bpleanáil FET amach anseo.	Ballraíocht leanúnach i ngrúpaí bainistíochta tras-rannacha BOO/tras-Ranna.	Ballraíocht leanúnach i ngrúpaí bainistíochta tras-rannacha BOO/tras-Ranna.
30	Tús áite a thabhairt do dheiseanna comhoibríocha a chothú agus a fhorbairt a thacaíonn le forbairt scoile.	Leanúint ar aghaidh ag tacú le scoileanna i bpleanáil feabhsúcháin scoile trí chlár leanúnacha tacaíochtaí ceannaireachta agus trí chur chuige comhoibríoch maidir le pleanáil.	Tacaíochtaí comhoibríocha leanúnacha do cheannairí sinsearacha agus meáncheannairí agus pobail chleachtais spriocdhírthe bunaithe.	Leanúint ag tacú le deiseanna foghlama gairmiúla do mhúinteoirí agus do cheannairí scoile, agus leanúint ar aghaidh ag freagairt d'fhorbairtí oideachais atá ag teacht chun cinn.
31	Leanúint de bheith ag gníomhú mar phríomhthacadóir na comhpháirtíochta inár réigiún.	Leanúint de bheith ar thús cadhnaíochta maidir le scileanna agus soláthar pobail sa phróiseas um Aistriú Cóir.	Leanúint de bheith ag feidhmiú mar Cheannaire i dtionscnaimh éagsúla um Aistriú Cóir.	Grúpa oibre LOETB agus BNM ag fiosrú Just Transition Climate Solutions.

32	Feabhas a chur ar ár gcur chuige nuálach agus cuimsitheach maidir le forbairt clár earnála Úsáid a bhaint as an gcur chuige comhpháirtíochta chun conairí inbhuanaithe a bhunú d'fhoghlaimoirí.	Comhfhorbairt/Comhsheachadadh foráil nua mar chuid den phíolóta náisiúnta Treasach a sholáthraíonn bealaí nua dul chun cinn inmheánach agus seachtrach d'fhoghlaimoirí.	Soláthar agus conairí nua a sheachadadh do mhí Mheán Fómhair 2023.	Leathnaíodh cláir threasacha.
33	Líonraí a fhorbairt lena gcumasófar comhroinnt faisnéise, comhoibriú idir earnáil an oideachais neamhfhoirmiúil, seirbhísí tacaíochta teaghlaigh agus seirbhísí don óige chun úsáid níos fearr a bhaint as na hacmhainní, na cleachtais agus na tionscnaimh atá ann cheana, chun tacú níos fearr le cruthaitheacht do Dhaoine Óga i Laois agus in Uíbh Fhailí.	Comhoibriú go himmheánach idir Seirbhísí Óige agus an Grúpa Comhordaithe maidir le punann leathan de riachtanais agus gnóthaí óige. Ionadaíocht ar Sheirbhísí don Aos Óg (ag tacú le spéis daoine óga agus iad a chur chun cinn) ar líonraí agus fóraim sheachtracha éagsúla.	Taifead ar fhreastal agus ar rannpháirtíocht rialta ag cruinnithe ábhartha a bhaineann le “leas na n-óg”, a bhaineann le... (a) Go himmheánach chuig LOETB: comhaltaí an Ghrúpa Comhordaithe. (b) Go seachtrach chuig LOETB: ag an Oifigeach Forbartha Óige.	Leanúint ar aghaidh ag comhoibriú go himmheánach agus go seachtrach le páirtithe leasmhara chun tacú le soláthar seirbhísí óige le fócas ar leith ar chumarsáid chun tacú le maoiniú méadaithe.
CÓRAIS A FHEABHSÚ				
NÍL	TOSAÍOCHT	GNÍOMH 2023	TÁSCAIRE FEIDHMÍOCHTA 2023	TRÁCHTAIREACHT
34	Na spriocanna a bhfuiltear ag súil leo maidir le hearcú foirne a bhfuil na leibhéal scileanna is gá acu sa Ghaeilge agus i dteangacha an phobail áitiúil a bhaint amach. Leanúint ar aghaidh ag forbairt ár gcumas an Ghaeilge a úsáid ar fud na heagraíochta.	Cúrsaí gaelchultúr a chur ar fáil don fhoireann túslíne go léir.	Úsáid na Gaeilge a chur chun cinn.	Deiseanna cúrsaí curtha ar fáil agus leas a bhaint astu

