

Annual Report and Accounts

2022



SOLAS

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Pursuant to Section 32 (1) of the Further Education and Training Act 2013, An tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS) herewith presents to the Minister for Further and Higher Education, Research, Innovation and Science, its Annual Report and Financial Statements for the 12-month period from 1 January 2022 to 31 December 2022.

Official Languages (Amendment) Act 2021

This Annual Report is published simultaneously in each of the official languages. SOLAS, the Further Education and Training Authority, is responsible for funding, planning and co-ordinating Further Education and Training (FET) programmes. All programmes are either funded or co-funded by the Irish Government. Some programmes are co-funded by the European Union.

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Chairperson's Foreword

I am pleased to submit SOLAS' ninth Annual Report, covering the period from 1st January 2022 to 31st December 2022.

Early 2022 saw the welcome lifting of COVID-19 public health restrictions after two long years and the Further Education and Training (FET) sector re-opened in full led by the Education and Training Boards (ETBs). As ever, we remain very proud of the positive and proactive response to this reopening from across the sector following significant interruptions. SOLAS, the Education and Training Boards, and wider network of supporting organisations continued to put the learner first in ensuring a quality FET experience was delivered to them. Their hard work is evidenced in outcomes for the year which point to the biggest annual level of activity from the sector for learners and citizens since the establishment of SOLAS and the ETBs in 2013.

The FET and Apprenticeship system supported 234,218 unique learners in 2022, while overall activity and other funded provision, including in construction skills, has led to the strongest year ever for the system. This is to be truly commended.

A significant achievement and enabler of the level of learning activity in 2022 across the country was the development and implementation of the new Strategic Performance Agreements for the period of 2022-2024. The new agreements, which are underpinned by the implementation framework of the National FET Strategy, Future FET: Transforming Learning 2020-2024 are shaping and delivering on our national agenda.

I would like to acknowledge the hard work of my fellow Board members, who continued to provide extremely valuable expertise

throughout the year. In 2022, we welcomed the return of in-person meetings starting with the February Board meeting. I would like to convey my gratitude to the Board for its ongoing and consistent flexibility and understanding. 2022 also saw a number of changes to the membership of the Board. On my own behalf and that of the Board, I would like to thank Seán Burke, Patricia Carey, P.J. Dwyer, and Cecilia Munro who concluded their respective terms of office in October 2022. We also welcomed the reappointment of Catrina Sheridan for a second term and the appointment of two new Board members, Kevin Marshall, and Siobhan O'Shea in July.

2022 marked the halfway point in the implementation of the second Further Education and Training Strategy, Future FET: Transforming Learning 2020-2024, with advancement of its ambition fully underway. It has given me great pleasure to work alongside the SOLAS executive team and the wider FET sector to implement this wide-reaching and visionary strategy over the past year and I am pleased to note the significant achievements made.

Just three of the notable accomplishments in 2022 include the advancement of significant capital investment in the FET sector, the establishment of the National Apprenticeship Office as well as renewed Strategic Performance Agreements.

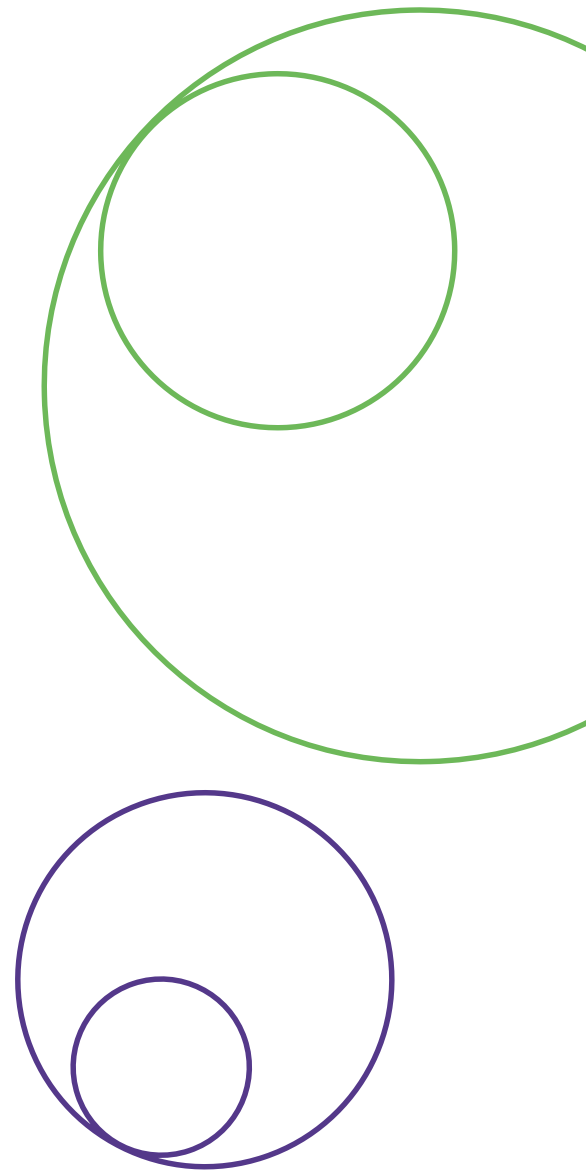
I would like to extend my gratitude to Minister Simon Harris TD and Minister of State, Niall Collins TD, as well as the officials from the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) for their insight, direction, and support. I would also like to commend the SOLAS CEO, Andrew Brownlee, SOLAS staff, ETBI, the Education and Training Boards, Government agencies and

bodies, and all our other partners across the FET sector who all work together with admirable cohesion and vision to provide excellent education for all learners engaged in the FET system, especially the most marginalised.

On behalf of the Board, we envisage 2023 as another important year of supporting SOLAS and its endeavours as we work together for the betterment of the future of FET. As a Board, we have an instrumental role in providing strategic advice and necessary oversight to the work of SOLAS as the organisation itself oversees the implementation of the Future FET Strategy 2020-2024. If the past few years since its milestone launch in 2020 have taught us anything, it is that a clear vision and shared goals can embolden a diverse, passionate, empowered collective to work together for public good - all with the underpinning commitment to always provide our learners, their communities and their industries with the critical skills that will lead this country into 2023 and beyond.



Seán Aylward
Chairperson of the Board



CEO's Foreword

2022 in the world of Further Education and Training (FET) was a year of taking stock while looking forward - it was a year of much progress, of mutual alignment between policymakers and practitioners in facing together towards a positive future for FET and apprenticeship. Despite the unprecedented adversity and challenges that 2020 and 2021 presented for the world, they were nevertheless years of milestones and progression in our sector. 2022 continued with this trajectory, itself being a year of considerable shared investment into the future of FET, while also seeing COVID-19 public health restrictions lifted in full.

The two true constants in a landscape of flux are the sector's mutual commitment to the learner, and the ongoing shared focus on the vision set out in Future FET: Transforming Learning, the FET strategy launched in July 2020. There were many, varied and important advancements of the vision of this strategy made in 2022, many of which were geared around the laying down of critical foundations that will serve the sector and system as a whole well into the coming years. 2022 was a year of setting out building blocks that will make up the future of FET in Ireland - with strides made in transformative areas such as funding model reform, capital investment and national system targets. Major steps have also been taken in apprenticeship, setting the scene for further potential to be unlocked in 2023 and beyond.

I would like to acknowledge the ongoing efforts that have been made by hard-working and passionate people across the FET system to ensure FET learners remained able to access education and learning continued to flourish despite the many difficulties of the past three years. I would like to sincerely thank my colleagues in SOLAS, the SOLAS Board, the Department of Further and Higher Education,

Research, Innovation and Science, the ETBI and all of the 16 ETBs and their staff, agencies and bodies we work with and everyone engaged in the FET sector or working to support it. Together we are doing important work.

A step change in FET funding

Midway through 2022, SOLAS published its review of the FET Funding Model, following close, extensive consultation by an independent expert panel over the last number of years, with ongoing collaboration from DFHERIS, SOLAS, the Education and Training Boards, and other vital stakeholders, which also included industry, staff, and learner representation. The review sets out a new vision for the approach to the funding of Education and Training Boards, involving a welcome simplification of the process into what can be described as a "five pot" structure. This more flexible "five pot" model will allow each ETB to realise its unique potential to be an effective and strategic provider of FET, delivering on the needs of their specific regions, with a focus on core funding while also recognising the individual circumstances and characteristics experienced around the country.

Strategic Performance Agreements and National System Targets

2022 also bore witness to the rolling out of new Strategic Performance Agreements with each of the 16 ETBs. These will run over the period 2022-2024, and each one is specifically tailored to the respective ETB, coherently setting out individual strengths, characteristics, and mutually agreed commitments of each ETB towards a range of national FET system targets.

These national system targets were collaborated on and agreed at Department level, building on the vision set out in the original Strategic Performance Agreements in 2018-2020, with

renewed focus on policy and skills imperatives. These new Strategic Performance Agreements, launched in the final quarter of 2022, embed clear annual ETB contributions to these national targets, including clear objectives around employment outcomes, pathways within FET, progression to HE, NZEB and retrofitting, green skills, and adult literacy, among others.

Towards a FET College of the Future

Integral to the successful attainment of these important national targets, and the wider transformation of the FET system as a whole, will be both the above-mentioned FET funding model reform and also delivery on strategic investment related to planned capital infrastructure projects.

Several major capital funding calls were launched in 2022 to support the delivery of the ambitious FET College of the Future vision, with considerable investment committed towards this shared national project and future for FET provision.

New single integrated FET College of the Future structures have, as of 2022, been announced in Kerry, Cork, Limerick, Clare, Galway, Mayo, and Wicklow, with more to come in 2023 and beyond. This is an important statement of intent and movement away from what has previously been a separated and siloed mode of provision of Further Education and Training programmes, towards a more integrated system geared around course offering, NQF level or learner outcomes - be that progression into a higher education institution or directly into the workforce.

Accelerating change in Apprenticeship

The National Apprenticeship Office was established in 2022 as a new body jointly managed between SOLAS and the Higher Education Authority. The newly set up Office exists to drive reform in the national apprenticeship system under the auspices of the Generation Apprenticeship banner, spearheading a range of new initiatives to support both employers and apprentices.

During 2022, there were over 25,000 apprentices training in Ireland, across 66 diverse programmes, with around 9,000 employers on board. Two new Apprenticeship grants were also introduced during 2022 including an employer grant for apprenticeships introduced since 2016, and a new gender-based bursary for apprenticeship employers. In July 2022, the roll-out of €17.2 million in capital funding to respond to the growing demand for apprenticeships was announced.

A bright future for FET

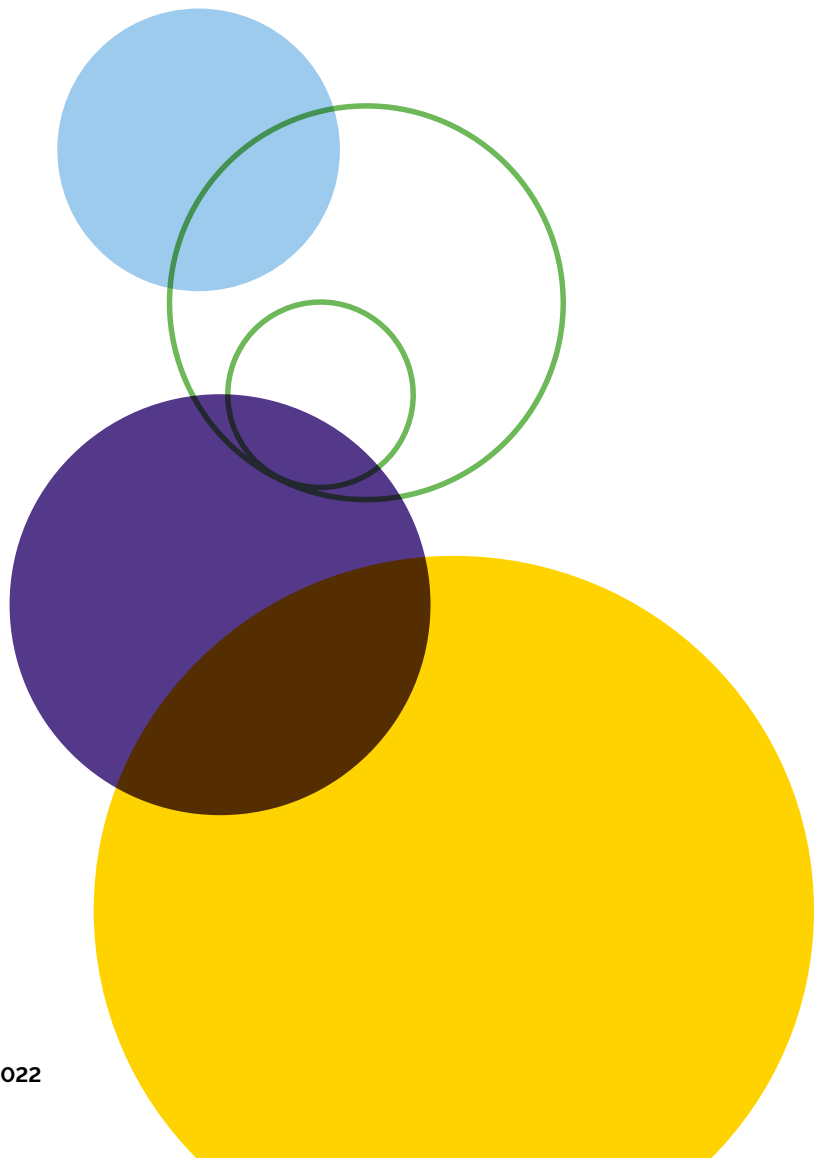
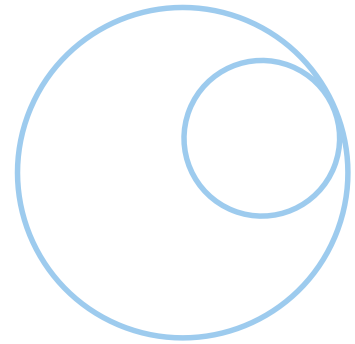
FET holds importance not just as an education and training choice - but also as a key component of Irish society. It takes up a unique position and has a valued role to play in part due to the pathway options it offers into and within our communities, and the catalyst it represents in unlocking potential across many different aspects of our society. Be that from the apprentice to the adult literacy student, from the school leaver to the lifelong learner, and everything that falls in between, in a system as varied and vibrant as the learners that populate it.

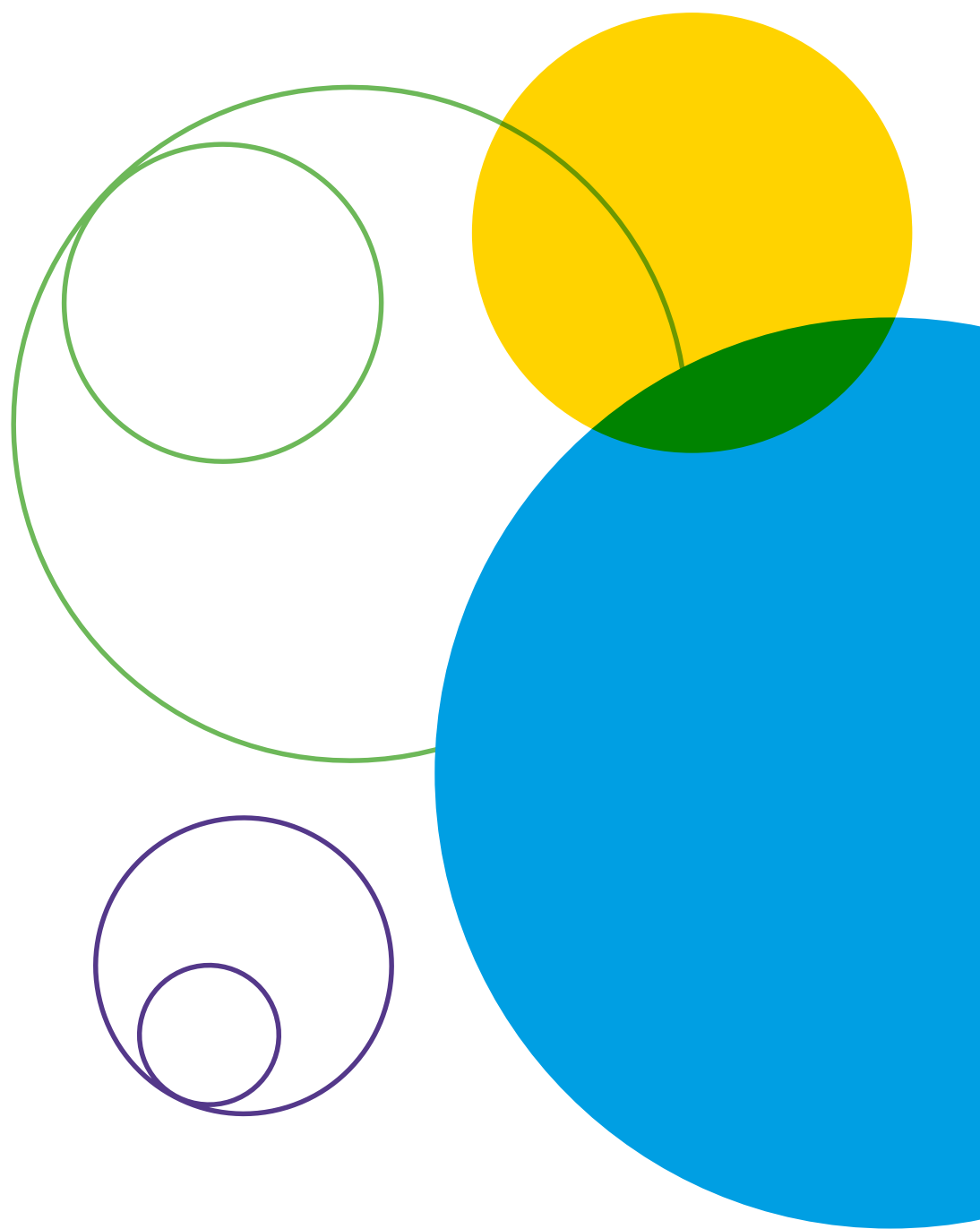
Once again, there is a platform for a really exciting year ahead, where new three-year strategic performance agreements between SOLAS and the 16 ETBs will further embed the delivery of Transforming Learning, the

development of the FET College of the Future vision and the new FET Funding Model. In addition, the commitment to a more integrated FET system will be reflected in a reformed apprenticeship system and a major focus on pathways both into and between FET and higher education. The continued evolution of SOLAS in this regard is challenging and exciting, and we look forward to working in partnership with you all in continuing to grow the profile and impact of FET across Ireland.



Andrew Brownlee
CEO







SOLAS in 2022

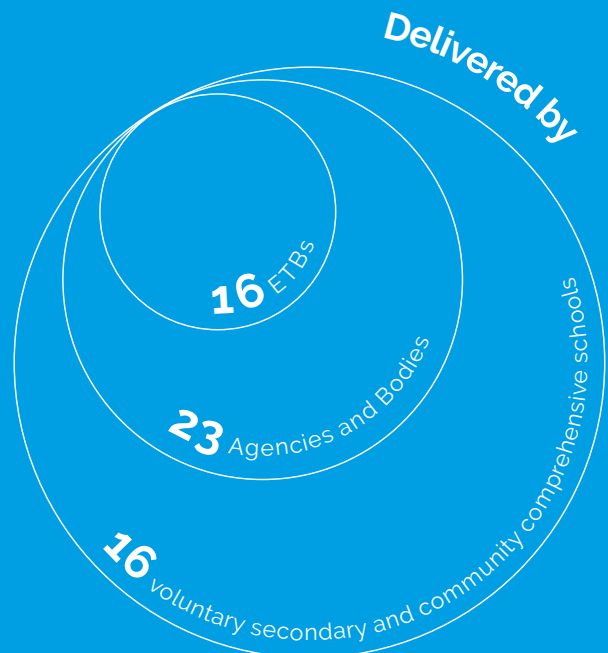
2022 opened with the continued COVID-19 public health restrictions and resulting social disruption we had unfortunately become somewhat familiar with. However, 2022 also saw these restrictions being lifted in full for the first time since the pandemic started, with no reimposition. The Further Education and Training (FET) community as a whole continued its unflagging and admirable response to the challenges in 2020 and 2021 due to these restrictions and their aftermath. In fact, not only were these challenges faced and, in many cases, surmounted, but significant additional progress continued alongside them in 2022, which is hugely commendable.

This year marked the midway point in the implementation of Transforming Learning: The National Further Education and Training (FET) Strategy, with many accomplishments and achievements being successfully completed under its vision. New Strategic Performance Agreements were collaborated on and agreed with the 16 Education and Training Boards (ETBs), setting out a pathway forward for provision across the country.

The National Apprenticeship Office was founded, the Adult Literacy for Life Project Management Office set up and staffed, and a new FET funding model was launched to overhaul and reinvigorate the way FET operates in Ireland across the vibrant, diverse ETB national network. Skills to Advance continued to serve the critical needs of so many industries across the country, with eCollege made available completely free of charge for the third year running. Apprenticeship made great strides in its ambitious targets while also addressing the ongoing backlog issue caused as a result of COVID-19 public health

restrictions on the sector. Green Skills and Construction set out a clear vision to be leaders in their field, working towards key Government policies around climate and housing.

2022 could be said to be a return to a degree of normality for not only FET, but also Ireland as a whole, and indeed the world around us – however it is now clear that the only true normal for the FET sector is that of continued change. The ambition and drive to achieve the best results possible for learners and their communities continues to be at the beating heart of the sector, and putting this first is the shared ethos that binds our many diverse strands together. The Further Education and Training sector is as diverse as the learners it serves. FET is truly unique. FET is for everyone. It offers the opportunity to engage in learning in virtually every community in Ireland regardless of any previous levels of education and a pathway to progress as far as any individual wants to go.



> FET Funding in 2022

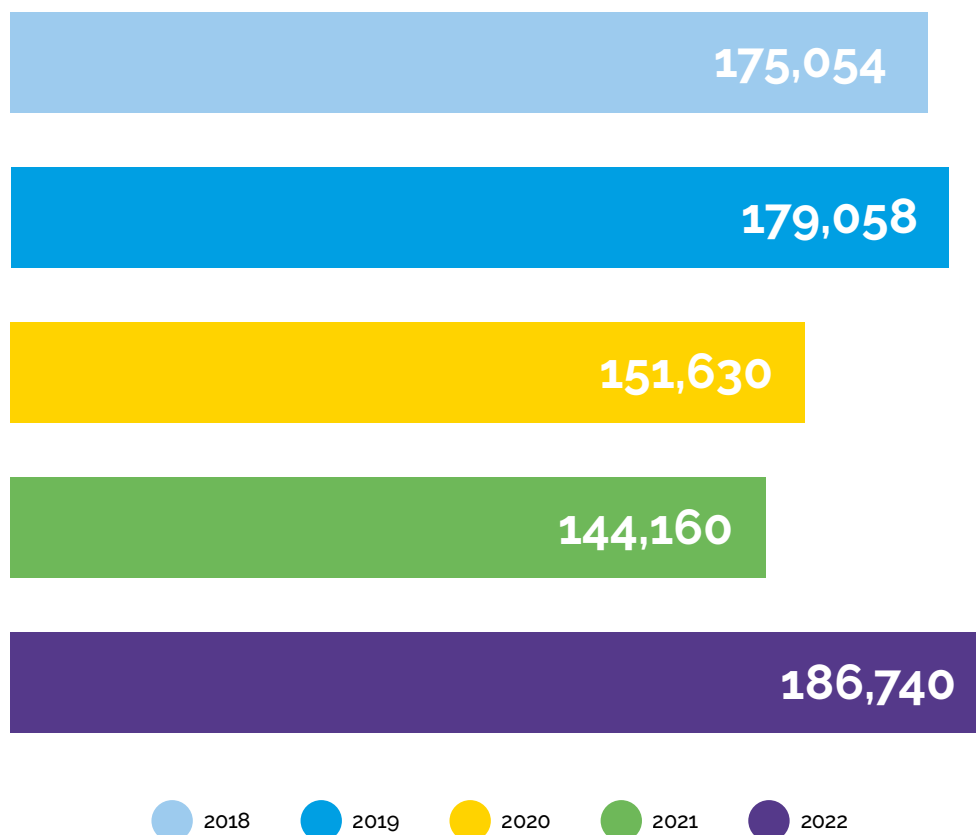
SOLAS' System Funding and Performance team supports the planning, funding and grant assurance processes attached to the FET sector. Among these, is the annual Funding Allocations Requests (FAR) process which facilitates the submission, by FET providers, of qualitative, quantitative, and financial data in support of their funding applications. As a result of this process, the 2022 FET Services Plan provided for a total budget allocation of €948.8m which was made available for SOLAS funded further education and training provision in 2022, including a capital allocation of €47.5m.