35	A bheith ina gceannairí athraithe agus cultúr eagraíochtúil a spreagadh ina gcuirtear fáilte roimh athrú.	A chinntiú go bhfuil ár struchtúir eagraíochta ailínithe lenár dtosaíochtaí straitéiseacha agus go dtugann siad cumhacht don fhoireann glacadh le hathrú.	Cultúr nuálaíochta agus athraithe a chur chun cinn ionas gur féidir linn dul in oiriúint go tapa do riachtanais na heagraíochta atá ag síorathrú.	Athstruchtúráil ar Rialachas FET chun fás na seirbhíse a léiriú agus chun cur chuige LEAN a chur chun cinn Traenáil bharrinneach déanta R4 2023. Athbhreithniú leanúnach ar struchtúir reatha i rith na bliana.
36	Bonneagar TFC a fhorbairt tuilleadh chun tacú le córais seirbhíse comhroinnte, córais cosanta sonraí agus leanúnachas gnó.	A chinntiú go bhfuil ár gcórais TFC oiriúnach chun freastal ar riachtanais na heagraíochta atá ag dul i méid.	Athbhreithniú a dhéanamh ar ár gcórais lena chinntiú gur leor iad chun freastal ar riachtanais athraitheacha amhail bagairtí cibearshlándála.	Feabhsaíodh córais TF, ag obair le IAU ar fhorbairt chóras ISMS.
37	Córais chuí bainistíochta faisnéise agus tuairiscithe a fhorbairt ar fud na heagraíochta.	RFT chun Ardán Rialachais, Riosca agus Comhlíontachta a sholáthar.	Scóip Sreabhadh Oibre críochnaithe, cur i bhfeidhm agus oiliúint críochnaithe.	IMS coimisiúnaithe, oiliúint faighte, uaslódáil/stóráil ar siúl.
38	Beartas Bainistíochta Riosca	PLSS agus Tableau a úsáid mar bhealach chun treochtaí agus rioscaí a aithint i ndáil le bearnaí i soláthar Cinntoidh LOETB go mbeidh próiseas leanúnach ann chun rioscaí suntasacha a bhaineann le baint amach ár spriocanna a aithint agus aghaidh a thabhairt orthu.	Soláthar tuarascálacha ráithiúla ó Tableau, agus soláthar oiliúna Tuairiscithe PLSS tráthúil agus cuimsitheach d'fhoireann ábhartha FET. Cruinnithe rialta den Fhoireann Bainistíochta Riosca, le tacaíocht ón ARC	Feabhsaíonn grúpa bainistíochta sonraí nua tuairisciú, aithníonn sé treochtaí, agus cuireann sé oiliúint ar an bhfoireann. Thionscain CSOC chun rioscaí suntasacha a bhaineann le spriocanna a bhaint amach a aithint agus aghaidh a thabhairt orthu
39	Na caighdeáin is airde bainistíochta airgeadais agus riosca a chinntiú chun tacú le scoileanna agus le hionaid feidhmiú laistigh de riachtanais mhaoinithe agus rialachais chorparáidigh.	Leanúint ar aghaidh ag forbairt agus ag feabhsú struchtúir rialachais agus cleachtas Bainistíochta Riosca ar fud na heagraíochta.	A chinntiú go gcomhlíontar an Cód Cleachtas maidir le Rialachas BOOanna agus ceanglais reachtacha agus rialála eile.	Cloí leis an gCód Cleachtas maidir le rialachas BOOÉ

40	Rialuithe Inmheánacha	Cinnteoigh Bord an LOETB go bhfaighidh sé dearbhú leordhóthanach go bhfuil rialuithe sonraithe ag feidhmiú mar a bhí beartaithe.	Déanfar athbhreithniú ar na rialuithe atá i bhfeidhm agus tabharfar tuairisc d'ARC agus don Bhord	Athbhreithníodh rialuithe sular eisíodh iad, tugadh torthaí chuig ARC.
41	Struchtúir a thabhairt isteach chun freastal ar phatrúin oibre atá ag teacht chun cinn.	Leanúint d'athbhreithniú agus d'fheabhas a chur ar struchtúir agus ar phróisis chun éifeachtacht a fheabhsú.	Pleanáil acmhainní agus bainistíocht oibríochtúil ar gach leibhéal chun struchtúir éifeachtacha a chinntiú.	Leanann obair mheasctha ar aghaidh, méadú ar chomhdú fíorúil, uirlis imlonnaithe straitéiseach le haghaidh plean seirbhíse ceaptha.
42	Barr feabhais i bprionsabail bhainistíochta Lean a fhorbairt chun bainistíocht acmhainní a fheabhsú.	Oiliúint Bainistíochta Leanáil spriocdhírithé a chur ar fáil d'Fheighlithe Riaracháin, d'Fheighlithe agus do Bhainisteoirí Seirbhíse/ Ionad agus do bhaill foirne teagaisc.	Cleachtas fheabhsaithe maidir le bainistiú dramhaíola san ionad oibre agus bainistiú acmhainní feabhsaithe lena n-áirítear úsáid fheabhsaithe acmhainní daonna.	Traenáil bharrainneach déanta ag foireann bainistíochta OSD & Bainistíocht FET agus an fhoireann
43	Fócas ar sheirbhís den scoth do chustaiméirí a sheachadadh, cumarsáid agus amlínte freagartha a shruthlíniú	Straitéis chumarsáide chomhleanúnach a fhorbairt.	Ár spriocanna, ár struchtúir agus ár bpróiseas cinnteoireachta a chur in iúl.	Forbairt leanúnach ar straitéis cumarsáide, suíomh gréasáin nua á fhorbairt.
44	Folláine eagraíochta a fhorbairt chun a chinntiú go dtugtar tacaíocht don fhoireann ina gcuid oibre.	Leanúint ar aghaidh ag forbairt agus ag feabhsú deiseanna leasa foirne, ag baint úsáide as na seirbhísí tacaíochta ábhartha go léir.	Cur chun cinn leanúnach an Phlean Gníomhaíochta Comhshaoil.	Cur chun cinn leanúnach trí phoist, ciorcláin inmheánacha, seimineáir ghréasáin
45	Oibriú le fostaithe chun inniúlachtaí foirne a fhorbairt agus a thógáil trí chóras treorach spriocdhírithé d'fhoireann OSD.	Riachtanais oiliúna agus forbartha foirne a aithint agus aghaidh a thabhairt orthu.	Anailís ar riachtanais oiliúna curtha i gcrích, agus tús a chur leis an oiliúint agus leis an uas-sciliú ábhartha a chuirtear ar fáil.	Leanann suirbhé OSD a rinneadh R4, oiliúint a cuireadh ar fáil ina dhiaidh sin, go dtí 2024.
46	A chinntiú go bhfuil comhionannas agus cearta an	Nuashonraigh ár mBeartas Earcaíochta chun a chinntiú go bhfuil	An Leabú Comhionannas agus Cearta an Duine mar ghné lárnach dár n-earcú.	Athbhreithniú ar an gcáipéisíocht tosaigh agus obair ar siúl go leanúnach