The System Funding and Performance Team also collects and collates quantitative data, reported by ETBs, primarily through the PLSS, ACSS and FARR systems, to provide reports on FET provision. Below is an illustration containing information on the FET activity that was reported by ETBs through these mechanisms in 2022.

In 2022, the Further Education and Training system recovered substantially from the periods of lockdown and the impact of the global Pandemic. The FET national learner system in 2022 recorded 234,218 unique learners accessing core FET provision; an additional 21,153 learners enrolled on the national eCollege system and Ireland had an overall apprenticeship population of 26,325.

FET Core Provision Enrolment Trends

Enrolment data from FET PLSS Learner System



FET in 2022



79,554
full-time activity*

212,501

part-time activity*



303,465
activity*

11,410

ETB online courses



25,287
eCollege activity

59,711

community education activity

247,765
new entrants

Activity: The sum of learners multiplied by the number of courses which they have been enrolled in or completed within a programme or across different programmes, or providers during a given year.

* Does not include eCollege learner activity.

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skills clusters

Research, Data and Strategic Engagement

In 2022, the Research, Data and Strategic Engagement (RDSE) team led one of the major milestones to date in delivering the Transforming Learning agenda with the completion of the **Strategic Performance Agreements 2022 – 2024** between SOLAS and each of the 16 Education and Training Boards.

These new agreements set out the future plans for development and innovation across the FET

system and include the planned contribution from each ETB to the national system targets agreed with the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS). The 12 national system targets include reference to areas and themes deemed critically important in the inaugural strategic performance agreements 2018-2020 such as employment outcomes, progression to higher education and lifelong learning, while also incorporating key national priorities including green skills and workforce reskilling.

Target Theme	Target Measure
Supporting Jobs	Jobs: Return employment outcomes to 2019 levels and grow by a further 10% by 2024
	Skills to Compete: Deliver 50,000 places to support those who lost their job to find a pathway back to sustainable work
Creating Pathways	Progression within FET: Return progression movements within FET to 2019 levels and grow by a further 10% by 2024
	Progression from FET-HE: Grow levels of progression by 10% by 2024
Fostering Inclusion	Transversal Skills: Return certification at NFQ levels 1-3 to 2019 levels and grow by a further 10% by 2024
	Widening Participation: Return participation levels by key target groups to 2019 levels and resume growth
	Adult Literacy for Life (ALL): Increase provision for literacy and numeracy
Upskilling through Lifetimes and Careers	Lifelong Learning: Return engagement in lifelong learning to 2019 levels and grow by a further 10% by 2024
	Skills to Advance: Continue to grow workforce upskilling enrolments
Targeting Key Skills Needs	Key Skills Needs: Grow the number of places addressing key skills needs
	Retrofitting Skills: Expansion of reskilling provision to meet retrofitting needs
	Green Skills for All: Embedding of core green skills module across FET courses

As the agreements are implemented, they will allow the FET system to 'reboot' to activity and outcome levels which existed prior to the pandemic and then grow further. Most critically, however, they provide for the reform and realisation of the ambition of the Future FET strategy, 'Transforming Learning', across the 16 ETB regions.

The published agreements are also accompanied by a national system **report** which summarises the progress and achievements made since the first agreements were put in place, the key themes emerging from these agreements that will shape system development, and the national FET targets that will be delivered over the period 2022-24. It is now expected that by the end of 2024, the FET system will:

- Grow its employment outcomes by over 10% on pre-pandemic levels and have a single Skills to Compete offering for the unemployed, reskilling circa 20,000 per annum.
- Refocus on pathways within FET, growing beyond pre-COVID progression levels between NFQ Levels 1-6, and expanding FET-HE pathways by up to 25% in support of a unified tertiary system.
- Ramp-up certification of transversal skills and widen participation of key target groups by at least 10% on pre-pandemic levels, while adding 10,000 places in support of the Adult Literacy for Life (ALL) Strategy.
- Grow lifelong learning participation well beyond pre-COVID levels, while doubling the scale of the Skills to Advance workforce upskilling initiative.
- Further expand provision focused on critical skills needs by 15%, ramp up Near Zero Energy Buildings/retrofit provision to more than 7,000 places per annum and embed green skills modules across all FET provision.

- As part of the overall transformation agenda, SOLAS' data analytics team created and delivered a new digital outcomes-based platform to track the performance of the 12 national system targets.

> Research

Delivery of informative and timely strategic research was a key feature underpinning FET provision across 2022. The publication of the **FET Healthcare Outcomes** report, which was developed by the Data Analytics team, in collaboration with the CSO evidenced the impact of FET graduates in this sector and the influence and efficacy of the FET system.

The launch and publication of the SLMRU and Burning Glass ESMI '**Shifting Sands**' report, which examined the patterns emerging in the Irish labour market following the impact of the Pandemic, signalled the dynamic nature of responding to a changing and altered skills environment in Ireland, while also identifying the ability to engage global strategic research partners.

As the OECD Skills Review of Ireland was ongoing in 2022, the SLMRU, in collaboration with the National Skills Council continued to provide key influential and insightful publications, including the **National Skills Bulletin**, the **Monitoring Skills Supply** in Ireland report, and the **Difficult to Fill Vacancies Survey**. With the development of the Smart Choices digital platform in 2021, we have continued to explore the accessibility and agility of labour market and national skills information to further inform the future emerging national skills landscape.

In considering the national dynamics for occupational areas, while skills shortages, or potential skills shortages may exist, alongside a skills supply (as well as a potential labour shortage), the RDSE team continues to work closely with the DFHERIS in terms of both ensuring FET and national skills planning and

future ambition can be as informed as possible, particularly given the recommendations that will emerge from the OECD Skills Review of Ireland in 2023.

Communications

2022 marked a departure from the two years before it, which had operated in an almost entirely virtual environment - which led not only to significant changes in learning provision across the FET sector, but also in terms of how our message was communicated. In Q1, 2022, with the lifting of all COVID-19 restrictions, a much-welcomed return to in person events and the seeing of one another in person at large and restriction-free events, and to the meeting of minds across all disciplines and backgrounds that is so integral to FET and the promotional activity that bolsters it.

While the importance of the digital transformation we have all experienced since 2020 remained important in the channels we used to connect and communicate, it was a heartening step forward to organise promotional events once more and meet prospective FET and apprenticeship learners (and their support networks) face to face again.

With this in mind, two key highlights of the year included:

> The return of in-person events

The first in-person event of the year took in March 2022 - the inaugural FET Green Skills Summit event was held collaboratively by SOLAS, the ETBI, and Waterford-Wexford ETB in partnership with Wexford County Council. This national event brought together Green Skills perspectives from research, industry, and FET provision perspectives, and was opened by Minister Simon Harris TD.

September 2022 brought the return of large scale, national learner-focused events such as the school leaver event Irish Times Higher Options, the Apprenticeship focused

Ireland Skills Live, and the Government of Ireland presence at the National Ploughing Championships. The FET presence at these events was coordinated in collaboration with the ETBI and the Department. Other events also returned, such as the Transition Year Show and College Awareness Week, as well as conferences from the NAPD, ETBI and OECD, and the AONTAS Star Awards, all of which SOLAS had a role in.

The National Apprenticeship Office held many events throughout 2022 - the inaugural Apprentice of the Year Awards, the return of the Apprentice Employer of the Year Awards in person, as well as Generation Apprenticeship Partners meetings in Irish Rail and Baldoye Training Centre, in addition to several roadshow type events in places like the Swords Pavilions and Dundrum Shopping Centres. Apprenticeship graduations also recommenced in person throughout 2022.

> Comprehensive school-leaver campaigns

Following on from the important groundwork of the 2021 campaign and FET and apprenticeship links on the CAO announcement, the SOLAS communications team coordinated a follow-on 2022 campaign to highlight FET as a post-Leaving Certificate option to students, parents, teachers, and guidance counsellors across the country. This paid media advertising campaign was rolled out, across key touchpoints and channels such as social media, digital, out-of-home advertising, search, national and local radio, print media, video-on-demand streaming, podcast sponsorship and audio-streaming services. The campaign was devised strategically around key milestones in the CAO application timeline, phased across times of the year when tertiary education would be most relevant. This paid activity was supported by regular earned press relation campaigns and media appearances from SOLAS spokespeople.

A key development of the FET marketing campaign in 2022 was the sponsorship of the Today with Claire Byrne RTÉ Radio One flagship radio show, with an estimated national daily listenership of around 350,000. This sponsorship prominently promoted not only the school-leaver FET offering, but also Skills to Advance, eCollege, adult literacy options and Green Skills programmes, and ran from September 2022 to January 2023.

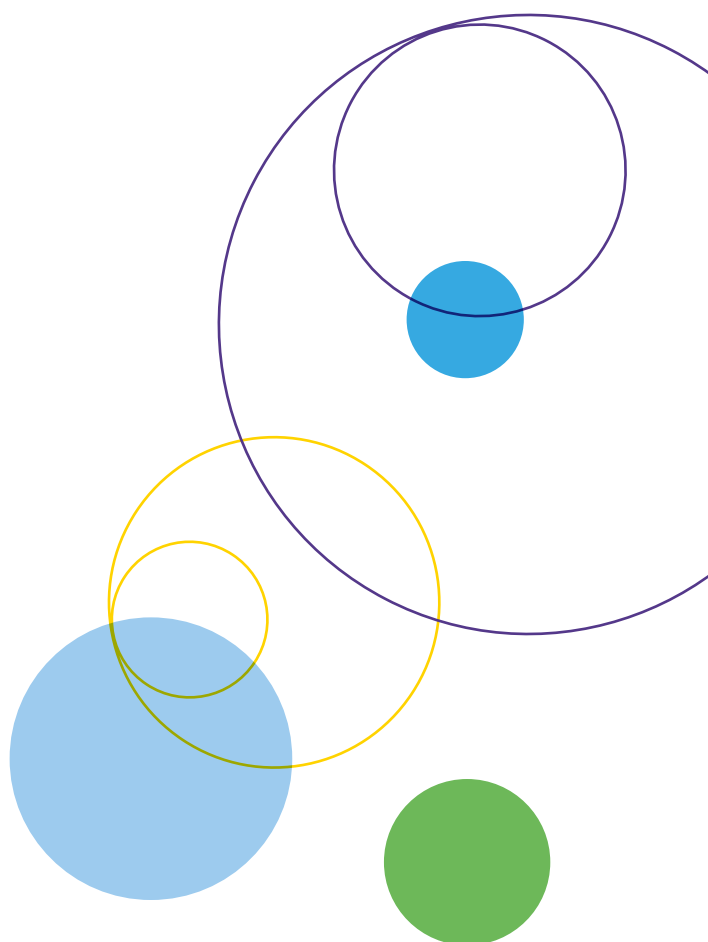
The National Apprenticeship Office ran two phases of a Generation Apprenticeship paid advertising campaign across 2022, with a summer and winter burst. This was geared towards both prospective apprentices and potential employers, and included a variety of targeted channels, including sponsorship of the Bobby Kerr business programme on national radio station, Newstalk.

SOLAS communications kept stakeholders updated with a number of key reports published during the year including:

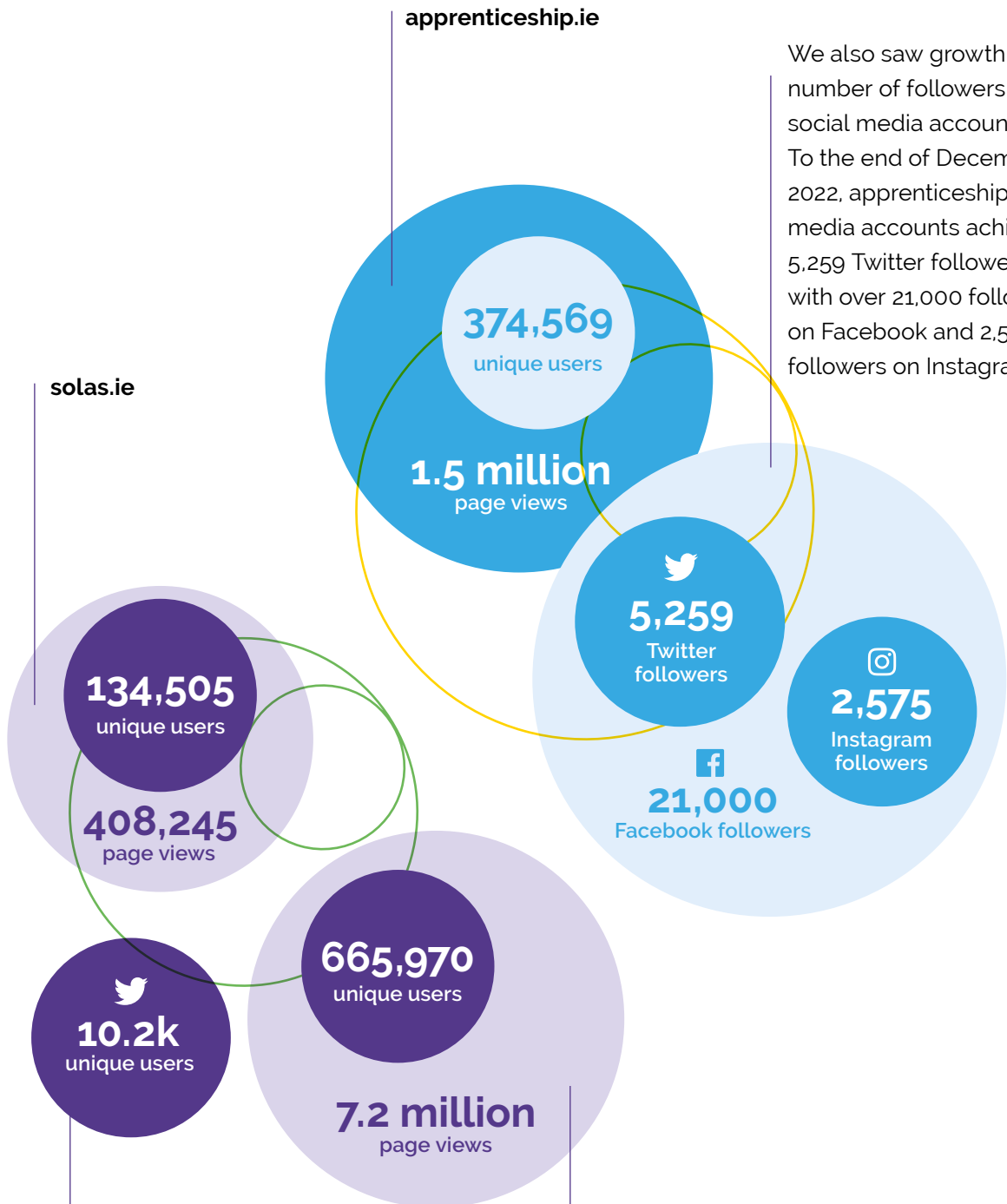
- Difficult-to-fill Vacancies 2022
- Autumn/Winter Skills Bulletin 2022
- Monitoring Ireland's Skills Supply 2022
- National Skills Bulletin 2022
- Summer Skills Bulletin 2022
- Shifting Sands
- Spring Skills Bulletin 2022
- FET Learner Outcomes – Healthcare Learners
- FET Learner Outcomes – Early Leavers

The communications team also supported several campaigns throughout the year, including the FET response to the Ukrainian war, the newly titled Reach Fund administered by the ETBs, a national recruitment campaign for Adult Literacy for Life regional coordinators and Programme Management Office (PMO) Director, Skills to Advance and eCollege promotional activity, as well as always-on social media support for ThisIsFET and Generation Apprenticeship.

Additionally, the communications team continued to support internal communication through a number of initiatives including the introduction of a new monthly SOLAS eNewsletter "Spotlight on SOLAS", 12@12s, and Brunch & Learns.



> Analytics



We also saw growth in the number of followers across social media accounts. To the end of December 2022, apprenticeship social media accounts achieved 5,259 Twitter followers, with over 21,000 followers on Facebook and 2,575 followers on Instagram.

SOLAS' social media following saw a steady increase to 10.2K Twitter followers with the number of LinkedIn followers and YouTube subscribers also continuing to grow.

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FET College of the Future (CotF)

2022 represented a landmark year in respect of capital investment in the FET Sector with two major funding calls issued under the FET College of the Future: The Strategic Infrastructure Upgrade Fund (SIUF) for projects under €5 million and the Major Projects Fund for projects above €5 million.

Each ETB was invited to submit up to two prioritised applications to each fund, with separate Assessment Panels to appraise applications against the criteria for each call.

Ten major projects, across an equivalent number of ETBs, with an estimated combined project cost of €362.5 million, were announced for progression through Decision Gate 0 of the Public Spending Code to development of a Preliminary Business Case (PBC). PBC development will be supported by the SOLAS FET College of the Future team, the Department of Further and Higher Education, Research, Innovation and Science, and enabling organisations. This will include work on project phasing against the available capital budgets, embedding the requirements of the Climate Action Plan 2023, and advancement of the objectives of the FET CotF, as defined in the Future FET: Transforming Learning strategy.

Thirteen SIUF projects, with an estimated combined value of almost €51 million, have been announced for progression through Decision Gate 1 of the PSC to appointment of a Design Team. Strategic engagement by the SOLAS FET CotF team with ETBs and their Design Teams, once appointed, will be ongoing.

The FET CotF team has grown during 2022 and comprises seven staff with a mix of technical, management, and administrative capabilities. The team will oversee delivery of an active listing of over 140 capital projects across six funding streams, as well as over €8 million in devolved capital grants to ETBs, with an overall budget of €60 million.

Adult Literacy for Life (ALL)

The Adult Literacy for Life (ALL) Strategy was launched in September 2021 and sets out an ambitious 10-year plan to transform adult literacy, numeracy, and digital literacy in Ireland. A whole-of-society strategy developed by SOLAS, the ALL Strategy aims to ensure that every adult in Ireland has the necessary literacy, numeracy, and digital literacy to fully engage in society and realise their potential.

The focus for advancing the ALL Strategy in 2022 was largely in relation to set up and piloting the ALL Strategy Innovation and Collaboration Fund. Key actions included:

- Inaugural meeting of the ALL Cross-Government Implementation Group chaired by the Minister of Further and Higher Education, Research, Innovation and Science, Simon Harris, in January 2022. A second meeting of the Implementation Group took place in July 2022.
- Allocation of €3 million in Budget 2022 to establish a National Programme Office and Regional Literacy Coordinators.
- Agreement on structure for the National Programme Office to include a director and seconded sectoral leads from Education (ETBI), Outreach and Development (NALA), Department of Health, Department of Rural and Community Development and Department of Children, Equality, Disability, Integration and Youth.
- Recruitment of National Programme Office Director and 16 Regional Literacy Coordinators, with appointments of Director and 12 Regional Literacy Coordinators by year end.
- €5.5million in funding made available to community education providers through the REACH Fund (formerly the Mitigating

Against Educational Disadvantage Fund) to support adult learners who might face barriers to accessing participation in education and lifelong learning, including as a result of literacy, numeracy, and digital literacy needs.

- Successful pilot of the ALL Strategy Innovation and Collaboration Fund, resulting in €100,000+ being distributed. Nine projects were delivered, ranging from digital literacy workshops; literacy resources for libraries; pop-up digital workshops; equipment (including virtual reality headsets); financial literacy course in collaboration with a local MABS; a health literacy course in collaboration with a local Sports Partnership, and, for parents, in collaboration with TUSLA; promotional packs for ALL distributed amongst local agencies; and literacy teaching and learning books distributed by NALA.
- ETB funding parameters and requirements were amended to explicitly reference plain language in relation to communications.
- The ALL Strategy is now included as a distinct section in the Strategic Performance Agreement of all 16 ETBs.

Over 70,000 unique learners accessed Adult Literacy for Life related provision across the network of ETBs and SOLAS-funded groups in 2022.

Apprenticeship

SOLAS has statutory responsibility for apprenticeships in Ireland and, through the new National Apprenticeship Office, SOLAS continues to make a vital contribution to the growth and expansion of the national apprenticeship system.

The National Apprenticeship Office was set up in January 2022 in partnership with the Higher Education Authority. The Office is one of the new structures in place to drive implementation of the national *Action Plan for Apprenticeship 2021-2025*.

A new 'National Apprenticeship Alliance' was also established in 2022. It replaces the Apprenticeship Council which advised on expansion of the apprenticeship system from 2014-2021. The 23-member Alliance includes members who represent key apprenticeship stakeholders. It advises the National Apprenticeship Office on implementation of the *Action Plan 2021-2025*.

Similar to other education and training provision, restrictions on apprenticeship training which were in place due to the COVID-19 pandemic were lifted in 2022.

Four new apprenticeships were launched during the year, including the first 'green skills' apprenticeship for Wind Turbine Maintenance Technicians. By the end of 2022 there were 66 national apprenticeships operational, with over 20 more in the development pipeline.

> 2022 in numbers

The number of apprentices who registered in 2022 was almost as high as 2021, a record year. There were 8,286 registrations in 2022 compared to 8,607 in 2021.

The number of apprenticeship employers actively employing apprentices also increased in 2022, to 8,934, up from 8,401 in 2021.

Overall, the apprentice population grew significantly in 2022- the total apprentice population at the end of the year was 26,325, up from 24,209 in 2021.

*For information on all available apprenticeship courses and related data, see Appendices



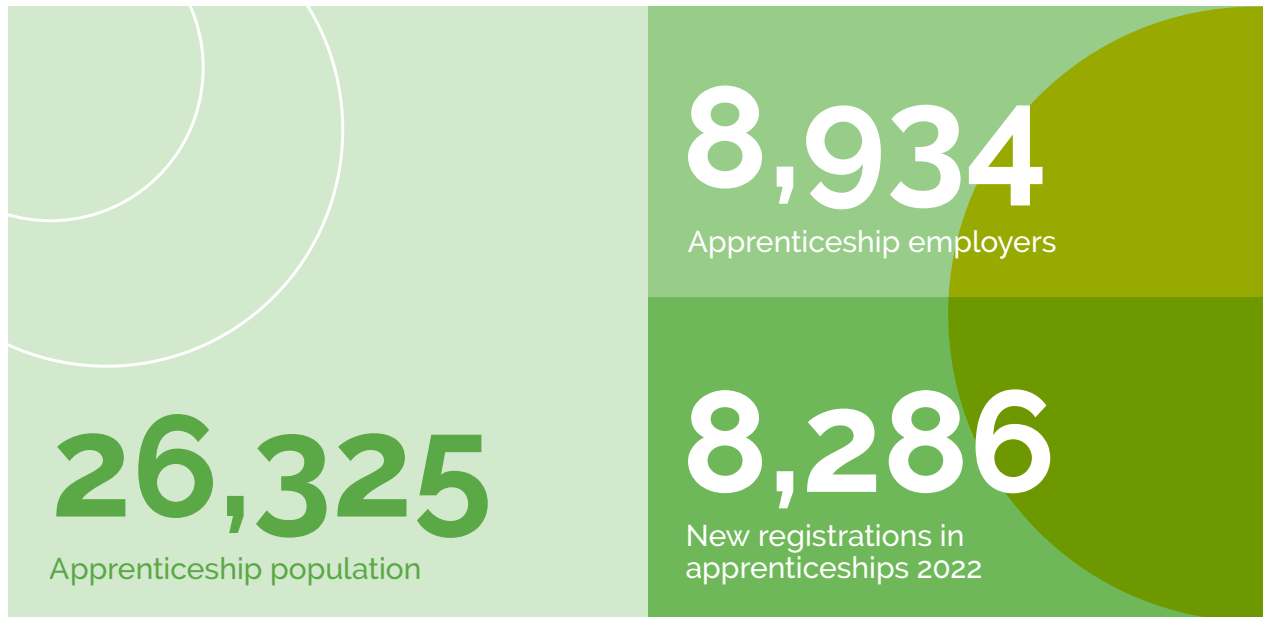
> National Apprenticeship Office activities in 2022

2022 was busy for the National Apprenticeship Office, in its start-up year. A small transition team was established and key goals in the business plan were achieved, including introduction of a new employer grant, an updated gender bursary for employers; establishment of the National Apprenticeship Alliance; launch of new apprenticeship programmes; Generation Apprenticeship consolidation and strategic promotion, and a first ever national Apprentice of the Year awards event.

In addition, there was significant engagement with apprenticeship consortia and other key stakeholders in 2022.

The National Apprenticeship Office published its first annual report for the year, accompanied by an outline of plans for 2023. The report can be found [here](#).

> Apprenticeships 2022 in numbers



New apprenticeships launched in 2022

Hospitality & Food

Bar Manager	Level 7	3 Years
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ICT

Cybersecurity Practitioner	Level 8	2 Years
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Logistics

Transport Operations and Commercial Driver	Level 6	2 Years
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Engineering

Wind Turbine Maintenance Technician	Level 6	3 Years
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Construction Quality and Green Skills

The Construction, Quality, Green Skills team has responsibility for managing and implementing a broad range of national programmes across, Construction, Housing for All and Climate Action.

In 2022, SOLAS issued 125,121 new Safe Pass cards an increase of 36% on 2021. Also in 2022, SOLAS commenced the preparatory work to introduce an alternative Safe Pass renewal system. From 2023, those seeking to renew their Safe Pass may do so by sitting an on-line assessment. The new system was officially launched by Minister Simon Harris TD in December 2022.

During 2022, the SOLAS provider network delivered 3,600 CSCS and QSCS training and assessment events and disseminated 21,317 CSCS and QSCS cards, of which 10,877 were new cards, 9,520 were renewal cards while 920 were replacement cards.

In support of the Housing for All programme, SOLAS is project managing the establishment of Ireland's first Modern Methods of Construction Park in Mount Lucas.

Additionally, SOLAS is overseeing the establishment of six Nearly Zero Energy Buildings (NZEB) in City of Dublin ETB, Cork ETB, Laois Offaly ETB, Limerick Clare ETB, Mayo Sligo Leitrim ETB, and Waterford Wexford ETB.

During 2022, SOLAS developed the Green Skills for **FET Roadmap 2021-2030** which captures some of the key areas for the FET sector in the transition to a green economy and responds to various EU and national directives. The European Green Deal 2019 and the Osnabrück Declaration on Vocational Education and Training 2020, provide the context of the climate and environmental challenges and outline responses specific to the FET sector, while national mandates in relation to green skills are included in Skills for Zero Carbon 2021, Housing for All 2021, Action Plan for Apprenticeships 2021-2025, Programme for Government 2020, Climate Action Plan 2021, and Future Jobs Ireland 2019.

Under the headings of Green Skills for Life, Green Skills for Construction and Green Skills for Careers, Green Skills for FET 2021-2030 responds to these mandates for the duration of their lifespan and sets a strategic direction for green skills initiatives throughout the Irish FET sector covering apprenticeships, traineeships, professional development, reskilling opportunities, and construction programmes.

Enterprise, Employees & Skills

> Skills to Advance (STA)

Over the past four years, Skills to Advance has created and provided quality, flexible upskilling opportunities to over 40,000 employees in the Irish workforce, aimed at developing the skills of people in employment. It targets those with lower skills levels in vulnerable sectors, those who need more opportunities to advance their careers, in order to sustain their employment, avoid displacement or avail of emerging job opportunities. It supports small and medium-sized enterprises (SMEs) who need assistance to develop their workforce and has been rolled out by ETBs across the country.

Over 15,500 employees were upskilled in 2022 with Skills to Advance expanding its reach to more employers by providing over 2,000 upskilling programmes. This policy draws on a vision of the workplace in Ireland where upskilling during one's working life is considered normal practice and has a direct correlation with enhanced job security, higher earnings, and autonomy at work for employees. Firms of all sizes benefit from the resulting productivity and competitiveness of their employees, the economy and industry.

The structure of the Irish workforce continued to change over 2022 in a business environment requiring a workforce that is highly adaptable. To ensure that workers can achieve this flexibility, there is a need for continuous upskilling and reskilling, to not only perform their current tasks, but to take on new work challenges and opportunities to sustain jobs and grow business.

To ensure that agile, relevant workforce upskilling opportunities are available through Skills to Advance, SOLAS leads collaboration with the Education and Training Boards, employer bodies and key stakeholders to design, develop and cascade targeted regional and sectoral initiatives. These initiatives include Leadership and Management, Developing Leaders for Hospitality and Tourism, and a suite of new micro-qualifications in Green Skills, Digital Skills for Business, Aquafarming, Robotics, Business Innovation and Market Development. To increase access to training, courses are provided in person and through blended learning formats.

> eCollege

eCollege is the national online learning service for FET which provides a range of courses in digital and business skills. eCollege courses are fully online, available on a continuous intake basis with no waiting lists and allow flexible times for completion. eCollege continued to provide free online learning services to assist those impacted by COVID-19 in 2022, a move first made available in 2020.

eCollege courses operate on a continuous intake basis, are part-time, and lead to industry recognised qualifications. There were over 20,000 enrolments to the service during 2022.

Key areas of interest were digital skills, project management, and business skills. 2022 saw a reduction of the elevated demand experienced over 2020 and 2021, but a continued pattern of increased demand on pre-pandemic levels. As noted in 2020 and 2021, roughly half of those enrolling on eCollege courses are in employment. These trends indicate recognition amongst learners of online learning as a viable medium for career development and lifelong learning.

> Technology Enhanced Learning (TEL)

SOLAS' Technology Enhanced Learning (TEL) support team provided ongoing support to ETBs in 2022 to integrate technology enhanced learning practices, in particular providing support to the FET Moodle infrastructure. As the sector continued to offer online and blended learning due to COVID-19, the focus was on ensuring the Moodle infrastructure used throughout FET was optimised to meet demand.

Learner Support

The SOLAS Learner Support team works to ensure that FET learners are supported in a consistent manner, with a universal design approach underpinning learning development and delivery. The team works with colleagues across SOLAS and sectoral partners to ensure FET reaches out to and supports the most vulnerable groups in society.

> Supporting Priority Cohorts in FET

Future FET: Transforming Learning emphasises inclusion, skills, and pathways for all learners. To better achieve these aims, Consistent Learner Supports (CLS) are now embedded across Further Education and Training through the Transforming Learning Strategic Performance Agreements 2022 - 2024.

The Learner Support Team supports the FET sector to consider the needs of priority cohorts as detailed in section 6.3 of Future FET: Transforming Learning. ETBs are required by funding parameters to collaborate with local stakeholders, including DSP on provision for marginalised groups.

During 2022, a Supported a Consistent Learner Support (CLS) position paper and guide was developed. This is a key step towards achieving the Future FET: Transforming Learning objectives to provide more consistent learner support across FET, regardless of location or the FET programme type.

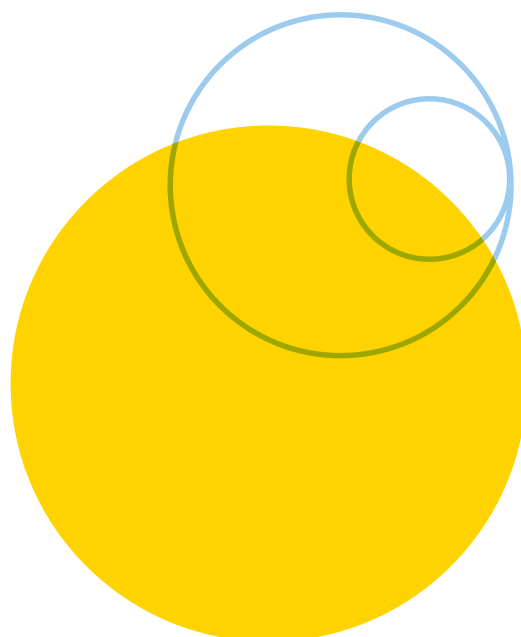
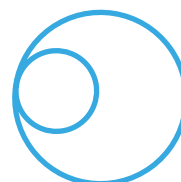
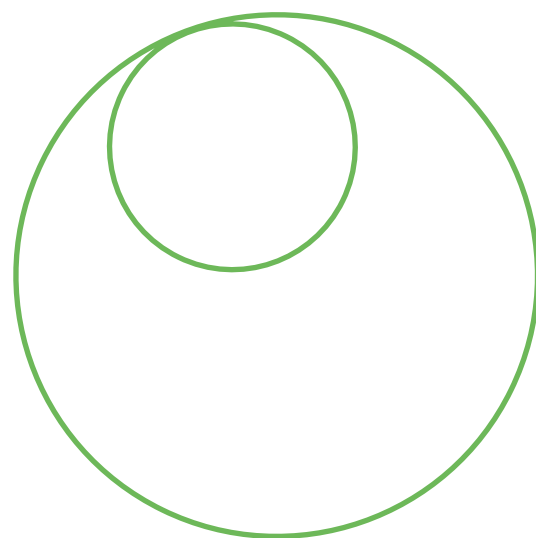
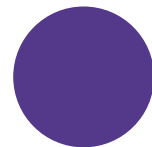
➤ Universal Design for FET

Significant progress is being made in embedding Universal Design for Learning (UDL) Principles in the FET Sector, following the publication of '[UDL for FET Practitioners Guidance for Implementing Universal Design for Learning in Irish Further Education and Training](#)'. This helps support FET practitioners to address variability in learner cohorts and reduce barriers to learning by building flexibility, accessibility, learner voice and choice into the fabric of the FET learning experience. A range of appropriate professional development opportunities are available to practitioners, via ETBI, and through programmes such as the UDL Badge (AHEAD/National Forum for the Enhancement of Teaching and Learning Forum).

➤ Good Practice Guidelines for Sector

The SOLAS Learner Support team has worked with colleagues and sectoral partners to develop a range of resources to assist the FET sector build and maintain and maintain inclusive learning environments. ETBs now have a suite of good practice guidelines, toolkits and reports which advance the aims of both Future FET: Transforming Learning and Adult Literacy for Life.

A full suite of resources on initial and ongoing assessment of literacy, numeracy and English language competence is now available in all Education and Training Boards. Guidance documents, guidelines and toolkits and reports are also available for Family Learning, Universal Design for Learning and Inclusion of Learners with Intellectual Disabilities, Numeracy and learning engagement. In all, over 20 resources are being deployed across ETBs and are embedded through the Strategic Performance Agreements and through annual ETB funding allocation parameters and requirements.



> Human Capital Report

What is Human Capital?

Human capital is the sum of knowledge, skills, experience, and social qualities that contribute to a person's ability to perform work in a manner that produces economic value. Research has shown that when you invest in peoples' human capital, organisations benefit and exponentially grow. Human capital is now seen as an extension of Human Resource Management HRM.



The People Team are actualising the ambition to be one of the most innovative Strategic HR Departments in the Public Service by investing in their people and implementing agreed actions set out in both the SOLAS People Strategy 2020-2024 and the SOLAS Cross Organisational Business Plan for 2022

Key areas of focus for the people Team in 2022

- 1 Workforce Planning & Agility
- 2 Highlighting SOLAS as a Learning Organisation



People Team Highlights for 2022

- 82** Recruitment Campaigns in 2022, an increase of 4 campaigns year on year, (excluding NAO activity) which included new entrants, acting appointments, promotions, transfers, and secondments. In addition there were 4 people using the mobility policy, 15 resignations/career breaks, 5 incoming/external secondments and 9 retirements processed.
- 100%** 100% of Senior Leadership Team actively and authentically engaged in succession planning, which is an organisational requirement based on recent succession planning audits completed in 2021.
- 85%** 85% of organisational teams actioning SOLAS 2022 Engagement Survey action plans. In addition, 2 Directors requested additional supports to actively improve their results.
- 63%** 63% increase in specific Learning & Development requirements at team level, Division level and Board level over 2021.

People Team Performance Additional Responsibilities for FET System

"Working Smarter" the establishment of the NAO Office, Adult Literacy for Life (ALL) Programme Office, FET College of the Future (FCotF), Debenhams support & Green Skills.

With the additional responsibilities identified for Living SOLAS, the People Team began its journey of supporting the creation of new teams, new structures, and recruiting new people to the organisation.

A whole team approach included support of functional specifications, engagement of hiring manager, recruitment support, selection, contract development, secondment /mobility policy enactment, onboarding processes and supports, Learning & Development opportunities, facilities support and introduction and inclusion to the working practices, values and expectations in SOLAS.

Planning the Future of Work in SOLAS

In 2022, the SOLAS Blended Working Policy was developed for all staff in SOLAS, with implementation in 2023, following on from a successful re-introduction of staff to the workplace.



Onboarding/Offboarding (Incl. Pensions)

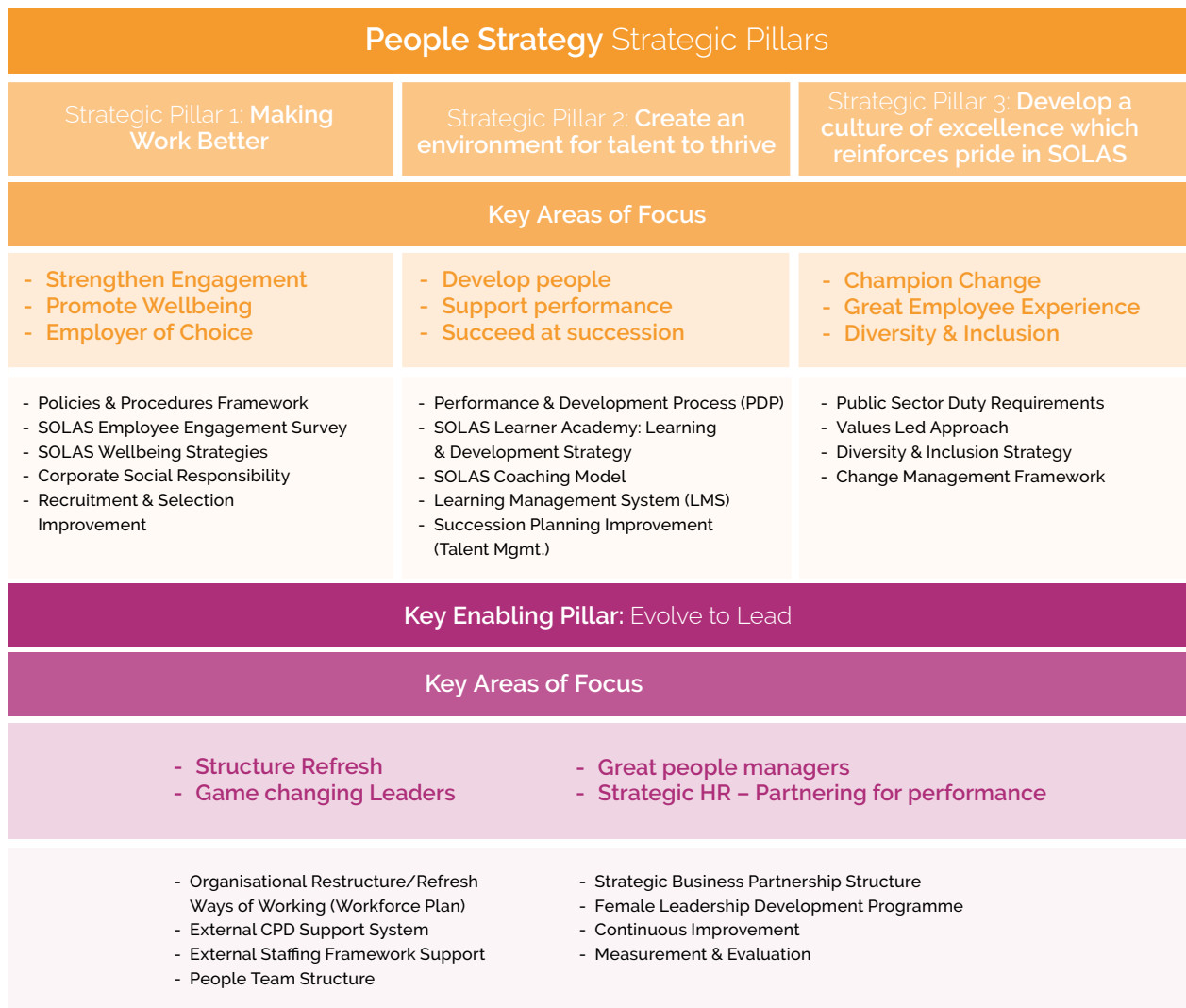
As we continue to grow as an organisation, we have actively streamlined our practices, including our Onboarding & Offboarding (pensions) Processes in SOLAS.

1,487 Pensioners under SOLAS, with a range of complex supports required (eg increases/new pensioners).

32 32 new entrants with full onboarding process. Not including internal movements, which requires additional supports.

275 Individual queries processed, needing individual care and attention, given the complex situations.

12 9 new pensioners in 2022 (plus 3 deferred). Sadly we lost 63 pensioners and processed 27 spouse pensions.



Corporate Social Responsibility

SOLAS, through its Corporate Social Responsibility Statement (CSR), seeks to fulfil all its legislative, ethical, and social obligations. Our statement, its actions and initiatives are supported and endorsed by the Board and Senior Leadership Team of SOLAS. Through our CSR, we aspire to positively contribute to the achievement of the Sustainable Development Goals to ensure we leave a better society and a more sustainable planet for the future.

The following are a few of our 2022 highlights:

Our workplace

Development of a more robust Wellbeing Model ensuring that we are focused on mental, physical, environmental, and financial health.

Our community

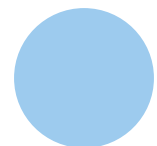
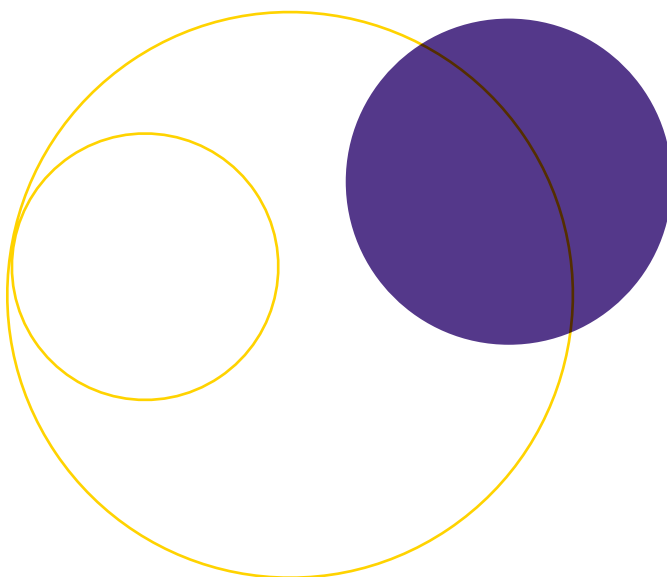
Partnering with the Northeast Inner-City Consortia (NEIC), to link directly with our neighbourhood schools and youth projects. We provided inputs on apprenticeship, recycled equipment at The Cavan Centre, and staff volunteered to a 'fairy garden' on the Cavan Centre's premises.

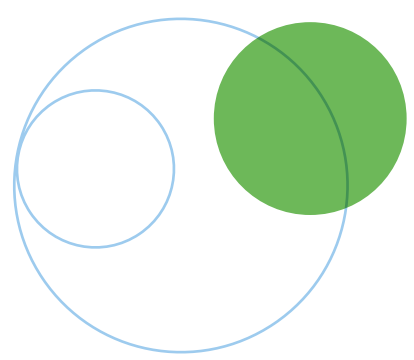
Our planet

Operating under the guidance of Climate Action Plan 2021, we developed the SOLAS Sustainability Series. This was in collaboration with An Post and DCU, The Marine Institute, Teagasc, Zero Waste Alliance Ireland (ZWA) and the Irish Wildlife Trust and consisted of five webinars:

- Transport (An Post and DCU)
- Marine and Coast (The Marine Institute)
- Sustainable Food (Teagasc)
- Waste and Water (Zero Waste Alliance Ireland)
- Biodiversity (Irish Wildlife Trust).

For 2023, we aim to review our CSR Statement to ensure that as a public sector body we are showing leadership, compliance and creating shared value in our collaboration with all stakeholders.





Corporate Governance

> Legislative Mandate

SOLAS (An tSeirbhís Oideachais Leanúnaigh agus Scileanna) – Further Education and Training Authority was established on 27th October 2013 under the Further Education and Training Act 2013.

Under the Further Education and Training Act 2013, the general functions of SOLAS are defined as:

- (a) prepare and submit to the Minister for Further and Higher Education, Research, Innovation and Science a strategy in respect of the provision of FET.
- (b) promote an appreciation of the value of FET.
- (c) consult with the Minister for Social Protection, the Minister for Jobs, Enterprise and Innovation and employers from time to time for the purpose of determining which, or which classes of, FET programmes should be the subject of advances by An tSeirbhís.
- (d) advance moneys to Education and Training Boards and other bodies engaged in the provision of FET programmes.
- (e) provide or arrange for the provision of training and retraining for employment and to assist in and co-ordinate the provision of such training by persons other than An tSeirbhís.
- (f) assess whether or not Education and Training Boards, and other bodies engaged in the provision of FET programmes, to whom moneys have been advanced perform their functions in an economic, efficient, and effective manner.
- (g) promote, encourage, and facilitate the placement of persons belonging to such class or classes of person as may be specified by the Minister for Social

Protection after consultation with the Minister for Further and Higher Education, Research, Innovation and Science in FET programmes that are funded, in whole or in part, out of public moneys.

- (h) promote co-operation between Education and Training Boards and other bodies involved in the provision of FET and programmes.
- (i) promote equality of opportunity in relation to the provision of FET.
- (j) develop and facilitate the development of new and existing FET programmes including the establishment of systems designed to monitor the quality of the education and training concerned for the purpose of ensuring that those programmes serve their purpose.
- (k) provide or assist in the provision of training to persons charged with the delivery of FET programmes in respect of which moneys have been advanced by An tSeirbhís under section 21.
- (l) conduct, or arrange for the conduct of, research as respects any matters relating to the functions of An tSeirbhís; and
- (m) advise the Minister in relation to any matter connected with the functions of An tSeirbhís.

In addition to its core functions as defined under the FET Act 2013, SOLAS also retains legislative responsibility for Apprenticeship and construction-related programmes i.e., Safe Pass, CSCS and QSCS.

> Code of Practice for Governance of State Bodies

The Code of Practice for the Governance of State Bodies 2016, which superseded the 2009 code came into effect in September 2016. It has been adopted by SOLAS and processes have been put in place to ensure that all aspects of SOLAS operations comply with the requirements of the Code.

> Performance Delivery Agreement

SOLAS has an annual performance delivery agreement in place with the Department of Further and Higher Education, Research, Innovation and Science which sets out: the respective roles and functions of DFHERIS and SOLAS regarding further education and training; service commitments; corporate governance and financial accountability framework; and monitoring and reporting arrangements.

> Corporate Health and Safety

SOLAS complies with its statutory responsibilities under the Health, Safety and Welfare at Work Act 2005 and all regulations under this Act. SOLAS' objective is to provide a safe and healthy work environment for all staff and clients and to meet its responsibilities to other persons, including members of the public who may be affected by its operations. SOLAS management co-ordinates and ensures compliance with its Safety Policy Statement through the implementation of the Safety Management System across the organisation. In response to the COVID-19 global pandemic, SOLAS developed and implemented a comprehensive plan to put in place policies and procedures to protect staff and clients. This included facilitating the ability to work remotely and relevant safety measures in the workplace. This followed best practice in line with the government Work Safely Policy and Procedures and Health and Safety Authority (HSA) guidelines.

> Risk

SOLAS, through its Risk Management Policy, is committed to the implementation of a coherent, effective, and efficient framework for managing risk throughout the organisation. It also provides a proactive and structured approach to identifying, managing, and reporting the risks faced by the organisation. The Board of SOLAS is ultimately responsible for risk management under the Code of Practice for the Governance of State Bodies (2016). The Board has delegated authority to the Audit & Risk Committee (ARC) regarding the monitoring, review, challenging and oversight of the Risk Management Framework and Process. Identified significant risks to the organisation are documented in the SOLAS Corporate Risk Register and as part of the Risk Management Process the Corporate Risk Register is reviewed by the ARC three times yearly and presented to the Board for review at least once a year.

> Data Protection Acts, 1988, 2003 and 2018/General Data Protection Regulation (GDPR)

The Data Protection Acts are designed to protect the privacy of individuals' personal data. The Acts provide individuals with the right to obtain a copy of all personal data relating to them which is held by the Data Controller. SOLAS is a designated Data Controller and complies fully with the legislation.

SOLAS is committed to ensuring the Lawful, Fair and Transparent processing of Data Subjects Personal Data using appropriate technical and organisational measures. We take all reasonable steps to secure and protect Data Subjects personal Data while complying with Data Protection Law. Some of the steps taken to secure Data Subjects personal data include the appointment of a Data Protection Officer; provision of staff training re data protection; the preparation of privacy notices; third party processing contracts and non-disclosure agreements in respect of SOLAS activities; the

preparation of GDPR policies and procedures including a Data Protection Notice; a Data Protection Policy; a Public Privacy Notice; Data Subject Data Protection procedures and the development and implementation of a GDPR compliance programme.

> Protected Disclosure Act 2014

In 2022, there were no matters raised under the Protected Disclosures Act 2014.

> Energy Efficiency and Environmental Policy Statements

In June 2001, the Government issued a Memorandum requiring all State Agencies to outline, in their Annual Report, measures being taken to reduce energy usage, where they have responsibility for new premises or major refurbishment of buildings and/or in buildings occupied by them. Under Statutory Instrument (SI) 542 European Communities (Energy End-Use Efficiency and Energy Services) Regulations 2009, the public sector has specific energy reporting obligations.

SOLAS is committed to contributing to the achievement of verifiable energy efficiency savings of 50% in the Public Sector by 2030 in line with the Public Sector Energy Efficiency Strategy. In partnership with the Sustainable Energy Authority of Ireland (SEAI), SOLAS actively reports and monitors its energy usage, and puts in place strategies and actions to achieve and exceed, where possible, targeted savings.