	duine i gcoillár gach a dhéanaimid.	Comhionannas agus Cearta an Duine mar chuid lárnach den chéanna.		
47	Plean cúig bliana don Obair don Aos Óg a fhorbairt a bheidh bunaithe ar dhaoine óga agus ar phríomhpháirtithe leasmhara.	Plean Oibre Óige LOETB 2023-2027 a fhorbairt.	Plean Oibre don Aos Óg 2023-2027 a chur chun feidhme.	Plean Oibre don Aos Óg forbartha.
48	Anailís ar phróifíl limistéir a dhéanamh chun riachtanais agus bearnaí atá ag teacht chun cinn i soláthar seirbhísí don aos óg a shainaithint, chun tacaíocht níos fearr a thabhairt d'fheidhmchláir atá bunaithe ar fhianaise le haghaidh deiseanna maoinithe nua agus leathnaithe do sheirbhísí don aos óg.	Déan Anailís Riachtanas Próifíl Réimse (do Dhaoine Óga 10-24 bliana). Oibriú ar chumasú comhoibríoch (le comhlachtaí agus gníomhaireachtaí reachtúla áitiúla ábhartha) chun tionscnamh taighde atá bunaithe ar fhianaise a choimisiúnú chun riachtanais agus bearnaí atá ag teacht chun cinn i soláthar seirbhísí óige i Laois agus in Uíbh Fhailí a aithint.	Anailís ar Riachtanais Próifíl Ceantair (do Dhaoine óga 10-24 bliana). Rannpháirtíocht le comhlachtaí agus gníomhaireachtaí reachtúla áitiúla iomchuí i ndáil le taighde fianaise-bhunaithe a choimisiúnú.	Anailís leanúnach ar phróifíl ceantair, eolas daonáirimh agus sonraí ábhartha chun díriú ar riachtanais daoine óga
49	Rátaí tinrimh ag cruinnithe boird	Ba cheart do bhoird aonair béim a leagan an athuir ar an ngá atá le freastal ar gach cruinniú Boird de réir an Chóid Chleachtais maidir le Rialachas BOOanna	Cuirfear i gcuimhne do bhoird an fhreagracht atá orthu agus na riachtanais tinrimh atá acu	Cuireann cathaoirligh gach Boird a ndualgais i gcuimhne do chomhaltaí
50	Féinmheasúnuithe an Bhoird	Ba cheart do gach bord féinmheasúnuithe a dhéanamh, ag baint úsáide as an gceistneoir atá sa Chód Cleachtais, chun réimsí a aithint ina bhfuil gá le feabhsúcháin	Comhlánófar ceistneoirí féinmheasúnaithe i mí na Nollag gach bliain	Féinmheasúnuithe críochnaithe R4 2023
51	Saineolas airgeadais ar choistí iniúchóireachta agus airgeadais	Ba cheart don bhord ceapacháin ar choistí iniúchóireachta agus airgeadais a dhéanamh i gcomhairle le cathaoirligh na gcoistí. Ba cheart do chomhaltaí seachtracha na gcoistí na scileanna agus an taithí	Déanfaidh an Bord aon cheapacháin i gcomhairle le Cathaoirligh na gCoistí	I gcomhlíonadh

		iniúcháireachta agus airgeadais is gá a thabhairt chuig an ról		
52	Measúnú boird ar an obair a rinne an Coiste Airgeadais agus Iniúcháireachta & Riosca	Ba cheart do chathaoirleach gach boird a áirithiú go gcuirfear tuarascálacha i scríbhinn ar fáil do chomhaltaí an bhoird maidir leis an obair a dhéanann coistí airgeadais agus iniúcháireachta agus riosca mar a cheanglaítear faoin gCód Cleachtais maidir le Rialachas BOOanna.	Cuirfidh an ARC agus na Coistí Airgeadais tuarascálacha i scríbhinn ar fáil	Tuarascálacha bliantúla curtha i láthair in R1 ar bhonn bliantúil
53	Féinmheasúnú ag an gCoistí Airgeadais agus Iniúchta & Riosca	Ba cheart do chathaoirligh an choiste iniúcháireachta agus riosca agus an choiste airgeadais araon a áirithiú go gcuirfear cleachtadh féinmheasúnaithe i gcrích go bliantúil de réir mar a cheanglaítear faoin gCód Cleachtais maidir le Rialachas BOOanna.	Déanfar féinmheasúnuithe gach bliain	An féinmheasúnú ar tugadh faoi in R4 2023
54	Forbairt Foirne*	Ba cheart don phríomhfheidhmeannach a chinntiú; - go gceaptar ball foirne mar bhainisteoir oiliúna - déantar anailís ar riachtanais oiliúna sa bhainistíocht airgeadais ar bhonn bliantúil - déantar clár oiliúna ar bhainistíocht airgeadais a fhorbairt agus a chur i bhfeidhm	Sannfar ball foirne chun cabhrú leis na riachtanais oiliúna agus chun plean oiliúna a fhorbairt agus a chur i bhfeidhm	Tugadh faoi oiliúint i rith na bliana
55	Spríodhataí tuairiscithe na Roinne	Ba cheart cloí leis na spríodhataí tuairiscithe atá leagtha síos ag an Roinn.	Cloífear leis na spríodhataí tuairiscithe	I gcomhlíonadh