SOLAS recognises its duty to ensure that its operations and activities have minimal impact on the local and wider environment. Through the Waste Management System, and in conjunction with the Waste Management Contractor, SOLAS has implemented actions that ensure a high level of recycling waste material, minimising waste to landfill. SOLAS is committed to good

practice in terms of environmental awareness and green procurement practices, where possible.

The priorities in 2022 will carry on into 2023 including the monitoring and control of energy costs, energy auditing, a focus on energy efficiencies and savings when procuring equipment and implementation of Energy Efficiency Design for any relevant projects that may arise.

> SOLAS – Public Sector Equality and Human Rights Duty

The Public Sector Equality and Human Rights Duty (the Duty) places a statutory obligation on public bodies to eliminate discrimination, promote equality of opportunity and protect the human rights of those to whom they provide services and staff when carrying out their daily work.

In July 2021, SOLAS embarked on the beginning of the journey to implement its Public Sector Duty obligations. A cross organisation working group consisting of fifteen staff from all three Divisions work, together with Values Lab, to embed the Duty in SOLAS.

There are three steps in the process of implementing the Duty – Assess, Address and Report on an annual basis.

The four key moments identified for 2022 were:

- Development of a terms of reference or any framework document for the National Programme Office to be established and the strategy to be developed for implementation of the Adult Literacy for Life Strategy, in particular, regional action plans.
- The preparation of the template for the Strategic Performance Agreements with ETBs, including a focus on the parameters for the funding application.

- The reviews planned of specific human resource policies during 2022.
- A review process in relation to procurement policies and procedures, in particular grant aid agreements, and exploring a view in relation to other forms of contractual arrangements.

In addition, our Communication Team is progressing a communication plan to reflect our commitment to the Duty.

➤ **Ethics in Public Office Act, 1995 and Standards in Public Office Act, 2001**

SOLAS became subject to the Ethics in Public Office Act, 1995 and Standards in Public Office Act, 2001 with effect from 29th January 2015.

➤ **Freedom of Information (FOI) Act, 2014**

The provisions of the Freedom of Information Act 2014 apply to SOLAS. The Act establishes three statutory rights:

- A legal right for each person to access information held by public bodies
- A legal right for each person to have official information relating to him/herself amended where it is incomplete, incorrect, or misleading, and
- A legal right to obtain reasons for decisions affecting oneself.

In 2022, SOLAS received 34 requests for information under the FOI Act.

➤ **Official Languages Act**

The Official Languages (Amendment) Act 2021 (2021 Act) was enacted in December 2021, to introduce changes to the Official Languages Act 2003 (2003 Act).

Across 2022, SOLAS has engaged with the Department of Tourism, Culture, Arts, Gaeltacht, Sport, and Media and the Language Commissioner on a regular basis to ensure SOLAS is compliant with the requirements set out in the Act.

➤ **Prompt Payment of Accounts Act, 1997**

The Board of SOLAS has overall responsibility for the organisation's compliance with the Prompt Payment of Accounts Act, 1997. The European Communities (Late Payment in Commercial Transactions Regulations, 2012) introduced significant amendments to the Prompt Payment requirement as contained in the Act.

The Board has delegated this responsibility to SOLAS management. The system of internal financial control incorporates such controls and procedures that are considered necessary to ensure compliance with the Act. The organisation's system of internal control includes accounting and computer controls designed to ensure the identification of invoices and contracts for payment within the prescribed payment dates. These controls are designed to provide reasonable, though not absolute, assurance against non-compliance with the Act. The Board is satisfied that in 2022, SOLAS complied with the provisions of the Act in all material respects. In total, a sum of €517.82 was paid in relation to late payment interest penalties.

> SOLAS Board



Sean Aylward

Former Secretary-General at the Department of Justice and Former Chief Executive Officer at the Bar of Ireland



Siobhan O'Shea

Director, Indeed



Kevin Marshall

Head of Learning & Skills, Microsoft Ireland



Orla Coughlan

Management Consultant and Non-Executive Director



Paul Cremmins

Director, Suir Engineering



Yvonne McNulty

Partner, Brightwater Executive



Niamh O'Reilly

Chief of Staff, Maynooth University



Catrina Sheridan

Founder, Non-Executive Chair, Nafasi



Andrew Brownlee

SOLAS Chief Executive Officer (*ex-officio*)

Changes in 2022

The terms of office of four members of the Board concluded in October 2022 including Seán Burke, Patricia Carey, Patrick J Dwyer, and Cecilia Munro.

Catrina Sheridan was re-appointed for a second term of office in October 2022.

Kevin Marshall and Siobhan O'Shea were appointed to the Board in July 2022.

> Governance Statement and Board Members' Report

The Governance Statement and Board Members' report is presented in accordance with the Code of Practice for the Governance of State Bodies 2016 and with guidelines issued in November 2017.

> Governance

The Board of SOLAS was established under the Further Education and Training Act, 2013. The functions of SOLAS are set out in sections 7, 8 and 9 of this Act. The functions of the Board are set out in the Schedule of Matters reserved for the Board. The Board is accountable to the Minister for Further and Higher Education, Research, Innovation and Science and is responsible for ensuring good governance. It performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of SOLAS are the responsibility of the CEO and the SOLAS senior leadership team. The CEO and SOLAS senior leadership team follow the broad strategic direction set by the Board and ensure that all Board Members have a clear understanding of the key activities and decisions related to the entity and of any significant risks likely to arise. The CEO acts as a direct liaison between the Board and management of SOLAS.

> Board Responsibilities

The work and responsibilities of the Board are set out in the Schedule of Matters Reserved for the Board. Standing items considered by the Board include:

- declaration of interests,
- reports from committees,
- financial reports/management accounts,
- performance reports, and
- reserved matters.

Section 31(1) of the Further Education and Training Act, 2013 requires the Board of SOLAS to keep, in such form as may be approved by the Minister for Further and Higher Education, Research, Innovation and Science, with consent of the Minister for Public Expenditure and Reform, all proper and usual accounts of money received and expended by it. In preparing these financial statements, the Board of SOLAS is required to:

- select suitable accounting policies and apply them consistently,
- make judgements and estimates that are reasonable and prudent,
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that it will continue in operation, and
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with section 31(2) of the Further Education and Training Act, 2013.

The Board is responsible for approving the annual Further Education and Training (FET) Services Plan and budget.

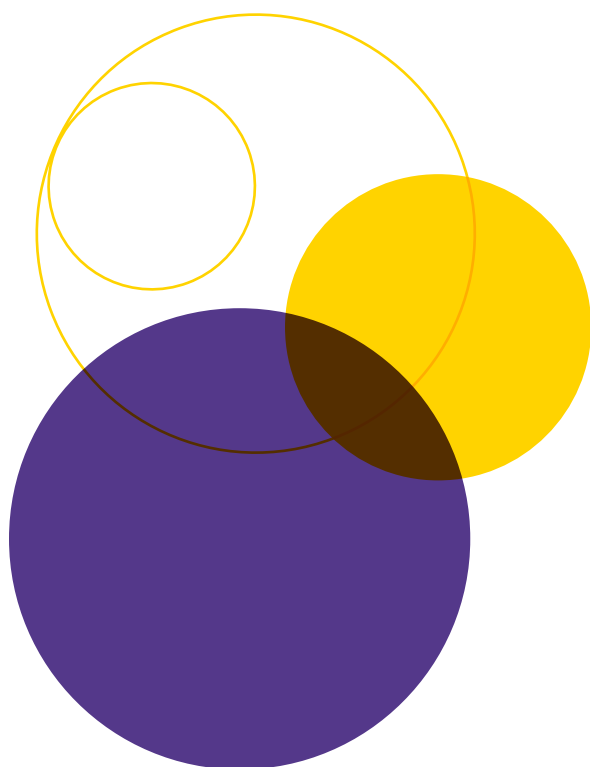
The SOLAS 2022 budget was approved by the Board at its meeting on 22nd March 2022.

The Further Education and Training Services Plan 2022 and associated budget was approved by the Board at its meeting on 28th April 2022 with further updates to the plan approved by the Board at its meeting on 8th June 2022. A review of the FET Services Plan and budget was carried out by the Board at its meeting on 15th September 2022. Final allocations were approved by the Board at its meeting on 15th December 2022.

At its 22nd March 2022 meeting, the Board approved the Capital Plan 2022 with updates provided and approved at each of the subsequent Board meetings during the year.

The Board is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board considers that the financial statements of SOLAS give a true and fair view of the financial performance and the financial position of SOLAS at 31st December, 2022.



> Board Structure

The Board consists of a chairperson and 12 ordinary members, appointed by the then Minister for Education and Skills and since 2020, the Minister for Further and Higher Education, Research, Innovation and Science. At the start of 2022, two vacancies remained on the Board following the departure of Mr. Darragh J. Loftus on conclusion of his term of office on 26 October, 2021 and included an earlier vacancy carried forward from 2021. On 6th July, 2022, the Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, TD appointed two new Board members – Kevin Marshall and Siobhan O'Shea to the Board.

During 2022, a further five (5) vacancies arose following the end of terms of office of Board members including, Seán Burke, Patricia Carey, Patrick J. Dwyer, Cecilia Munro, and Catrina Sheridan on 26th October 2022. Catrina Sheridan was reappointed to the Board for a second term of office on 27th October, 2022. The Department of Further and Higher Education, Research, Innovation and Science are engaging with the Public Appointment Service to fill the current vacancies and this process is expected to be concluded in early 2023.

The SOLAS Chief Executive Officer is an *ex-officio* member of the Board. The duration of each Board member's tenure is determined by the appointing Minister.

The Board met on eight occasions in 2022.

The table below details Board members and their date of appointment:

Board Member	Role	Date Appointed
Seán Aylward	Chairperson	13.11.19
Seán Burke	Ordinary Member	27.10.17 (Term of office ended 26.10.22)
Patricia Carey	Ordinary Member	27.10.17 (Term of office ended 26.10.22)
Orla Coughlan	Ordinary Member	25.03.19
Paul Cremmins	Ordinary Member	25.03.19
Patrick J. Dwyer	Ordinary Member	27.10.17 (Term of office ended 26.10.22)
Yvonne McNulty	Ordinary Member	01.07.19
Cecilia Munro	Ordinary Member	27.10.17 (Term of office ended 26.10.22)
Niamh O'Reilly	Ordinary Member	25.03.19
Catrina Sheridan	Ordinary Member	27.10.17 (Term of office concluded on 26.10.22. Reappointed for a second term on 27.10.22)
Andrew Brownlee	CEO Ex-officio Member	02.09.19
Siobhan O'Shea	Ordinary Member	06.07.22
Kevin Marshall	Ordinary Member	06.07.22

**There are four current vacancies on the Board of SOLAS following the end of the terms of office of Seán Burke, Patricia Carey, Patrick J. Dwyer, and Cecilia Munro on 26th October 2022.

Section 4.6 of the Code of Practice for the Governance of State Bodies 2016 obliges the Board to undertake an Annual Review of its performance and to undertake an external evaluation at least every three years. An external evaluation of the Board was undertaken in 2022 with the findings considered by the Board at a dedicated meeting on 22nd May 2022.

The Board has three Committees:

1. Audit and Risk Committee

The Committee consists of three Board members and one independent member. The role of the Audit and Risk Committee is to support the Board in relation to its responsibilities for issues of risk, control and

governance and associated assurance. The Committee is independent from the financial management of the organisation. In particular, it ensures that the internal control systems, including audit activities, are monitored actively and independently. The Committee reports to the Board after each meeting and formally in writing annually.

The members of Committee are:

- Niamh O'Reilly – Committee Chairperson
- Cecilia Munro – Committee Chairperson to 26th October 2022
- P.J. Dwyer to 26th October 2022

- Siobhan O'Shea from 24th November 2022
- Catrina Sheridan from 24th November 2022
- Peter Buckley - Independent Member
- Seán Aylward – SOLAS Board Chairperson – temporary membership from 6th September 2022.

Changes in 2022

- Cecilia Munro concluded her term of office as a Board member and Chairpersonship of the Audit and Risk Committee on 26th October 2022.
- Niamh O'Reilly, Board member, was nominated as Chairperson on 24th November 2022 to succeed Cecilia Munro.
- P.J. Dwyer, Board member, concluded his term of office as a Board member and as a member of the Audit and Risk Committee on 26th October 2022.
- Siobhan O'Shea, Board member, was appointed to the Committee on 24th November, 2022.
- Catrina Sheridan, Board member, was appointed to the Committee on 24th November 2022.
- Seán Aylward, SOLAS Board Chairperson, joined the Committee on a temporary basis on 6th September 2022 ahead of the appointment of new members.
- Yvonne McNulty resigned from the Audit and Risk Committee on 31st May 2021 and will be nominated to a new Committee in 2023.

There were four (4) meetings of the Audit and Risk Committee held in 2022.

2. Strategic Planning Committee

The Committee consists of three Board members. The role of the Strategic Planning Committee is to maintain a strategic focus on both the SOLAS Further Education and Training Strategy and the SOLAS Corporate Plan in the

exercise of the organisation's functions and the conduct of its business. The Committee provides oversight on the implementation and evolution of the SOLAS Corporate Plan in the context of the Further Education and Training Strategy and other SOLAS responsibilities.

The members of Committee are:

- Niamh O'Reilly, Chairperson to 30th November 2022
- Seán Burke to 26th October 2022
- Patricia Carey to 26th October 2022
- Paul Cremmins
- Kevin Marshall from 24th November 2022

3. Workforce and Organisational Development Committee

The Committee consists of two Board members. The role of the Committee is to provide advice and assurance to the Board on all matters relating to workforce and organisational development including areas relating to human resources including remuneration, workforce monitoring and planning and development of staff; organisational development; equality and diversity including strategy, policy, and monitoring within the organisation. The members of the Workforce and Organisational Development Committee are:

- Orla Coughlan - Chairperson
- Catrina Sheridan

There was one (1) meeting of the Workforce and Organisational Development Committee held in 2022.

Schedule of Attendance, Fees, and Expenses

A schedule of attendance at the Board and Committee meetings for 2022 is set out below including expenses received by each member.

In accordance with the requirements of Paragraph 1.4(iv) of the Code of Practice for the Governance of State Bodies – Business and Financial Reporting Requirements 2016, fees and expenses paid to the Board in the year ended 31 December 2022 are disclosed hereunder.

With effect from 1st November 2022 and in line with Section 13 of the Further Education and Training Act 2013 and Section 2 of the Annex Remuneration and Superannuation of the Code of Practice for the Governance of State Bodies

2016, the Board of SOLAS are paid Board Fees. The One Person, One Salary principle applies meaning that public servants and public sector employees who sit on state boards may not be paid board fees.

Number of meetings scheduled/Meetings Attended	Board	Date on which Board Members were appointed	Audit & Risk Committee	Strategic Planning Committee	Workforce and Organisational Development Committee	Fees 2022* €	Expenses 2022 €
Number of meetings held in 2022	8		4	4	1		
AYLWARD, Seán	8/8	13.11.19	2/2	-	-	3,420	0
BURKE, Seán	6/6	27.10.17 (Second Term of Office ended on 26.10.22)	-	3/3	-	0	0
CAREY, Patricia	6/6	27.10.17 (Second Term of Office ended on 26.10.22)	-	1/3	-	0	0
COUGHLAN, Orla	7/8	25.03.19	-	-	1/1	1,995	3,579
CREMMINS, Paul	7/8	25.03.19	-	4/4	-	1,995	0
DWYER, Patrick J.	4/6	27.10.17 (Term of Office ended on 26.10.22)	3/3	-	-	0	0
MARSHALL, Kevin	3/3	06.07.22	-	1/1	-	1,995	0
MCNULTY, Yvonne	6/8	01.07.19	-	-	-	1,995	36
MUNRO, Cecilia	4/6	27.10.17 (Second Term of Office ended on 26.10.22)	2/3	-	-	0	0
O'SHEA, Siobhan	2/2	06.07.22 (Commenced 15.09.2022)	1/1	-	-	1,995	0
O'REILLY, Niamh	8/8	25.03.19	0/1	4/4	-	0	0
SHERIDAN, Catrina	6/8	27.10.17 (Term of Office concluded on 26.10.22. Reappointed for a second term on 27.10.22)	1/1	-	1/1	1,995	0
BROWNLEE, Andrew	8/8	02.09.19	-	-	-	0	0
Total						15,390	3,615

* Board fees cover the period November 1st to December 31st 2022 when fees were introduced.

Disclosures Required by Code of Practice for the Governance of State Bodies (2016)

The Board is responsible for ensuring that SOLAS – Further Education and Training Authority has complied with the requirements of the Code of Practice for the Governance of State Bodies (“the Code”), as published by the Department of Public Expenditure and Reform in August 2016. The following disclosures are required by the Code:

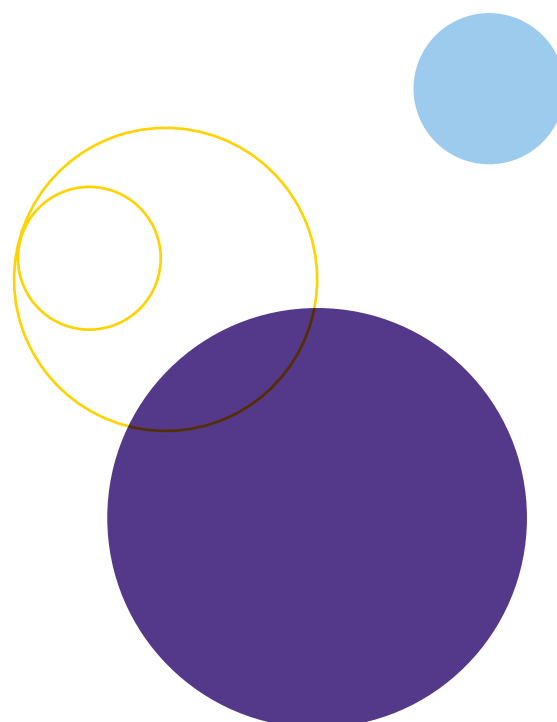
Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced 'business-as-usual' functions. The following consultancy costs were charged to overheads:

	2022 €	2021 €
Legal (general legal advice)	362,959	259,731
Financial/actuarial advice	11,931	12,020
Human Resources & Pension	19,970	25,511
Business improvement/ICT	229,313	181,936
Other	117,744	27,806
Total Consultancy Costs	741,917	507,004
<i>Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves</i>	<i>741,917</i>	<i>507,004</i>

The following consultancy costs were charged to direct programme costs in 2022:

	2022 €	2021 €
Legal (general legal advice)	91,107	0
Financial/actuarial advice	0	0
Human Resources	0	0
Business improvement/ICT	65,741	4,400
Other	7,795	37,000
Total Consultancy Costs	164,643	41,400
<i>Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves</i>	<i>164,643</i>	<i>41,400</i>

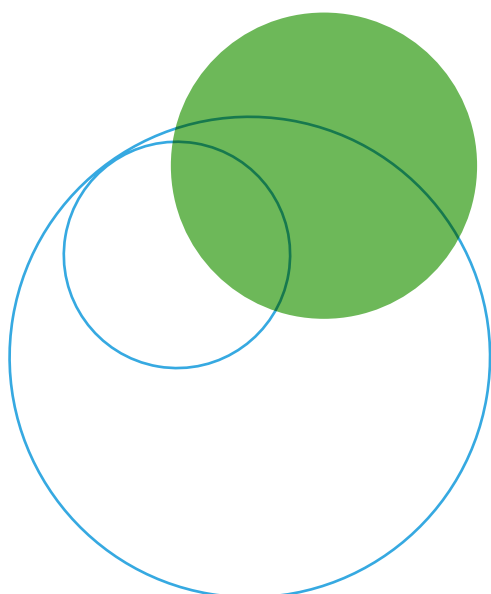


Legal Costs and Settlements

The table below provides a breakdown of amounts recognised as expenditure in the reporting period in relation to legal costs, conciliation and arbitration proceedings, and settlements relating to contracts with third parties. This does not include expenditure incurred in relation to general legal advice received by SOLAS which is disclosed in Consultancy costs above.

	2022 €	2021 €
Legal fees of SOLAS – legal proceedings*	43,113	(7,190)
Counterparty legal fees – legal proceedings	0	0
Conciliation and arbitration payments	0	0
Settlements*	0	0
Total#	43,113	(7,190)

* The negative figure for legal proceedings in 2021 relates to an accrual in 2020 which did not fully materialise in 2021.



Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	2022 €	2021 €
Domestic		
– Board*	6,491	0
– Employees •	163,760	29,491
International		
– Board	0	0
– Employees [◇]	7,660	1,025
Total	177,911	30,516

* Domestic travel and subsistence of €3,615 paid directly to Board members and €2,876 paid on behalf of Board members. No payments in 2021.

• Domestic travel and subsistence paid directly to staff members in 2022 and 2021.

◇ Travel and subsistence of €4,963 paid directly to staff in 2022 (2021: €773) and €2,694 paid by SOLAS on behalf of staff (2021: €252).

Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	2022 €	2021 €
Staff Hospitality /Wellbeing	41,577	26,234
Client Hospitality	36,624	1,746
Total	78,201	27,980

Statement of Compliance

SOLAS is in full compliance with the Code of Practice for the Governance of State Bodies, as published by the Department of Public Expenditure and Reform in August 2016.

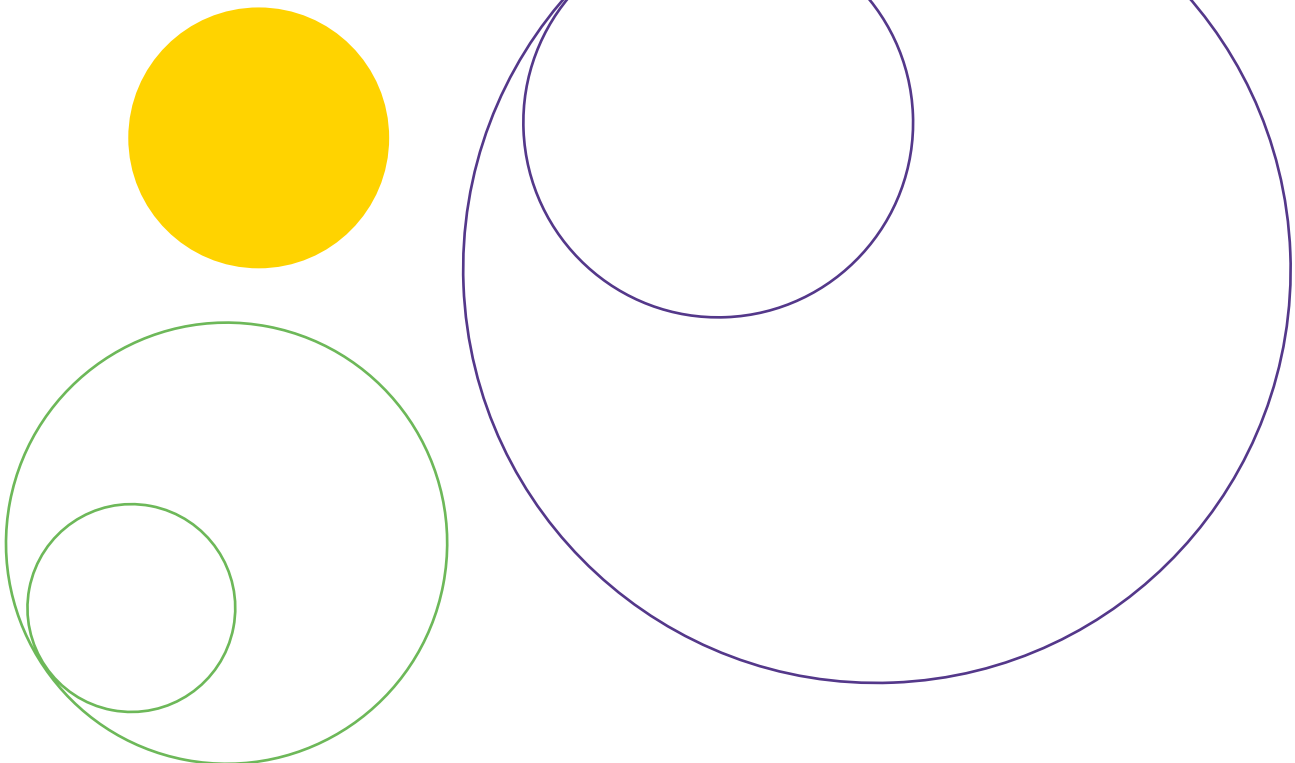
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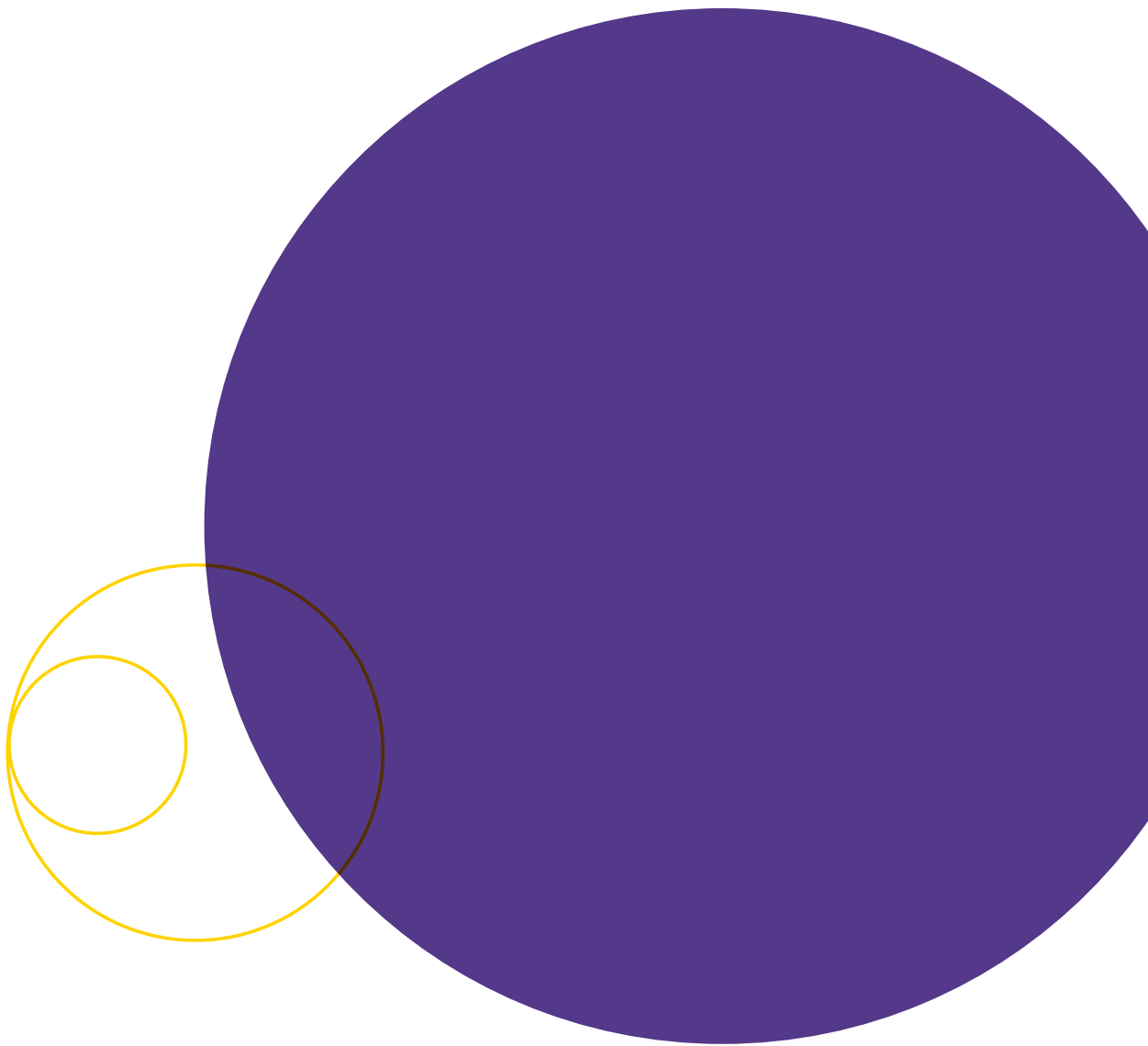
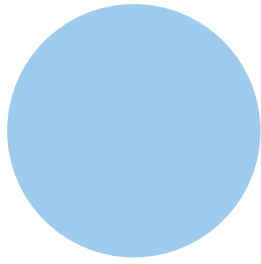


Seán Aylward
Chairperson, SOLAS
Date: 25 May, 2023



Andrew Brownlee
Chief Executive Officer, SOLAS
Date: 25 May, 2023



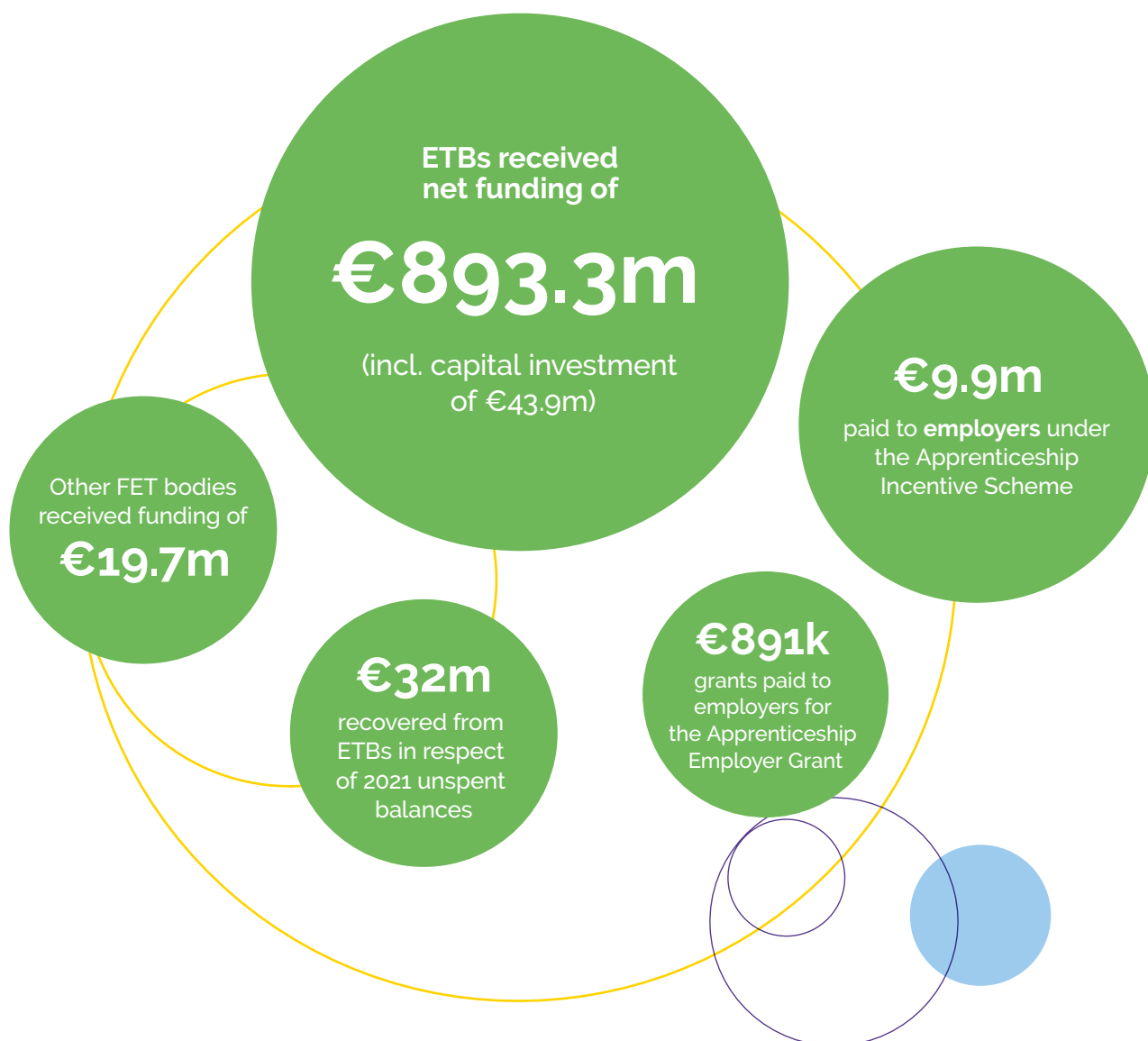


> SOLAS Finances 2022

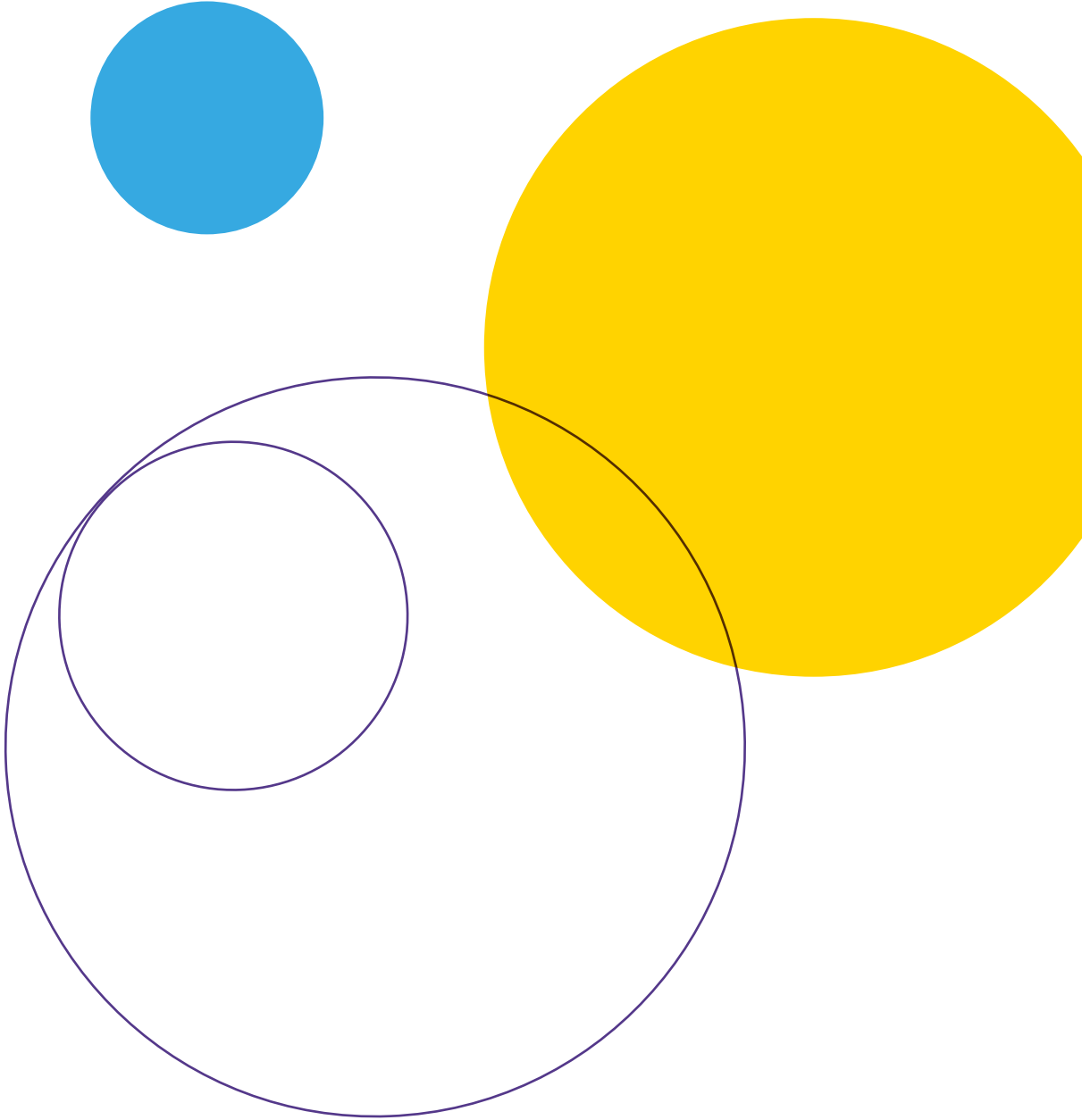
Our Financial highlights in 2022 include Non-Capital grants disbursed to ETBs amounting to €849.409m and Capital Grants amounting to €43.896m. €19.677m has been disbursed to other FET providers, €9.925m to Employers under the Apprenticeship Incentivisation Scheme and €891k under the Apprenticeship Employer Grant.

The Finance team continued to provide SOLAS with timely financial, management accounting and procurement services in line with legislation and best practice. SOLAS is designated as an Intermediate Body for the European Social Fund (ESF) operational programmes.

The European Social Fund provides funding for a range of Further Education and Training programmes such as Adult Literacy, Back to Education Initiatives, Specific Skills Training, Bridging, and Traineeship programmes. Community Training Centres and Youthreach programmes receive funding from the European Social Fund and the Youth Employment Initiative (YEI). The European Social Fund (ESF) and the Youth Employment Initiative (YEI) are making a very significant contribution to the above mentioned FET programmes in Ireland with an average of €60m per annum over the previous seven year ESF Programme for the Employability Inclusion and Learning (PEIL) 2014-2020.



Financial Statements



Statement of Responsibilities of SOLAS

Under the Further Education and Training Act 2013, An tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS) was established with effect from 27 October, 2013.

Under the Further Education and Training Act 2013, the general functions of SOLAS are defined as:

- (a)** prepare and submit to the Minister a strategy in respect of the provision of further education and training;
- (b)** promote an appreciation of the value of further education and training;
- (c)** consult with the Minister for Social Protection, the Minister for Jobs, Enterprise and Innovation and employers from time to time for the purpose of determining which, or which classes of, further education and training programmes should be the subject of advances by An tSeirbhís;
- (d)** advance moneys to Education and Training Boards and other bodies engaged in the provision of further education and training programmes;
- (e)** provide, or arrange for the provision of, training and retraining for employment and to assist in and coordinate the provision of such training by persons other than An tSeirbhís;
- (f)** assess whether or not Education and Training Boards and other bodies engaged in the provision of further education and training programmes, to whom moneys have been advanced, perform their functions in an economic, efficient and effective manner;
- (g)** promote, encourage and facilitate the placement of persons belonging to such class or classes of person as may be specified by the Minister for Social

Protection after consultation with the Minister for Further and Higher Education, Research, Innovation and Skills, in further education and training programmes that are funded, in whole or in part, out of public moneys;

- (h)** promote cooperation between Education and Training Boards and other bodies involved in the provision of further education and training programmes;
- (i)** promote equality of opportunity in relation to the provision of further education and training;
- (j)** develop and facilitate the development of, new and existing further education and training programmes including the establishment of systems designed to monitor the quality of the education and training concerned for the purpose of ensuring that those programmes serve their purpose;
- (k)** provide, or assist in the provision of, training to persons charged with the delivery of further education and training programmes in respect of which moneys have been advanced by An tSeirbhís;
- (l)** conduct, or arrange for the conduct of, research as respects any matters relating to the functions of An tSeirbhís; and
- (m)** advise the Minister in relation to any matter connected with the functions of An tSeirbhís.

SOLAS is required under section 31(1) of the Further Education and Training Act 2013, to prepare annual accounts, as may be approved by the Minister for Further and Higher Education, Research, Innovation and Science, with the consent of the Minister for Public Expenditure and Reform.

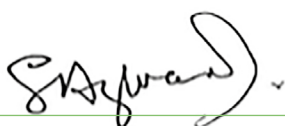
In preparing those financial statements, SOLAS is required to:

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that SOLAS will continue in operation; and
- disclose and explain any material departures from applicable accounting standards.

SOLAS is also responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time its financial position and which enable it to ensure that the financial statements comply with paragraph 31(1) of the Act. SOLAS is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

SOLAS has complied with the above requirements in preparing the financial statements.

SOLAS approved the financial statements on 27 April, 2023.



Seán Aylward
Chairperson, SOLAS
Date: 25 May, 2023



Andrew Brownlee
Chief Executive Officer, SOLAS
Date: 25 May, 2023

Comptroller and Auditor General Report for presentation to the Houses of the Oireachtas



Ard Reachtaire Cuntas agus Ciste Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

An tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS)

Opinion on the financial statements

I have audited the financial statements of SOLAS for the year ended 31 December 2022 as required under the provisions of section 31 of the Further Education and Training Act 2013. The financial statements comprise

- the statement of income and expenditure
- the statement of comprehensive income
- the statement of financial position
- the statement of cash flows
- the statement of changes in reserves and capital account, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of SOLAS at 31 December 2022 and of its income and expenditure for 2022 in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

Basis of opinion

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of SOLAS and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on information other than the financial statements, and on other matters

SOLAS has presented certain other information together with the financial statements. This comprises the annual report including the governance statement and Board members' report, and the statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in that regard.

Seamus McCarthy
Comptroller and Auditor General

30 May 2023

Appendix to the report

Responsibilities of the Board members

The governance statement and Board members' report sets out the Board members' responsibilities, which include

- the preparation of annual financial statements in the form prescribed under section 31 of the Further Education and Training Act 2013
- ensuring that the financial statements give a true and fair view in accordance with FRS102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under section 31 of the Further Education and Training Act 2013 to audit the financial statements and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of SOLAS to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause SOLAS to cease as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if there are material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if there is any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

Statement on Internal Control 2022

> Scope of Responsibility

On behalf of the Board of An tSeirbhis Oideachais Leanúnaigh Agus Scileanna (SOLAS), I acknowledge our responsibility for good governance, in line with the requirements of the Code of Practice for the Governance of State Bodies 2016 and for ensuring that an effective system of internal control is maintained and operated. In discharging its functions, the Board has delegated clearly defined authority levels to the SOLAS Executive and staff while reserving certain matters for its own decision.

> Purpose of the System of Internal Control

The system of internal control is designed to manage risk to an acceptable level rather than to eliminate it and therefore can only provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely period. The system requires that line management, the Executive and the finance, procurement and HR functions exercise stringent control and report any significant control failures to the Board.

> Capacity to Handle Risk

SOLAS had an Audit and Risk Committee (ARC) which comprised two Board members and one external expert from January to October 2022. Following the conclusion of these Board members' terms of office on 26 October 2022, ARC membership consisted of three Board members who were newly appointed to the ARC, and one external expert. In addition, the Chair of the Board attended ARC meetings in September and December 2022, in order to ensure continuity during the changeover of ARC members. The ARC met four times in 2022.

The Internal Audit function in SOLAS operates in accordance with the Internal Audit Principles set out in the Code of Practice for the Governance of State Bodies 2016. The work of Internal Audit is informed by a risk analysis profile of expenditure and activity; strategic objectives; cyclical audit coverage; and the outcomes of previous audits. The focus of this work is generally on the areas of significant potential risk to the organisation. The 2022 Internal Audit Plan was approved by the ARC, on behalf of the Board. During 2022, six Internal Audit Reports were issued, covering the areas of achievement of organisational goals and objectives, governance structures supporting grant payments, risk management, the national apprenticeship office (NAO) advisory review, internal financial controls and eCollege.

The ARC meets the Head of Internal Audit on a regular basis to review the work of internal audit, which includes a report of internal audit activity. On an annual basis, the ARC provides the Board with a report on the internal audit activity for the year.

Agreement is in place between the ARC and the Internal Audit Unit (IAU) of the ETBs on SOLAS' input to the audit plan of the IAU. SOLAS also receives audit opinion reports and sectoral reports from the IAU for reviews carried out on Further Education and Training expenditure.

> Risk and Control Framework

SOLAS' Executive Risk Management Committee, whose membership includes all Executive Directors, and which is chaired by the Chief Executive Officer, promotes, directs and monitors risk management processes within SOLAS. To assist this process, SOLAS has nominated a Director as Chief Risk Officer (CRO). This Director is responsible for supporting the work of the Risk Management Committee and for compiling and preparing reports for the ARC. The Board and the Audit and Risk Committee provide independent oversight and review of the effectiveness of SOLAS' risk management.

A formal process for the identification, evaluation, mitigation, and management of

business risks has been established and includes:

- the identification and nature of risks
- the likelihood of occurrence
- the financial or other implications
- the mitigating controls and factors
- the maintenance of a corporate risk register
- plans to manage the identified risks
- monitoring and reporting on the process
- risks are reviewed on an ongoing basis by management and on a formal basis by the ARC at least twice a year
- key risks by business units are aligned to the annual business plans.

> Ongoing Monitoring and Review

The Board has taken steps to ensure an appropriate control environment is in place by:

- clearly defining and documenting management responsibilities and authority
- ensuring clear lines of accountability for management
- establishing formal procedures through various committee functions to monitor the activities and safeguard the assets of the organisation
- establishing procedures for reporting significant control failures and ensuring appropriate corrective action is taken
- developing a strong culture of accountability across all levels of the organisation
- adopting and adhering to the Code of Practice for the Governance of State Bodies

- reviewing the effectiveness of the Board
- ensuring the control environment includes an active Audit and Risk Committee, an Internal Audit function, the Chief Executive Officer's regular reports to the Board and the presentation to the Board of activity and financial results - current month and year to-date at each meeting.

The system of internal control is based on a framework of regular management information, policies and procedures including segregation of duties, and a system of delegation and accountability. In particular it includes:

- the identification of key risks and implementation of related controls and ongoing monitoring of the operation where any identified deficiencies are reported to SOLAS' Executive Risk Management Committee and the ARC
- a comprehensive budgeting system with an annual budget, which is reviewed and agreed by the Board. This incorporates a very detailed business planning process
- setting targets to measure financial and other performance
- reviews by the Board of monthly and annual Financial Reports which indicate activity and financial performance against budgets
- established procurement procedures under which goods and services are procured in accordance with EU and national procurement requirements
- that any foreign travel requests are subject to approval by the Chief Executive Officer
- procedures for the control of capital investment that are in accordance with Guidelines for the Appraisal and Management of Capital Expenditure Proposals, issued by the Department of Finance in February 2005

- Terms and conditions of funding in place for each Education and Training Board, a parameters document that outlines the business planning process including objectives for each year and a comprehensive business service plan that is reviewed twice a year
- Strategic Performance Agreements between SOLAS and the Educational and Training Boards (ETBs) were completed in 2022 and are now in place for the period of 2022-2024.

> Impact of COVID-19

COVID-19 and the impact of the pandemic reduced in the second half of 2022 from that which prevailed in 2020 and 2021. In terms of its potential impact on the control environment and to mitigate risk, SOLAS continued with the following measures:

- all staff have the capability to work remotely. 2% of staff (essential) are required to be office based
- staff have the infrastructure to allow remote working through Office 365 (OneDrive, TEAMS, SharePoint, phones), laptops and hardware
- enhanced cyber security controls are in place with compulsory cyber-security training for all staff
- increased MFA (Multi-Factor Authentication) digital sign offs are in place
- enhanced controls are in place in procurement and HR processes
- segregation of duties and all financial controls were maintained and changed where necessary
- the Board was updated on a regular basis in relation to COVID-19 protocols
- there was no impact on the Financial Statements.

> Procurement

We confirm that we have procedures in place to ensure compliance with current procurement rules and guidelines as set out by the Office of Government Procurement. SOLAS is fully compliant with regard to Procurement.

> Review of Effectiveness

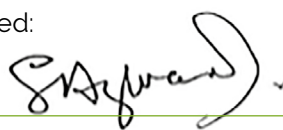
The Board's monitoring and review of the effectiveness of the System of Internal Control is informed by the work of:

- the Executive Directors/Directors/Managers within SOLAS, who have responsibility for the development and maintenance of the financial control framework
- the Head of Internal Audit
- the ARC, which oversees the work of Internal Audit and reviews the Statement on the System of Internal Controls
- the comments made by the Office of the Comptroller and Auditor General in his management letter or other reports; and
- a review of the effectiveness of control was considered under the Internal Control Framework by the Board on 27 April 2023. This review focused on internal audit findings, the Corporate Governance Register and disposals of fixed assets.

> Internal Control Issues

No material breaches in internal control, material losses or frauds were identified during the course of the year.

Signed:



Seán Aylward
Chairperson, SOLAS
Date: 25 May, 2023

SOLAS

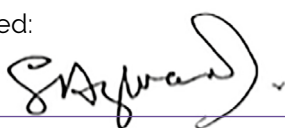
Statement of Income and Expenditure for the year ended 31 December 2022

	Note	2022	2021
		€'000	€'000
Income	2	976,610	833,698
Expenditure			
Payroll Costs	5	15,204	14,164
Overheads	5	6,915	6,168
SOLAS Operational Costs		22,119	20,332
Retirement Benefit Costs	5	10,360	6,690
Programme Costs	6	9,009	9,000
Grants to Education and Training Boards	7(a)	893,305	759,182
Grants to VSCCS*	7(b)	4,210	3,966
Grants to Organisations in the FET sector	7(c)	12,656	10,256
Apprenticeship Grants to Employers	7(d)	10,816	10,389
Grants to Consortia & Coordinating Bodies	7(e)	2,811	3,466
Total Grants		923,798	787,259
Total Expenditure		965,286	823,281
Surplus for the Year		11,324	10,417

Notes 1 to 20 form an integral part of these Financial Statements.