Gluais

EOA	Eagraí Oideachais Aosaigh
MCF/AOL	Measúnú chun Foghlama/Measúnú ar an bhFoghlaim AFS
Ráitis Airgeadais Bhliantúla	
AONTAS	An Eagraíocht Náisiúnta um Fhoghlaim Aosach ARC
An Coiste	
Iniúcháireachta agus Riosca	
BB	Bord Bainistíochta
ARC&C	An tArd-Reachtaire Cuntas & Ciste CIF
Cónaidhm Thionscal na Foirgníochta	
ITC	Institiúid Teicneolaíochta Chorcaí
Comhairleoir	Comhairleoir
COP	Pobal Cleachtais
FGL	Forbairt Ghairmiúil Leanúnach CPOR
Tuarascáil Mhaoirseacht um Chosaint Leanaí CPP	Plean Soláthair
Corparáideach	
CPSI	Cigireacht um Chosaint Leanaí
Coiste Maoirseachta Córais Chriticiúil CMCC	
DCU	Ollscoil Chathair Bhaile Átha Cliath
DEASP	An Roinn Gnóthaí Fostaíochta agus Coimirce Sóisialaí DEIS
Comhionannas Deiseanna sna Scoileanna a Sheachadadh	
DE	An Roinn Oideachais
DCA	Duine Caidrimh Ainmnithe
OCS	Oifigeach Cosanta Sonraí
EAP	Seirbhís Cúnaimh d'Fhostaithe ESBS
Seirbhísí Comhroinnte Oideachais	
BOOÉ	Boird Oideachais agus Oiliúna
Éireann FC	Coiste Airgeadais
BOO	Breisoideachas agus Oiliúint
FMT	Foireann Bainistíochta FET
SF	Saoráil Faisnéise
CLG	Cumann Lúthchleas Gael

RGCS	Rialacháin Ghinearálta um Chosaint
Sonraí AD	Acmhainní Daonna
All	An tAonad Iniúchta Inmheánaigh
IBEC	Cónaidhm Ghnólachtaí agus Fhostóirí na hÉireann

TFC	Teicneolaíocht Faisnéise Cumarsáide
CBI	Córas Bainistíochta Comhtháite
IPA	An Foras Riaracháin
IPAV	Institiúid na gCeantálaithe agus na Luachálaithe Gairmiúla
LAOS	Ag Breathnú ar ár Scoileanna
LCDC	An Coiste Forbartha Pobail Áitiúil
LOETB	Bord Oideachais agus Oiliúna Laoise agus Uíbh Fhailí
LTI	Tionscnamh Oiliúna Áitiúil
MA	Máistreacht sna hEalaíona
MAED	Maolú i gCoinne Míbhuntáiste Oideachais
MAPP	Plean Soláthair Ilbhliantúil
MGL	Giniúint Ceoil Laoise
MMC	Modhanna Nua-Aimseartha Tógála
MOU	Meabhrán Tuisceana
NZEB	Beagnach Nialasach Caighdeán Foirgníochta Fuinnimh
TFE	Tacaíocht agus Forbairt Eagraíochta
FG	Forbairt ghairmiúil
DC	Dearbhú Cáilíochta
QQI	Dearbhú Cáilíochta agus Cáilíochtaí Éireann
RFT	Iarratas ar Thairiscint
RSO	Riachtanais Speisialta Oideachais
SETU	Ollscoil Teicneolaíochta an Oir-Dheiscirt
RRI	Ráiteas ar Rialú Inmheánach
SIPO	An Coimisiún um Chaighdeáin in Oifigí Poiblí
FA	Foireann Ardbhainistíochta
CRS	Cúntóir Riachtanas Speisialta
SOLAS	An tSeirbhís Oideachais Leanúnaigh agus Scileanna (Údarás FET)
Comhaontú Feidhmíocht a Straitéiseach	Comhaontú Feidhmíochta Straitéiseach
SSE	Féinmheastóireacht Scoile
STA	Scileanna chun Dul Chun Cinn
ETIM	Eolaíocht Teicneolaíoch Innealtóireacht Mata
ETIEM	Eolaíocht Teicneolaíoch Innealtóireacht Na hEalaíona agus Mata
FFT	Foghlaim Feabhsaithe Teicneolaíochta
OTS	Ollscoil Teicneolaíochta na Sionainne

DUF Dearadh Uilíoch don Fhoghlaim

MSU-BCF Meastóireacht Scoile Uile - Bainistíocht, Ceannaireacht, Foghlaim