* Voluntary Secondary and Community and Comprehensive Schools

Signed:



Seán Aylward
Chairperson, SOLAS
Date: 25 May, 2023



Andrew Brownlee
Chief Executive Officer, SOLAS
Date: 25 May, 2023

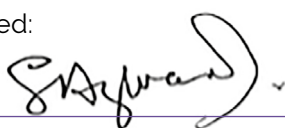
SOLAS

Statement of Comprehensive Income for the year ended 31 December 2022

	Note	2022	2021
		€'000	€'000
Surplus for the Year		11,324	10,417
Experience Gain/(Loss) on Retirement Benefit obligations		(2,064)	2,316
Change in assumptions underlying the present value of Retirement Benefit liabilities		151,080	(10,574)
Actuarial Gain/(Loss) on Retirement Benefit Liabilities	12 (a)(v)	149,016	(8,258)
Adjustment to Deferred Retirement Benefit Funding		(149,016)	8,258
Total Recognised Surplus for the Year		11,324	10,417

Notes 1 to 20 form an integral part of these Financial Statements.

Signed:



Seán Aylward
Chairperson, SOLAS
Date: 25 May, 2023



Andrew Brownlee
Chief Executive Officer, SOLAS
Date: 25 May, 2023

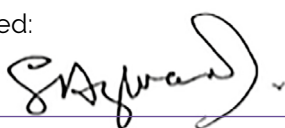
SOLAS

Statement of Financial Position as at 31 December 2022

	Note	2022		2021	
		As at 31 December 2022		As at 31 December 2021	
		€'000	€'000	€'000	€'000
Non Current Assets					
Property, Plant & Equipment	8		422		647
Current Assets					
Receivables	9	1,767		760	
Cash		13,917		11,632	
		15,684		12,392	
Liabilities falling due within one year					
Payables	10	(3,738)		(1,535)	
Net Current Assets			11,946		10,857
Total Assets Less Current Liabilities before Retirement Benefit Obligations			12,368		11,504
SOLAS Retirement Benefit Liabilities	12(a)(ii)	(513,930)		(685,750)	
Deferred Retirement Benefit Funding	12(a)(ii)	513,930	0	685,750	0
Total Assets			12,368		11,504
Capital and Reserves					
Capital Reserve		422		647	
Capital Account		600	1,022	418	1,065
Revenue Reserve			11,346		10,439
			12,368		11,504

Notes 1 to 20 form an integral part of these Financial Statements.

Signed:



Seán Aylward
Chairperson, SOLAS
Date: 25 May, 2023



Andrew Brownlee
Chief Executive Officer, SOLAS
Date: 25 May, 2023

SOLAS

Statement of Cash Flows for the year ended 31 December 2022

	Note	2022	2021
		€'000	€'000
Cash flow from Operating Activities			
Surplus for the Year		11,324	10,417
Interest Paid/(Received)		84	107
Refund to the Department of Further & Higher Education, Research, Innovation & Skills		(10,417)	(10,093)
Adjustment for non-cash items			
(Increase)/Decrease in Inventory			5
(Increase)/Decrease in Receivables	9	(1,007)	1,145
Increase/(Decrease) in Payables	10	2,203	(271)
Net Cash Inflow/(Outflow) from Operating Activities		2,187	1,310
Cash flow from Investing Activities			
Payments to Acquire Fixed Assets	8	(220)	(124)
Capital Grants Received	3	44,296	21,053
Capital Grants to ETBs	7(a)	(43,896)	(20,622)
Capital Grants to Other FET Providers		0	0
Rounding		2	
Cash flow from Financing Activities			
Interest (Paid)/Received		(84)	(107)
Net Cash inflow/(Outflow) from Investing/Financing Activities		98	200
Increase/(Decrease) in Cash in the Year		2,285	1,510
Cash at the beginning of the Year		11,632	10,122
Cash at the end of the Year		13,917	11,632

The Surplus is stated after taking account of Depreciation and Amortisation of Capital Grant.

Notes 1 to 20 form an integral part of these Financial Statements.

SOLAS

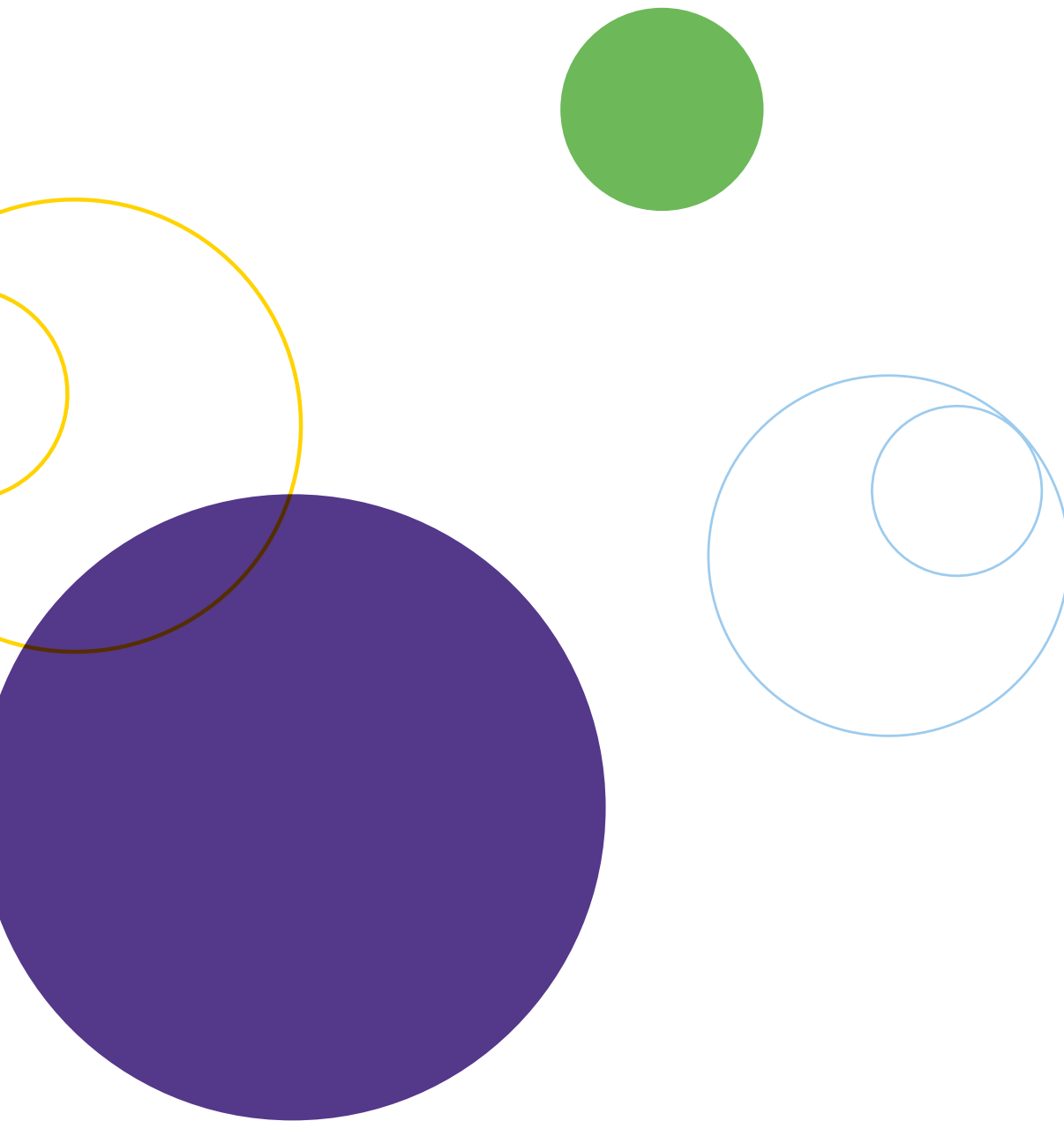
Statement of Changes in Reserves and Capital Account for the year ended 31 December 2022

	Note	Revenue Reserves	Capital Account	Capital Reserves	Total
		€'000	€'000	€'000	€'000
Balance as at 31 December 2020		10,115	111	924	11,150
Surplus for the Year		10,417	0	0	10,417
Refund to the Department of Further & Higher Education, Research, Innovation & Science #		(10,093)	0	0	(10,093)
Capital Grants Received	3	0	21,053	0	21,053
Capital Grants to ETBs	7(a)	0	(20,622)	0	(20,622)
Capital Grants to Other FET Providers		0	0	0	0
Payments to Acquire Fixed Assets	8	0	(124)	124	0
Amortisation of Capital Grant - Depreciation	2 & 8	0	0	(401)	(401)
Retirement Benefits					
Actuarial Gain/(Loss) on Retirement Benefit Liabilities	12(a)(v)	(8,258)	0	0	(8,258)
Adjustment to Deferred Exchequer Retirement Benefit Funding		8,258	0	0	8,258
Balance as at 31 December 2021		10,439	418	647	11,504
Surplus for the Year		11,324	0	0	11,324
Refund to the Department of Further & Higher Education, Research & Science #		(10,417)	0	0	(10,417)
Transfer of surplus Land to Department of Education-	8	0	0	(120)	(120)
Capital Grants Received	3	0	44,296	0	44,296
Capital Grants to ETBs	7(a)	0	(43,896)	0	(43,896)
Payments to Acquire Fixed Assets	8	0	(220)	220	0
Amortisation of Capital Grant - Depreciation	2 & 8	0	0	(325)	(325)
Rounding			2		2
Retirement Benefits					
Actuarial Gain/(Loss) on Retirement Benefit Liabilities	12(a)(v)	149,016	0	0	149,016
Adjustment to Deferred Exchequer Retirement Benefit Funding		(149,016)	0	0	(149,016)
Balance as at 31 December 2022		11,346	600	422	12,368

Notes 1 to 20 form an integral part of these Financial Statements.

With the permission of the Department of Further & Higher Education, Research, Innovation & Science, refunds in respect of previous years due to the Department were retained by SOLAS. The retention of these refunds are accounted for in current year income.

~ Land in Birr valued at €0.120m by the Valuation Office, was transferred to the Dept. of Education for a school building for a value of NIL. Procedures for this transfer were carried out in accordance with DPER circulars 11/15 '*Protocols for the transfer of state property assets*' and 17/16 '*Policy for the property acquisition and for disposal of surplus property*' and this amount adjusted under Capital Reserves.



Notes to the Financial Statements

> 1 Accounting Policies

The basis of accounting and significant accounting policies adopted by SOLAS are as follows:

Establishment of SOLAS

SOLAS was established on 27 October 2013 in accordance with the Further Education and Training Act 2013.

These financial statements set out the results of SOLAS for the year ending 31 December 2022 with comparatives for the period from 1 January 2021 to 31 December 2021.

The functions of SOLAS are set out in sections 7 to 9 of the Further Education and Training Act 2013.

General Information

Statement of Compliance

The individual financial statements of SOLAS for the year ended 31 December 2022 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and the Republic of Ireland issued by the Financial Reporting Council in the UK.

Currency

The financial statements are prepared in EURO and are rounded to the nearest €'000. The functional currency of SOLAS is also the Euro.

Legal Form

SOLAS is a Public Benefit Entity in the Republic of Ireland with a registered office in Block 1, Castleforbes House, Castleforbes Road, Dublin 1, Ireland.

A Public Benefit Entity provides goods or services for the general public, community or social benefit. Where any equity is provided, it is to support the entity's primary objectives rather than with a view to providing a financial return to equity providers, shareholders or members.

SOLAS did not receive resources from non-exchange transactions in the current year.

Significant Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the financial statements of SOLAS.

Basis of Preparation

The financial statements have been prepared under the modified historical cost convention and with Financial Reporting Standard (FRS) 102 in a form approved by the Minister for Further & Higher Education, Research, Innovation & Science with the consent of the Minister for Public Expenditure and Reform under the Further Education and Training Act 2013.

The financial statements have been prepared using the accruals method of accounting except as stated below and in accordance with accounting practice generally accepted in Ireland. Accounting standards generally accepted in Ireland in preparing the financial statements giving a true and fair view are those published by the Institute of Chartered Accountants in Ireland and issued by the Financial Reporting Council.

In accordance with DPER Circular 21/2015 relating to FRS 102, these financial statements comprise the Statement of Income and Expenditure, Statement of Comprehensive Income, Statement of Financial Position, Statement of Cash Flows and Statement of Changes in Reserves and Capital Account. In addition, notes 1 to 20 form an integral part of the financial statements.

The financial statements of SOLAS are prepared in accordance with applicable accounting standards and were authorised for issue by the Board of SOLAS on 27 April 2023.

Property, Plant & Equipment

Capitalisation

Property, Plant and Equipment are stated at historic cost less accumulated depreciation. Land is stated at revalued amount.

The cost of an asset is made up of the purchase price of the asset plus any costs directly attributable to bringing the asset into working condition for its intended use.

Fixtures and fittings below the capitalisation threshold are charged to the Statement of Income and Expenditure in the year of purchase. The capitalisation threshold amount is €1,000 inclusive of VAT. All computer equipment is capitalised regardless of value.

Depreciation

Depreciation is calculated to write off the original cost of the asset or the revalued amount less the estimated residual value on a straight-line basis over its estimated useful economic life as follows:

- Land – Nil;
- Leasehold Improvements (over the term of the lease);
- Equipment and Furniture – 5 years (20%); and
- Computers and other computer equipment – 3 or 5 years (33¹/₃% or 20%)

No provision for depreciation is made in respect of freehold land. Depreciation on capital assets is matched by a transfer from the Capital Reserve.

The carrying value of tangible fixed assets is reviewed for impairment if events or changes in circumstances indicate that the carrying amount value may not be recoverable.

Capital Reserve

The Capital Reserve represents the net amount expended on tangible assets, funded by Exchequer Grants. These grants are amortised to revenue over the expected life of the assets in line with the depreciation, tangible asset impairments and tangible asset write-offs.

Cash

Cash, for the purpose of the cash flow statements, comprises cash in hand and deposits repayable on demand.

Receivables

Trade and other Receivables are recorded at transaction price. Any losses arising from impairment are recognised in the income statement in administrative expenses.

Payables

Trade and other Payables are recorded at transaction price. Any losses arising from impairment are recognised in the income statement in administrative expenses.

Revenue Reserve

The Revenue Reserve represents the retained surplus of SOLAS.

Provision

A provision is recognised in the Statement of Financial Position when SOLAS has a present legal or constructive obligation and it is probable that an outflow of economic benefits would be required to settle the obligation.

Revenue

State Funding

Current grants are recognised on a cash received basis. However, surpluses arising in prior years are retained by SOLAS with the permission of the Department. As a result, the amount recognised in the statement of income and expenditure takes account of cash actually received and the prior year's retained surplus which is offset against reserves in the statement of changes in reserves.

Capital grants are accounted for on a cash received basis and recognised in the income statement over the expected life of the assets in line with depreciation and tangible asset write-offs.

Other Income

In general, other income is accounted for on a cash received basis except where invoices are issued. In this case, income is accounted for as invoiced.

Foreign Currency and Functional Currency

Items included in the financial statements are presented in Euro, the currency of the primary economic environment in which SOLAS operates (the "functional currency").

Transactions denominated in foreign currency during the period have been translated at the rate of exchange at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated into Euro at the rates of exchange at the Statement of Financial Position date. The resulting profits or losses are dealt with in the Statement of Income and Expenditure.

Grants

Current and capital grants paid to Education and Training Boards, Voluntary, Community and Secondary Schools, Employers and various other agencies and bodies, for the purposes of Further Education and Training are accounted for on a cash basis. This is consistent with the manner in which State funding is accounted for by SOLAS.

Capital Grants to Education and Training Boards

Capital Grants disbursed to Education and Training Boards are accounted for in the Statement of Income and Expenditure. Income is released from the Capital Account to finance such grants.

Bad Debts

Debtors are disclosed at original invoice amount less an allowance for potentially uncollectible debts. Provision is made where there is objective evidence that SOLAS will not be in a position to collect the associated debts. Bad debts are written off to the Statement of Income and Expenditure on identification.

Leasing

Rentals in respect of operating leases are charged to the Statement of Income and Expenditure on a straight-line basis over the lease term. There are no financial leases in place. Operating leases relate to buildings occupied by SOLAS.

Legal Cases

Legal costs are recognised in the financial statements as they are incurred. Provision is made for the Board's best estimate of the cost of any settlement when judged probable that a settlement will occur in the case and the cost of settlement can be measured reliably.

Retirement Benefits

SOLAS operates the Single Public Service Pension Scheme (Single Scheme) which is the defined benefit pension scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme members' contributions are paid over to the Department of Public Expenditure and Reform.

SOLAS also operates two legacy retirement benefit schemes as follows:

- A defined benefit scheme which provides retirement benefits to former AnCO staff. This scheme was closed to new members on 1 January 1988. On 31 December 2009 the assets of the scheme were transferred to the National Pension Reserve Fund in accordance with the Financial Measures (Miscellaneous Provision) Act 2009. Contributions from SOLAS and staff in this scheme are paid over to our parent Department.

- An unfunded defined benefit scheme whose benefits are paid out of the funding provided annually by our parent Department. Contributions from staff in this scheme are paid over to our parent Department each year.

Retirement benefit costs reflect retirement benefits earned by employees in the period.

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive Income and a corresponding adjustment is recognised in the amount recoverable from our parent Department.

Retirement benefit liabilities represent the present value of future retirement benefit payments earned by staff to date. Deferred retirement benefit funding represents the corresponding asset to be recovered in future periods from the Department of Further & Higher Education, Research, Innovation and Science.

Critical Accounting Estimates and Judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision only affects that period or in the period of the revision and future periods if the revision affects both current and future periods. The areas involving a high degree of judgement

or complexity, or areas where assumptions or estimates are significant to the financial statements include:

Impairment of Property, Plant and Equipment

The carrying values of items of land and buildings, equipment and furniture are reviewed for indicators of impairment at each reporting date and are subject to impairment testing when events or changes in circumstances indicate that the carrying value may not be recoverable.

Retirement Benefits

The liabilities and costs associated with the legacy defined benefit retirement benefit schemes (both funded and unfunded) are assessed on the basis of the projected unit method by professionally qualified actuaries and are arrived at using actuarial assumptions based on market expectations at the financial reporting date. The discount rates employed in determining the present values of the schemes' liabilities are determined by reference to market yields at the financial reporting date on high-quality corporate bonds of a currency and term consistent with the currency and term of the associated post-employment benefit obligations.

The net surplus or deficit arising on the defined benefit retirement benefit schemes, together with the liabilities associated with the unfunded schemes, are shown either within non-current assets or non-current liabilities in the Statement of Financial Position.

Assumptions

The assumptions underlying the actuarial valuations from which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in future compensation levels, mortality rates and healthcare cost trend rates) are updated annually based on current economic conditions and for any relevant changes to the terms and conditions of the retirement benefit and post-retirement plans.

These assumptions can be affected by:

- i. For the discount rate - changes in the rate of return on high-quality corporate bonds;
- ii. For future compensation levels - future labour market conditions; and
- iii. For healthcare cost trend rates - the rate of medical cost inflation in the relevant regions.

The weighted average actuarial assumptions applied in the determination of retirement benefit and other post-retirement liabilities are contained in Note 12. While management believes that the assumptions used are appropriate, differences in actual experience or changes in assumptions may affect the obligations and expenses recognised in future accounting periods. The assets and liabilities of defined benefit retirement benefit schemes may exhibit significant period-on-period volatility attributable primarily to changes in bond yields and longevity. In addition to future service contributions, significant cash contributions may be required by the Department of Further & Higher Education, Research, Innovation & Science to remediate past service deficits.

SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

> 2 Income

	Note	2022	2021
		€'000	€'000
State Funding - Non Capital	3	949,470	833,120
State Funding in respect of ETB Capital Grants	7(a)	43,896	20,622
Net Deferred Retirement Benefit Funding	12(a)(iii)	(22,804)	(24,367)
Other Income	4	5,723	3,922
Amortisation of Capital Grant - Depreciation	5 & 8	325	401
Total Income		976,610	833,698

> 3 State Funding

	2022	2021
	€'000	€'000
State funding was received under the following headings:		
Non Capital		
Vote 45 (Subheads A3, A5 & A7) - Department of Further & Higher Education, Research, Innovation & Science		
Administration and General Expenses		
Staff Costs and Overheads (A3.1)	21,624	18,758
Less: Employee Retirement Benefit Contributions paid to the State	(671)	(733)
Less: Employer Retirement Benefit Contributions paid to the State	(75)	(102)
	20,878	17,923
SOLAS Training Programmes (A3.1)	3,617	5,558
Further Education & Training Pay Grants (A5.1.1)	288,650	262,463
Further Education & Training Non Pay Grants (A5.1.2)	296,864	257,490
Retirement Benefit Funding (A7.1.1)	34,000	32,000
Total Vote 45 - Department of Further & Higher Education, Research, Innovation & Science	644,009	575,434

SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

> 3 State Funding (continued)

	2022	2021
	€'000	€'000
Other Oireachtas		
National Training Fund †	305,461	257,686
Total State Funding - Non Capital #	949,470	833,120
Capital		
Vote 45 (Subhead A3.1 & A5.1) - Department of Further & Higher Education, Research, Innovation & Science	44,296	21,053
Total State Funding - Capital	44,296	21,053
Total State Funding	993,766	854,173

† An amount of €305.461m (2021 : €257.686m) was received during the year from the National Training Fund. These funds were used to part-finance a range of Further Education & Training Programmes for both the employed and the unemployed including Apprenticeship, Employee Development, Specific Skills Training, Traineeship, the Vocational Training Opportunities Scheme and the Skills Analysis Unit.

Non Capital State funding is reported net of surpluses recovered from ETBs amounting to €32.015m relating to previous years. Excluding this recovery, Non Capital State funding for FET activities in 2022 would have been €981.485m and total income would have been €1,008.625m.

State funding includes an advance of European Social Fund (ESF) funding.

In line with DPER circular 13/14 and with the permission of the Department, the 2021 surplus of €10.417m was retained and accounted for in the current year's income as part of the overall grant due to SOLAS in 2022. The grant of €949.470m from the Department for non-capital includes cash received of €939.053m in 2022 and the €10.417m surplus brought forward from 2021.

> 4 Other Income

	2022	2021
	€'000	€'000
Construction Activities	5,603	3,772
Miscellaneous Income	120	150
Total	5,723	3,922

> 5 Payroll Costs, Retirement Benefit Costs and Overheads

	Note	2022	2021
		€'000	€'000
Payroll Costs			
Office of the CEO		316	258
Office of the NAO	19	579	0
Transformation		3,513	3,201
Delivery		5,740	5,865
Support		5,056	4,840
Total Payroll Costs *		15,204	14,164
Total Retirement Benefit Costs	12(a)(i)	10,360	6,690
Overheads			
Travel & Subsistence †		170	30
Staff Training & Development		346	260
Depreciation	8	325	401
Establishment Costs		2,394	2,313
Programme Development Costs		278	78
Communications & Information Technology		1,930	1,929
Insurance & Accidents		246	239
Other Overheads ‡		1,226	918
Total Overheads		6,915	6,168
Total Payroll, Retirement Benefit and Overhead Costs		32,479	27,022
Comptroller & Auditor General Audit Fee ‡		51	46

* Total Payroll Costs comprises salaries and employers PRSI of €1,186k and allowances of €161k and overtime of €6k.

† Travel & Subsistence costs above are composed of national €163k and international €7k.

‡ Comptroller & Auditor General Audit Fee stated is included in Other Overheads.

SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

> 6 Programme Costs

	Note	2022	2021
		€'000	€'000
eCollege		2,156	3,027
Technology Enhanced Learning		2,340	2,875
Training For Employment		4,496	5,902
Standards Based Apprenticeship		296	790
National Apprenticeship Office	19	750	0
Construction		1,619	1,475
Training In Employment		2,665	2,265
FET Sector Evaluations		15	0
Employee Development (WBEF/STA)		826	360
Active Inclusion		33	206
ETB Professional Development		2	0
Pathways/CAO Campaign		510	256
Debenhams Training Fund		398	0
Internal Apprenticeship Programme		64	11
Other Programmes		1,848	833
Total Programme Costs		9,009	9,000

> Direct Provision of Funding

7(a) Summary of Grants Paid to Education and Training Boards

Education & Training Board	FET Provision	Capital	2022	2021
			Total	Total
	€'000	€'000	€'000	€'000
Cavan & Monaghan	30,761	5,591	36,352	26,544
City of Dublin	131,636	1,498	133,134	118,492
Cork	82,347	2,506	84,853	76,579
Donegal	26,105	765	26,870	24,192
Dublin & Dun Laoghaire	75,255	2,756	78,011	62,802
Galway & Roscommon	50,338	727	51,065	53,211
Kerry	42,745	1,138	43,883	38,696
Kildare & Wicklow	36,452	857	37,309	31,275
Kilkenny & Carlow	24,918	435	25,353	21,947
Laois & Offaly	41,382	435	41,817	34,161
Limerick & Clare	77,964	1,840	79,804	70,682
Longford & Westmeath	30,222	726	30,948	24,591
Louth & Meath	53,649	20,508	74,157	49,908
Mayo, Sligo & Leitrim	48,575	2,130	50,705	39,094
Tipperary	30,436	1,201	31,637	25,786
Waterford & Wexford	66,624	783	67,407	61,222
Total Grants to Education and Training Boards	849,409	43,896	893,305	759,182

Note: Grants allocated to ETBs in 2022 amounted to €925.320m – Grants amounting to €893.305m were disbursed in 2022 and the balance of €32.015m was funded by balances retained by ETBs from underspends.

> Direct Provision of Funding

7(b) Summary of Grants Paid to Voluntary Secondary, Community and Comprehensive Schools (VSCCS)

Schools operating the PLC Programme	2022	2022	2022	2022	2021
	PLC	Other Grants	Other Grant Refunds*	Total	Total
	€'000	€'000	€'000	€'000	€'000
Castlerea Community School, Co.Roscommon	0	0	(3)	(3)	0
Central College, Co.Limerick	73	35	(41)	67	(4)
Clifden Community College, Co.Galway	0	0	0	0	1
Colaiste Chiarain, Summerhill, Athlone, Co.Roscommon	27	0	0	27	3
Colaiste Mhuire, Co.Galway	8	7	(1)	14	2
Donahies Community School, Donaghmede, Dublin 13	4	0	0	4	15
Glenamaddy Community School, Co.Roscommon	13	6	0	19	(8)
Gorey Community School, Co.Wexford	45	145	(41)	149	9
Jesus & Mary Secondary School, Co.Sligo	51	6	(1)	56	26
Kilrush Community School, Co.Clare	7	2	0	9	(30)
Mary Immaculate Secondary School, Co.Clare	2	0	(5)	(3)	27
Mercy College, Chapel Hill, Co.Sligo	7	0	(1)	6	1
Moate Business College, Co.Westmeath	198	144	(2)	340	53
North Presentation Secondary School, Co.Cork	0	0	(4)	(4)	(20)
Sancta Maria College, Co.Mayo	6	0	(1)	5	5
Scoil Phobail, Clifden Community School, Co.Galway	0	0	0	0	(2)
St Cuan's College, Co.Galway	10	0	0	10	21
St Joseph's Secondary School, Spanish Point, Co.Clare	0	2	(3)	(1)	(0)
St Louis Community School, Kiltimagh, Co.Mayo	1	0	(7)	(6)	(7)
St Michael's School, Castlrea, Co.Roscommon	0	0	(1)	(1)	(5)
Tullow Community School, Co.Carlow	8	2	0	10	(20)
Schools operating the PLC Programme	460	349	(111)	698	67

*Includes COVID-19 Grant Refunds

> **Direct Provision of Funding**

7(b) Summary of Grants Paid to Voluntary Secondary, Community and Comprehensive Schools (VSCCS)

Schools operating the Back to Education Initiative Programme - (BTEI)	2022	2021
	€'000	€'000
Central College, Co.Limerick	0	28
Colaiste Mhuire	0	(2)
Donahies Community School, Donaghmede, Dublin 13	67	58
Gorey Community School, Gorey, Co.Wexford	36	120
Mary Immaculate Secondary School, Lisdoonvarna, Co.Clare	169	56
Moate Business College	0	30
Nagle Rice Secondary School, Doneraile, Co.Cork	10	16
North Presentation Secondary School, Co.Cork	52	76
Sancta Maria College, Co.Mayo	8	12
Scoil Mhuire, Ennistymon, Co.Clare	12	1
St Cuan's College, Co.Galway	0	(4)
St Joseph's Secondary School, Spanish Point, Co.Clare	50	44
St Louis Community School, Kiltimagh, Co. Mayo	0	(7)
St Michael's Castlerea, Co.Roscommon	28	25
	432	453
Reimbursements		
Department of Education (LDA reimbursement) ‡	53	69
Department of Education (PLC Costs in VSCCS)~	3,027	3,377
	3,080	3,446
Total Grants Voluntary Secondary, Community and Comprehensive Schools	4,210	3,966

‡ Locally Devised Assessments (LDA) payments to teachers in Voluntary Secondary, Community and Comprehensive Schools paid via the Department of Education.

~ PLC Costs for teacher pay in Voluntary Secondary, Community and Comprehensive Schools paid via the Department of Education.

> Direct Provision of Funding

7(c) Summary of Grants paid to organisations in the Further Education and Training Sector

Further Education and Training - Support Organisations	2022	2021
	€'000	€'000
AHEAD - Association for Higher Education Access & Disability	244	197
AONTAS - The National Adult Learning Organisation	1,591	1,353
Association of Community & Comprehensive Schools (ACCS)	223	109
Construction Industry Federation	83	83
Down Syndrome Ireland	64	140
Pavee Point	104	0
Dyslexia Association of Ireland	191	103
Education and Training Boards Ireland (ETBI)	2,188	1,608
National Adult Literacy Agency (NALA)	2,188	2,260
National Centre for Guidance in Education (NCGE)	176	277
	7,052	6,130
Further Education and Training - Staff Representative Organisations		
Education and Training Boards Ireland (ETBI) ^	68	26
National Association of Adult & Community Education Directors (NACED)	32	21
	100	47
Further Education and Training - Lifelong Learning Opportunities		
Age Action Ireland	132	67
An Cosan - The Shanty Educational Project Ltd	660	660
Irish Countrywomen's Association	21	21
National Adult Literacy Agency (NALA)	43	0
Peoples College	111	112
Third Age	241	215
	1,208	1,075
Further Education and Training - Continuing Professional Development		
SETU (formally know as Waterford Institute of Technology) (WIT/NALA)	525	512

SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

European Union and Specific Projects		
Central Statistics Office (PIAAC)*	1,166	169
Department of Foreign Affairs & Trade (PIAAC)*	107	200
Fasttrack Into Information Technology (FIT)	1,244	1,260
Irish Association of Community Training Organisations (IACTO)	134	151
Irish National Organisation of the Unemployed (INOU)	20	20
LEARGAS	91	0
	2,762	1,800
Further Education and Training - Other Providers		
Irish Deaf Society	663	362
National Adult Literacy Agency (NALA) - Write On/Phone Tuition	186	170
Trinity Centre for People with Intellectual Disabilities	160	160
	1,009	692
Total Grants to Organisations in the FET Sector	12,656	10,256

* Programme for the International Assessment of Adult Competencies (PIAAC)

^ This grant is distributed by Education and Training Boards Ireland (ETBI) to various staff associations in the ETB sector

> 7(d) Grants paid to employers in respect of the Apprenticeship Schemes

	Note	2022	2021
		€'000	€'000
Apprenticeship Incentivisation Scheme*		9,925	10,389
Apprenticeship Employer Grant #	19	891	0
Total Grants to Employers		10,816	10,389

* In 2022, grants amounting to €6.830m were paid to 2,304 employers (3,415 apprentices) in relation to the registration of apprentices. A further €3.095m was paid to 1,819 employers (3,095 apprentices) in relation to the retention of apprentices. In 2021, grants amounting to €10.126m were paid to 2,630 employers (5,063 apprentices) in relation to the registration of apprentices. A further €0.263m was paid to 194 employers (263 apprentices) in relation to the retention of apprentices.

In 2022 grants amounting to €0.891m were paid to 297 employers in relation to the registration of apprentices under this programme.

> 7(e) Summary of Grants paid to Consortia and Coordinating Bodies

Further Education and Training - Grants to Consortia & Coordinating Bodies	2022	2022	2022	2021
	Operational Grants	Development Grants*	Total	Total
	€'000	€'000	€'000	€'000
Accounting Technicians Ireland				
Accounting Technician Apprenticeship	823	0	823	1,418
Atlantic Technological University Sligo				
Civil Engineering Level 6	0	16	16	0
Civil Engineering Level 7	0	11	11	0
Civil Engineering Level 8	0	21	21	0
Civil Engineering Level 9	0	15	15	0
City of Dublin ETB				
Auctioneering & Property Services	0	0	0	2
Fasttrack into Information Technology (FIT)				
ICT Associate - Software Developer/Network Engineer/Cybersecurity	698	0	698	796

SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

Further Education and Training - Grants to Consortia & Coordinating Bodies	2022	2022	2022	2021
Freight and Transport Association of Ireland				
FTAI Development Funding	0	15	15	0
Institute of Technology Carlow				
Geo-Driller Apprenticeship	0	0	0	25
Galway Roscommon ETB				
Arboriculture - refund	0	0	0	(22)
Griffith College Dublin				
Health Care Assistant	0	50	50	62
Laois & Offaly ETB				
Scaffolding	0	0	0	45
Limerick & Clare ETB				
Hairdressing	0	0	0	54
Louth & Meath ETB				
Robotics & Automation	0	18	18	0
Mayo Sligo Leitrim ETB				
Immersive Technology	0	11	11	0
Digital Marketing & Media	0	10	10	0
Restaurants Association of Ireland				
Chef De Partie/Sous Chef	0	0	0	15
Retail Ireland Skillsnet Consortia				
Apprenticeship in Retail Supervision	1,016	0	1,016	809
Technological University of the Shannon Midlands Midwest				
Advanced Quantity Surveyor	0	27	27	0
University of Limerick				
Cybersecurity Practitioner Level 8	0	80	80	0
Equipment Systems Engineer	0	0	0	48
Principal Engineer	0	0	0	49
Supply Chain Associate, Manager and Specialist	0	0	0	125
Lean Sigma Manager	0	0	0	40
Total	2,537	274	2,811	3,466

*Please see Note 19

SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

> 8 Property, Plant & Equipment

	Note	2022			2021		
		Land & Buildings	Equipment & Furniture	Total	Land & Buildings	Equipment & Furniture	Total
Cost		€'000	€'000	€'000	€'000	€'000	€'000
Opening Balance		633	3,263	3,896	599	3,733	4,332
Additions during the period		41	179	220	34	90	124
Transfer of Land	8(b)	(120)	0	(120)	0	0	0
Disposals during the period	8(a)	0	(668)	(668)	0	(560)	(560)
Balance at the end of the period		554	2,774	3,328	633	3,263	3,896
Accumulated Depreciation							
Opening Balance		327	2,922	3,249	270	3,138	3,408
Depreciation on Disposals	8(c)	0	(668)	(668)	0	(560)	(560)
Charge for the period		62	263	325	57	344	401
Balance at the end of the period		389	2,517	2,906	327	2,922	3,249
Net Book Value at the end of the Year		165	257	422	306	341	647

8(a) The disposal of equipment and furniture in the period was €0.668m (2021 €0.560m) and related to fully depreciated legacy and obsolete equipment.

8(b) Land in Birr valued at €0.120m by the Valuation Office, was transferred to the Dept. of Education for a school building for a value of NIL. Procedures for this transfer were carried out in accordance with DPER circulars 11/15 'Protocols for the transfer of state property assets' and 17/16 'Policy for property acquisition and for disposal of surplus property'.

8(c) All depreciation, asset disposal and asset write-offs are financed by a corresponding transfer from the Capital Reserve. There were no impairment write-offs in the period.

> 9 Receivables

	2022	2021
	As at 31 December 2022	As at 31 December 2021
	€'000	€'000
Trade and Other Receivables	20	47
General Prepayments	1,747	713
Total	1,767	760

> 10 Payables

	2022	2021
	As at 31 December 2022	As at 31 December 2021
	€'000	€'000
Trade Payables	1,057	663
Accruals	2,372	559
Holiday Pay Provision	170	134
Payroll Deductions	34	18
Income clearing/Deferred Income Account	105	161
Total	3,738	1,535

> 11 Remuneration

> 11(a) Aggregate Employee Benefits

	2022	2021
	€'000	€'000
Wages and Salaries	14,018	13,083
Employer PRSI Costs	1,186	1,081
Retirement benefit costs	10,360	6,690
Total	25,564	20,854

Employee benefits include salary and employer PRSI and but exclude employer retirement benefit contributions. Total employer retirement benefit contributions for the organisation amounted to €75k in 2022 (2021: €102k).

A total of 228 staff, full time equivalents (including seven secondees) were being paid at 31 December 2022 (2021: 213).

In July 2015 the moratorium on Public Service recruitment was lifted and a new Staffing Resource Management Framework (SRMF) replaced the Employment Control Framework approach to staffing. The new approach gave delegated authority to the Department to approve the recruitment and promotion of staff without reference to the Department of Public Expenditure and Reform (DPER), subject to compliance with a binding pay ceiling and other related conditions. The SRMF enables SOLAS to fill vacancies up to and including Director (Grade 4) and equivalent; Executive Director (Grade 3) and above, subject to approval of the required business cases by the Department.

18 staff were unpaid being on leave of absence, on career breaks, in receipt of Permanent Health Insurance, on nil pay due to sick leave or on temporary rehabilitation remuneration. (2021: 17 staff).

Standard employee pension contributions amounted to €670,536 in 2022 (2021: €733,317).

An amount of €480,892 was deducted from Wages and Salaries for the year 1 January 2022 to 31 December 2022 in relation to Additional Superannuation Contributions (ASC) and paid to our parent department (2021: €442,884).

No severance/termination payments were made in 2022 or 2021.

SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

> 11(b) Table of Employee Benefits

Benefit Band €	Number of Employees in 2022	Number of Employees in 2021
20,001 - 60,000	119	134
60,001 - 70,000	44	40
70,001 - 80,000	21	21
80,001 - 90,000	21	14
90,001 - 100,000	10	6
100,001 - 110,000	0	2
110,001 - 120,000	5	3
120,001 - 130,000	0	0
130,001 - 140,000	0	0
140,001 - 150,000	1	0
150,001 - 160,000	0	0
160,001 - 170,000	0	2
170,001 - 180,000	2	0
180,001 - 190,000	0	0
190,001 - 200,000	0	1
200,001 - 210,000	1	0
Total	224	223

The above table reflects employees paid over €20k by SOLAS, both full time and part time, in 2022 and 2021. Employees who left or retired within the year are also included.

Note: For the purposes of this disclosure, short-term employee benefits in relation to services rendered during the reporting period include salary, overtime, allowances and other payments made to the employee, but exclude employer's PRSI.

> 11(c) Staff Short-Term Benefits

	2022	2021
	€'000	€'000
Basic Pay	13,681	12,850
Employer's PRSI	1,186	1,081
Untaken Annual Leave	170	134
Allowances	161	99
Overtime	6	0
Total	15,204	14,164

> 11(d) Key Management Personnel

Key management personnel in SOLAS consists of the members of the Board, the Chief Executive Officer, three Executive Directors and the Director of the NAO. Board expenses are set out in note 11(f). The total value of employee benefits for key management personnel is set out below:

	2022	2021
	€	€
Board Fees	15,390	0
Salaries	817,531	657,985
Allowances (Acting)	34,098	0
Total	867,019	657,985

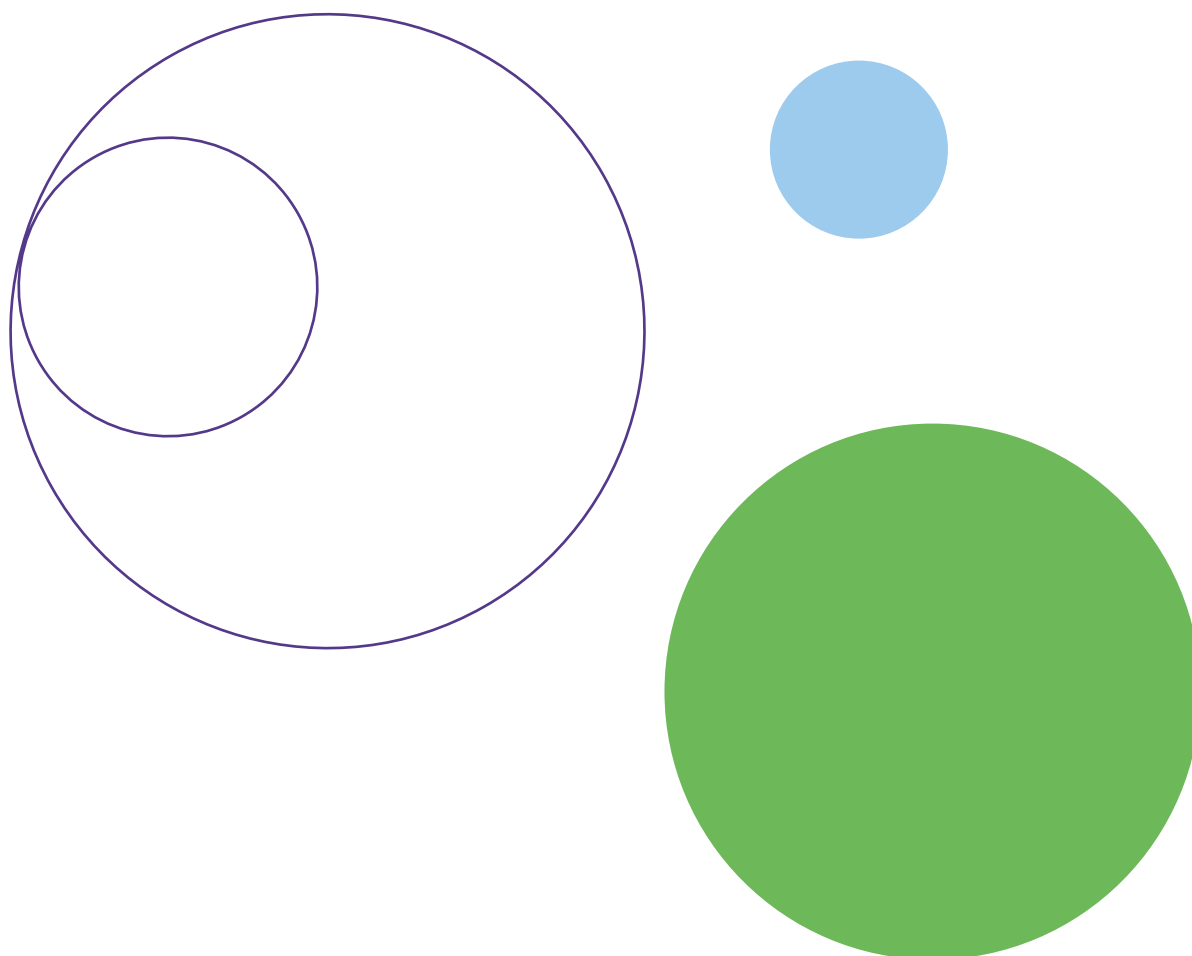
This does not include the value of retirement benefits earned in the period. The key executive management personnel are members of SOLAS's pension scheme and their entitlements in that regard do not extend beyond the terms of the model public service pension scheme. The Board are not members of any SOLAS pension scheme. Board fees were applicable from November 2022.

> 11(e) Chief Executive Officer and Benefits

The CEO remuneration package for the financial period was as follows:

	2022	2021
	€	€
CEO Salary	202,975	191,411
Total	202,975	191,411

The CEO is a member of the SOLAS pension scheme and his entitlements in that regard do not extend beyond the terms of the model public service pension scheme. The value of retirement benefits earned in the period is not included above. The CEO was paid €5,829 for expenses in 2022 (2021: €1,675).



SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

> 11(f) Fees and Expenses paid to Board members

In accordance with the requirements of Paragraph 1.4 (iv) of the Code of Practice for the Governance of State Bodies-Business and Financial Reporting Requirements 2016, fees and expenses paid to the Board in 2022 are disclosed hereunder. There were no expenses paid in 2021.

Fees were introduced for SOLAS Board members in November 2022.

	2022	2022	2022	2021
	€	€	€	€
	Fees #	Expenses	Total	Expenses
Sean Aylward (Chairperson)	3,420	0	3,420	0
Andrew Brownlee (Chief Executive Officer)	0	0	0	0
Sean Burke *	0	0	0	0
Patricia Carey *	0	0	0	0
Paul Cremmins	1,995	0	1,995	0
Patrick J. Dwyer *	0	0	0	0
Yvonne McNulty	1,995	36	2,031	0
Niamh O'Reilly	0	0	0	0
Darragh J Loftus~	0	0	0	0
Cecilia Munro *	0	0	0	0
Catrina Sheridan	1,995	0	1,995	0
Orla Coughlan	1,995	3,579	5,574	0
Siobhan O'Shea	1,995	0	1,995	0
Kevin Marshall	1,995	0	1,995	0
Total	15,390	3,615	19,005	0

* Terms of office ended 26 October 2022.

~ Term of office ended 26 October 2021.

Fees cover the 2 month period November and December 2022.

> 12 Superannuation Schemes

Under Section 8 of the Labour Services Act, 1987, An Foras Áiseanna Saothair was required to prepare and administer retirement benefit schemes for the granting of retirement benefit entitlements to its staff. The superannuation schemes were approved in 1998 by the then Ministers for Finance and Enterprise, Trade and Employment.

SOLAS operates the Single Public Service Pension Scheme (Single Scheme) which is the defined benefit pension scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme members' contributions are paid over to the Department of Public Expenditure and Reform.

There are two legacy retirement benefit schemes as follows:

- i. A defined benefit scheme which provides retirement benefits to former AnCO staff. This scheme closed to new members on 1 January 1988. On 31 December 2009 the assets of the scheme of €364.6m were transferred to the National Pension Reserve Fund (NPRF) in accordance with the Financial Measures (Miscellaneous Provisions) Act 2009. In line with the provisions of the Act, the obligation to pay benefits in accordance with the approved benefit rules of the transferred retirement benefit fund has effect after the date of the relevant transfer. Benefits are paid out of the funding provided annually by the Department of Further and Higher Education, Research, Innovation and Science.
- ii. An unfunded defined benefit scheme whose benefits are paid out of the funding provided annually by the Department of Further and Higher Education, Research, Innovation and Science.

Contributions from staff in the schemes are paid over to the Department of Further and Higher Education, Research, Innovation and Science each year. In accordance with Section 46 of the Further Education and Training Act 2013 the retirement benefit payments and other superannuation liabilities of staff transferred to Education and Training Boards (ETBs) on 1 January and 1 July 2014 became the liability of the ETBs.

In accordance with Section 46 of the Further Education and Training Act 2013 the retirement benefit payments and other superannuation liabilities of staff transferred to Education and Training Boards (ETBs) on 1 January and 1 July 2014 became the liability of the ETBs.

> 12(a) Results of the Actuarial Valuation

SOLAS commissioned an actuarial valuation on the above schemes of accrued liabilities at the financial reporting date and the cost of benefits (service cost) accrued during the year. The results of this valuation and assumptions used based on the projected unit method are listed hereunder:

	2022	2021
(i) Retirement Benefit Costs		
	€'000	€'000
Current Service Cost	3,510	3,880
Interest Expense	6,850	2,810
Contributions from Plan Members	671	733
Funding Recoverable in respect of current period Retirement Benefit Costs	11,031	7,423
Employee Retirement Benefit Contributions paid to the Department	(671)	(733)
Retirement Benefit Costs	10,360	6,690
(ii) Present Value of SOLAS Accrued Liability at beginning of year	685,750	701,859
Funding Recoverable in respect of current period Retirement Benefit Costs	11,031	7,423
Experience (Gain)/Loss on Retirement Benefit obligations	2,064	(2,316)
Changes in assumptions underlying the present value of Retirement Benefit Liabilities	(151,080)	10,574
Benefits Paid	(33,835)	(31,790)
Present Value of SOLAS Accrued Liability at end of year	513,930	685,750

SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

	2022	2021
(iii) Net Deferred Funding for Retirement Benefits in the Year		
The net deferred funding for retirement benefits recognised in the Statement of Income and Expenditure is as follows:		
	€'000	€'000
Funding Recoverable in respect of current period Retirement Benefit Costs	11,031	7,423
State Grant applied to pay Retirement Benefits	(33,835)	(31,790)
	(22,804)	(24,367)

(iv) Financial Assumptions	2022	2021
The Financial Assumptions used for FRS102 purposes were:		
Discount Rate	3.70%	1.00%
Price Inflation	2.40%	1.90%
Salary Increases	2.90%	2.40%
State Pension Increases	2.40%	1.90%
Pension increases in payment*	2.90%	2.40%
Pension increases in deferment*	2.90%	2.40%
Ill-health retirement	5% loading	5% loading

* For members of the Single Public Service Pension Scheme, pension increases before and after retirement are in line with price inflation.

The assumptions are set by reference to yield curves at the relevant accounting dates and reflect the Scheme's duration. The above assumptions are the single assumptions that give the same value of liabilities as if the figures were calculated using the yield curves described below.

The discount rate is set by reference to yields available at the accounting date on high quality corporate bonds, which we take to be AA rated for FRS102 purposes, having regard to the duration of the Scheme's liabilities.

The assumption for future price inflation is based on the difference in yields on fixed-interest and index-linked bonds as at the accounting date and reflects the duration of the pension liabilities.

The salary increase assumption is consistent with the price inflation assumption. The general rate of salary increase has been set at 0.5% p.a. above the rate of price inflation. Note that pension increases in payment and deferment are linked to general salary increases. A separate promotional salary increase table was used for active members.

SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

The assumption for life expectancy post-retirement is important and there is considerable uncertainty, particularly when considering the projection of future changes in mortality rates. The assumptions used for our results are set out below, in terms of life expectancies from normal retirement age. The mortality tables that we have used are the 58.0% of ILT15 and 62.0% of ILT15 tables. Improvements in annuity rates of 0.30% p.a. for males and 0.25% p.a. for females from 2014 have been assumed.

	2022	2021
(iv) Financial Assumptions continued		
The average life expectancy, in years, of a pensioner retiring is as follows:		
	Retiring at 60	Retiring at 60
Males	26.9 years	26.7 years
Females	29.3 years	29.2 years
	Retiring at 65	Retiring at 65
Males	22.1 years	21.9 years
Females	24.4 years	24.3 years
	Retiring at 65 in 10 year's time	Retiring at 65 in 10 year's time
Males	23.3 years	23.1 years
Females	25.4 years	25.3 years
	2022	2021
(v) Actuarial Gain/(Loss)		
	€'000	€'000
Experience Gain/(Loss) on Retirement Benefit obligations	(2,064)	2,316
Changes in assumptions underlying the present value of Retirement Benefit Liabilities	151,080	(10,574)
Actuarial Gain/(Loss) Recognised in the SCI †	149,016	(8,258)
Cumulative Gains/(Losses) Recognised in the SCI	96,704	(52,312)

† Statement of Comprehensive Income

> 12(b) Retirement Benefit Liability

The retirement benefit liability of €513.930m includes an amount of €388.310m (75.6%) related to the retirement benefit liabilities of legacy organisations currently being administered by SOLAS. These retirement benefits are being paid by the Payroll Shared Service Centre (PSSC).

> 12(c) Deferred Retirement Benefit Funding

SOLAS recognises as an asset, amounts owing from the State for the unfunded deferred liability for retirement benefits on the basis of a number of past events. These events include the statutory backing for the superannuation scheme and the policy and practice in relation to funding public service retirement benefits including the annual estimates process. SOLAS has no evidence that the funding policy will not continue to progressively meet this amount in funding in accordance with current practice. The deferred funding asset for retirement benefits as at 31 December 2022 amounted to €513.930m (2021: €685.750m). The calculation of the deferred asset is solely for FRS102 reporting purposes.

From 2010 onwards, in accordance with the provisions of the Financial Measures (Miscellaneous Provisions) Act 2009, future retirement benefits of the transferred retirement benefit fund will be met on a “pay as you go” basis out of the funding provided annually by the Department of Further and Higher Education, Research, Innovation and Science. Contributions from staff and employer in this scheme are paid over to the Department on a monthly basis.

> 13 Lease Commitments

SOLAS had the following future minimum lease payments under a non-cancellable operating leases (up to lease break clauses where these apply). These operating leases are an arrangement in which substantially all of the risks and rewards of ownership of the asset are not transferred to SOLAS by the lessor.

	2022	2021
	As at 31 December 2022	As at 31 December 2021
	€'000	€'000
Operating Lease Commitments		
Payable within one year	1,675	1,651
Payable within 2 to 5 years	825	2,476
Payable after 5 years	0	0
Total	2,500	4,127

The Operating Leases are in relation to Block 1, Castleforbes House and Regus House, Harcourt Centre.

The estimated lease commitment at 2022 year end was €2.5m.

The lease commitment at 2021 year end was €4.127m.

Operating lease payments recognised as an expense in 2022 were €1.7m (2021: €1.7m).

The properties were utilised in 2022. Operating Leases are reviewed on an ongoing basis by SOLAS.

SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

Finance Lease Commitments

There were no Finance Leases.

> 14 Funding

Most of SOLAS's income are grants from the Department of Further & Higher Education, Research, Innovation & Science which are provided to meet liabilities maturing during the year, as opposed to expenditure incurred during the year. SOLAS recognises its income from the Department of Further & Higher Education, Research, Innovation & Science on a cash basis, whereas expenditure is recognised as incurred. As a result, the annual surplus or deficit on the Statement of Income and Expenditure and the accumulated surplus or deficit do not represent normal operating surpluses or deficits and are largely attributable to the difference between accruals expenditure and cash-based funding.

> 15 Capital Commitments

At 31 December 2022, SOLAS had no capital commitments.

Capital commitments at 31 December 2021 amounted to €100k..

> 16 Contingent Liability

In the normal course of business SOLAS is involved in various legal actions including the finalisation of legacy cases. After careful assessment of each case, the Board is confident that there are no actions which, when settled, are likely to have a material impact on the financial statements.

> 17 Related Party Disclosures

Related party personnel in SOLAS consist of the CEO and members of the Board of Directors. Total compensation paid to related party personnel, including Board members' fees and expenses and total CEO remuneration, amounted to €221,980 (2021: €191,411). A breakdown of remuneration and benefits paid to related party personnel is provided in notes 11(e) and 11(f).

SOLAS adopts procedures in accordance with the guidelines issued by the Department of Public Expenditure and Reform covering the personal interests of Board members. In the normal course of business, SOLAS may approve grants or enter into other contractual arrangements with entities in which SOLAS Board members are employed or are otherwise interested.

There were no related party transactions for the year. During 2022 SOLAS had two Board members that were working for organisations that were recipients of SOLAS funding. SOLAS have conflict of interest processes in place whereby members absent themselves from Board meetings when items relating to funding of their organisations were discussed. This is recorded in the Board minutes.

> 18 Impact of the COVID-19 Pandemic

SOLAS worked successfully through the pandemic with up to 98% of staff working remotely and at least 2% of staff onsite that were deemed essential workers. SOLAS ensured that the staff had the technology, training and equipment to allow a successful remote working that included increased cyber security protocols.

In Quarter 4, 2022 a phased return to the office commenced. This approach required all staff to attend for one anchor day and one other day per week. A hybrid and remote working policy has been agreed by SOLAS and its staff with implementation to commence in Quarter 2, 2023. There is no impact on the Financial Statements for 2022.

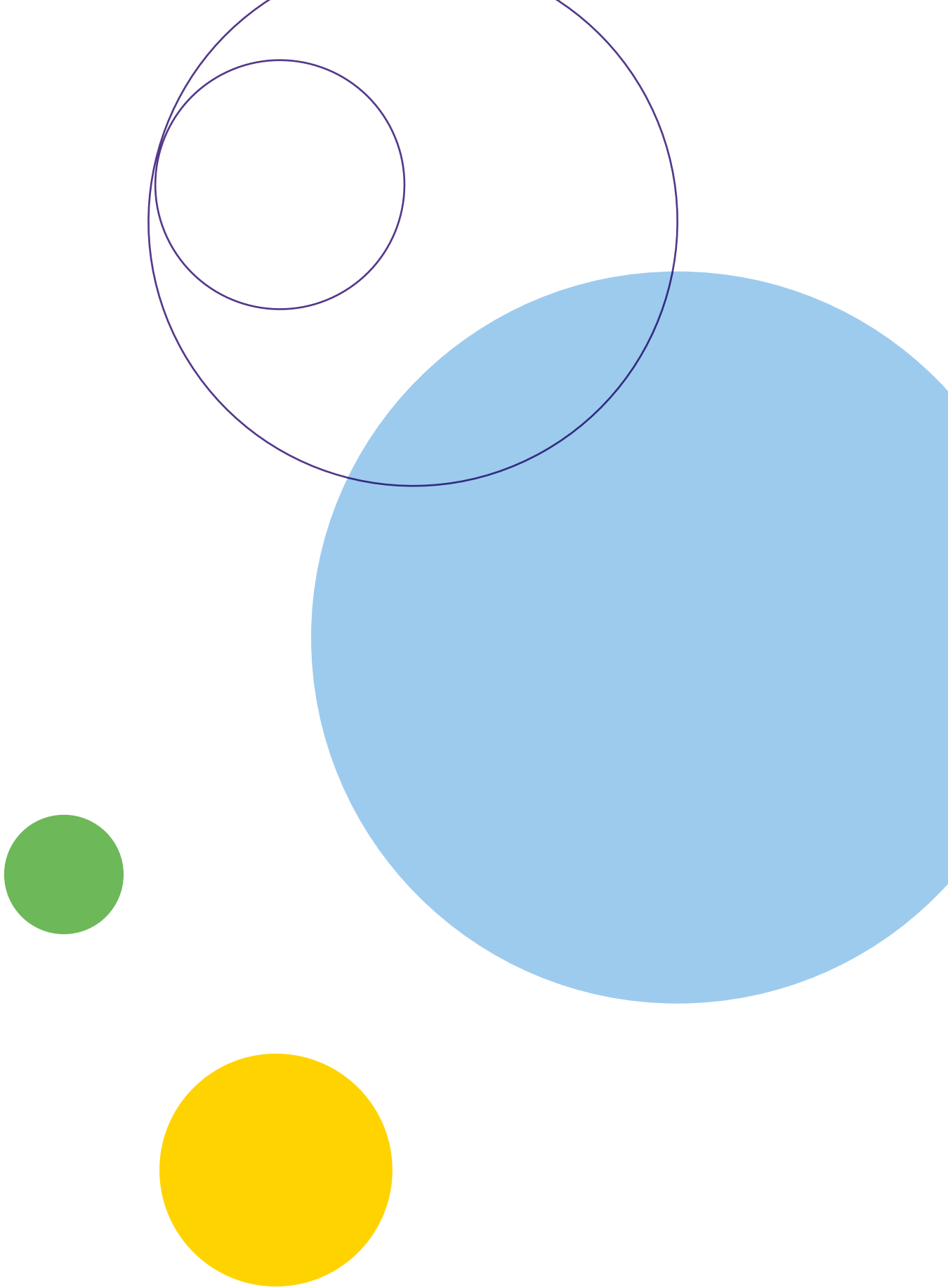
> 19 National Apprenticeship Office

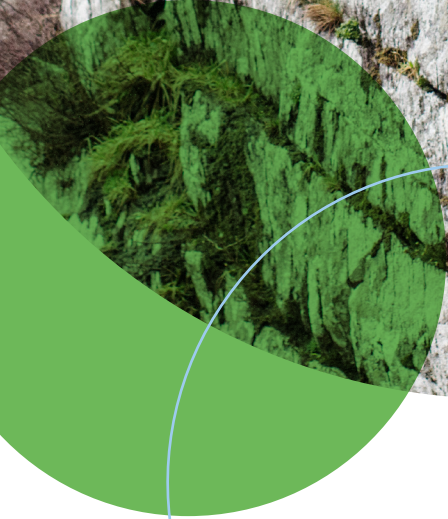
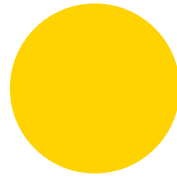
In January 2022, the National Apprenticeship Office (NAO) was formally established as part of the Action Plan for Apprenticeship 2021 – 2025, by the Minister for Further and Higher Education, Research, Innovation and Science. The NAO is managed jointly by the Higher Education Authority (HEA) and SOLAS. It brings together the key State players in a single National Apprenticeship Office while further embedding the well-established industry-focused approach to developing and delivering apprenticeship. This ensures that the quality and integrity of apprenticeships is safeguarded. The NAO also provides a single point of contact for employers or industries willing to engage apprentices or develop an apprenticeship programme.

	Note	€'000
Payroll	5	579
Overhead Costs	5	86
Programme Costs	6	750
Employer Grants	7(d)	891
Development Grants	7(e)	274
Total Expenditure		2,580

> 20 Board Approval

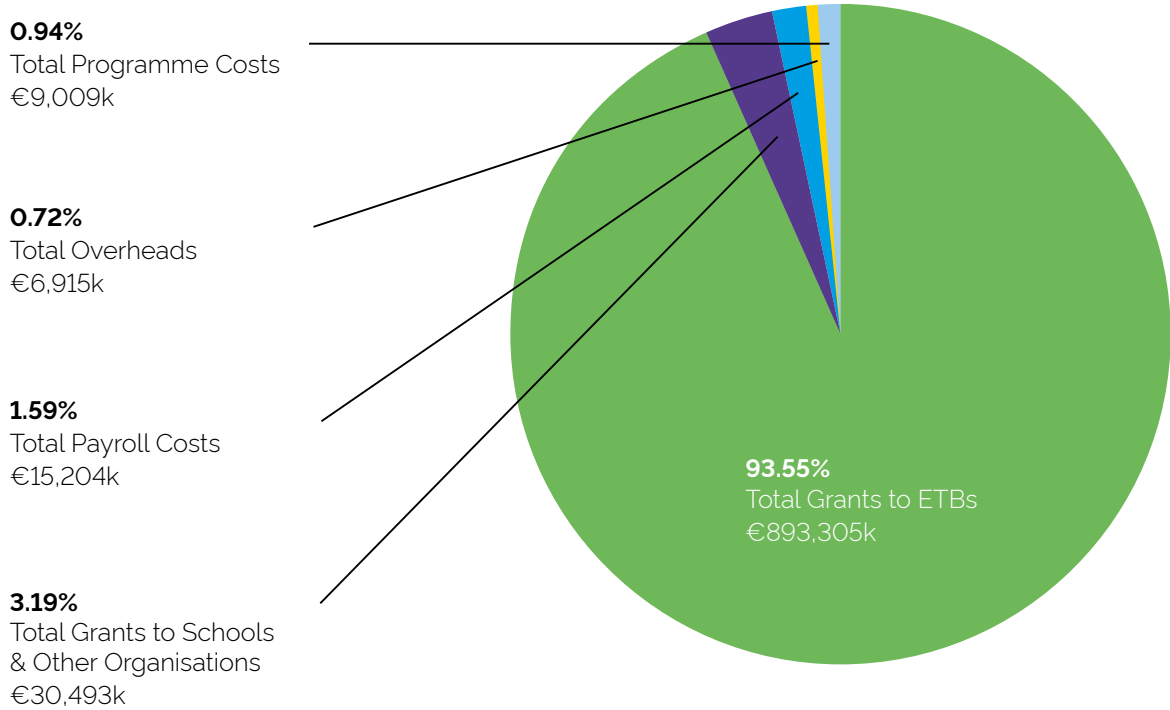
The Board approved the Financial Statements on 27 April, 2023.



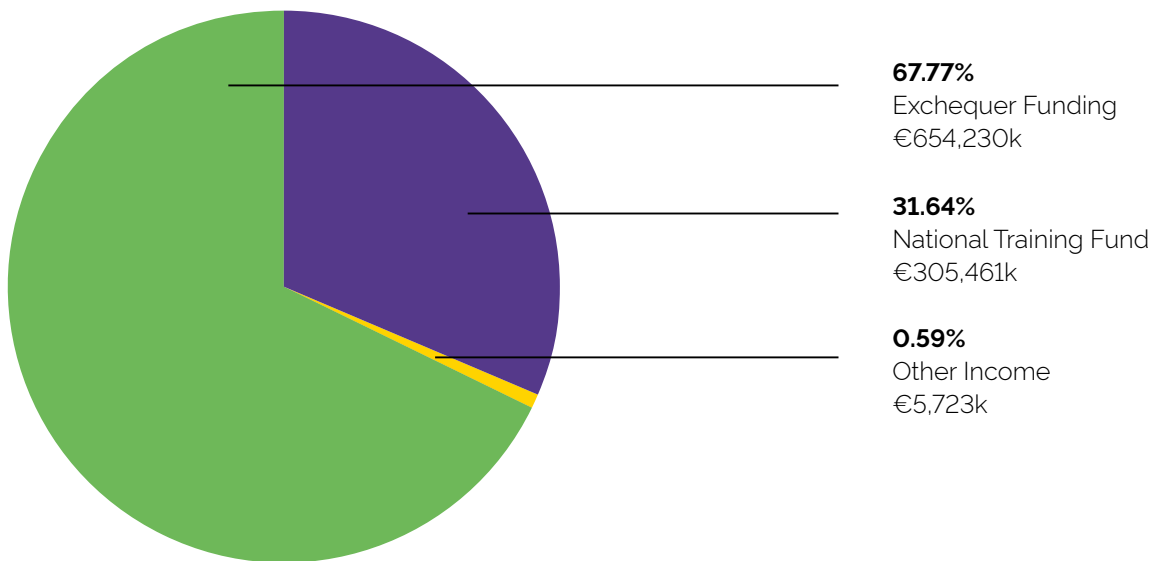


Additional Information

> Breakdown of Expenditure Excluding Pensions



> Sources of Income Excluding Pensions



SOLAS – Further Education & Training Authority

Notes to the Financial Statements (continued)

> Direct Provision of Funding (Further Education Grants) Breakdown of Grants by Programme as Reported by the Education and Training Boards

Education & Training Board	Cavan & Monaghan	City of Dublin	Cork	Donegal	Dublin & Dun Laoghaire	Galway & Roscommon
	€'000	€'000	€'000	€'000	€'000	€'000
Adult Guidance	333	618	489	259	794	456
Adult Literacy	86	(344)	(254)	(177)	(85)	20
Adult Refugee Programme	(3)	0	71	(48)	0	554
Advocacy	0	0	0	0	(16)	0
Back To Education Initiative	1,003	1,642	1,161	1,080	3,892	3,043
Blackspot Support	0	0	247	55	239	118
Breacadh	0	0	15	8	0	266
Community Education	316	4,329	1,339	256	1,501	583
Co-operation Hours	861	7,919	3,133	0	1,560	3,288
Core Skills	0	0	0	0	0	0
Delivering Equality of Opportunity	1	0	(12)	(1)	0	0
English for Speakers of Other Languages	383	1,009	319	525	636	277
Further Education Operational Costs	715	1,880	2,072	1,075	602	1,214
Innovation Projects	134	(0)	109	6	(29)	(60)
Intensive Tuition Adult Basic Education	6	(6)	(64)	(31)	(8)	(20)
FE Literacy	1,104	5,347	3,146	862	1,954	3,045
Reach Fund	425	1,400	750	280	300	285
Funds for Students with Disabilities	120	1,358	89	19	210	54
Further Edu Pathways from School	66	0	(50)	0	(25)	8
Post Leaving Certificate	9,187	41,206	24,438	787	16,699	7,204
Technology Enhanced Learning FE	(10)	0	0	0	(32)	0
Vocational Training Opportunities Scheme	558	6,648	761	2,254	3,417	3,851
Workplace Education Fund	142	120	74	113	361	68
Youthreach	3,474	9,618	6,198	2,778	7,793	5,564
Total Further Education Grants	18,901	82,742	44,031	10,098	39,761	29,817

The negative balances reported by some ETBs on some programmes are the result of surpluses carried forward from prior years.

Kerry	Kildare & Wicklow	Kilkenny & Carlow	Laois & Offaly	Limerick & Clare	Longford & Westmeath	Louth & Meath	Mayo, Sligo & Leitrim	Tipperary	Waterford & Wexford	Total
€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
140	566	800	558	646	386	306	440	242	386	7,419
90	(177)	26	77	(2)	60	(145)	(47)	(79)	(140)	(1,090)
0	100	19	(6)	49	(26)	175	48	73	418	1,421
0	0	0	0	0	0	0	0	0	0	(16)
747	981	714	2,458	738	1,631	1,399	2,184	1,393	2,284	26,352
0	0	0	0	682	0	49	115	0	469	1,973
0	0	0	0	0	0	8	8	0	0	304
234	298	626	346	1,184	529	505	746	619	709	14,118
68	581	284	4,691	1,785	322	281	45	0	57	24,874
0	0	0	0	3,321	0	0	0	0	0	3,321
0	(10)	(14)	0	0	8	(12)	11	0	0	(28)
878	296	400	220	1,042	468	440	603	337	1,087	8,920
2,210	653	1,709	2,240	2,146	272	307	608	1,688	1,751	21,142
115	451	7	3	78	0	2,173	7	0	274	3,267
(5)	(10)	(6)	(7)	0	(2)	(21)	15	(10)	0	(169)
521	1,740	938	763	0	1,371	1,258	1,984	1,391	2,360	27,783
50	190	250	200	400	200	500	100	169	150	5,650
144	114	47	0	191	(4)	208	86	19	22	2,676
0	0	0	0	528	0	16	58	0	9	609
65	5,487	4,635	2,183	7,022	933	14,791	6,605	3,379	6,575	151,195
3	15	0	0	0	49	8	670	0	298	1,000
1,624	6,841	2,096	1,926	6,646	633	1,677	3,571	1,984	5,846	50,333
2	1	8	0	1,516	73	33	105	122	81	2,817
2,276	4,209	1,070	2,376	5,509	1,873	4,660	3,376	1,900	5,684	68,358
9,162	22,325	13,608	18,028	33,479	8,774	28,615	21,338	13,228	28,320	422,228

➤ **Direct Provision of Funding (Training Grants)**
Breakdown of Grants by Programme as Reported by
the Education and Training Boards

Education & Training Board	Cavan & Monaghan	City of Dublin	Cork	Donegal	Dublin & Dun Laoghaire	Galway & Roscommon
	€'000	€'000	€'000	€'000	€'000	€'000
Apprenticeship	1,993	12,797	14,114	4,147	8,126	5,863
Apprenticeship 2016+	745	1,841	715	0	565	574
Bridging Foundation	0	78	0	0	0	0
Community Training Centres	0	6,597	2,292	0	2,037	627
Employment Contracted	0	0	0	0	0	0
Employment Direct	0	0	0	0	0	0
Evening Courses	190	468	87	197	472	119
Justice Workshops	0	150	0	0	100	117
Local Training Initiatives	247	1,107	2,683	0	1,735	1,037
On-Line Blended Learning	283	0	(138)	0	898	225
Progression Contracted	0	0	0	0	0	0
Progression Direct	0	0	0	0	0	0
Recognition of Prior Learning	3	0	(25)	60	0	0
Skills Training	1,671	801	1,149	2,007	3,792	2,060
Skills to Advance	84	88	82	521	314	935
Specialist Training Providers	963	8,736	5,328	814	4,029	1,802
Technology Enhanced Learning TR	(3)	22	478	122	49	221
Traineeship	890	2,999	432	2,314	1,989	1,350
Training Operational Costs	3,053	8,809	7,144	3,516	10,415	4,259
Total Training Grants	10,119	44,494	34,341	13,698	34,521	19,189

Kerry	Kildare & Wicklow	Kilkenny & Carlow	Laois & Offaly	Limerick & Clare	Longford & Westmeath	Louth & Meath	Mayo, Sligo & Leitrim	Tipperary	Waterford & Wexford	Total
€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
6,632	501	3,596	4,987	13,983	5,144	10,710	8,766	5,115	16,337	122,811
686	813	95	587	1,795	281	247	1,389	84	740	11,155
321	75	7	0	0	(0)	28	0	0	327	836
648	1,436	2,402	1,596	2,363	2,131	677	1,750	2,855	2,116	29,527
2,693	0	0	0	0	0	0	0	0	0	2,693
5,403	0	0	0	0	0	0	0	0	0	5,403
385	(3)	0	0	1,033	151	(2)	229	148	552	4,025
0	0	0	0	43	39	0	0	0	0	448
0	238	223	282	466	396	1,224	1,595	731	1,990	13,955
0	5	0	0	0	479	0	0	0	131	1,882
(75)	0	0	0	0	0	0	0	0	0	(75)
3,652	0	0	0	0	0	0	0	0	0	3,652
0	(2)	20	0	57	0	0	0	0	0	113
0	1,135	901	715	3,489	2,462	369	966	2,707	1,488	25,712
238	2,029	169	2,143	1,045	326	1,591	868	349	1,663	12,446
2,298	2,206	400	2,093	3,151	3,439	2,385	2,816	876	1,597	42,934
1	25	(23)	0	241	49	28	(31)	4	(10)	1,173
0	2,217	1,223	3,727	4,358	202	437	3,295	607	1,481	27,522
3,640	2,046	1,341	3,457	9,509	4,843	5,143	4,100	2,593	6,469	80,338
26,523	12,721	10,353	19,587	41,531	19,942	22,838	25,744	16,069	34,879	386,551

> Direct Provision of Funding (Further Education & Training Grants - Other) Breakdown of Grants by Programme as Reported by the Education and Training Boards

Education & Training Board	Cavan & Monaghan	City of Dublin	Cork	Donegal	Dublin & Dun Laoghaire	Galway & Roscommon
	€'000	€'000	€'000	€'000	€'000	€'000
Cert. Authentication Quality	135	355	376	179	160	276
Combined Learner Support	282	1,615	514	210	0	213
Curriculum Development	10	0	100	54	(15)	15
External Psychological Support	(10)	0	0	(30)	(5)	(60)
Learner Information Grant	(13)	0	(2)	(15)	(0)	(0)
Learner Support Grants	(34)	(392)	15	(75)	(95)	52
Outdoor Education Centres	237	46	297	258	0	222
Promotion/Advertising FET	59	16	212	67	8	58
Technology Enhanced Learning FT	80	145	223	44	125	178
Operational Costs	994	2,614	2,239	1,616	794	379
Sub-Total	1,740	4,399	3,975	2,308	973	1,333
Capital Building (Further Ed.)	4,469	709	1,890	274	1,861	212
Capital Equipment (Further Ed.)	687	209	20	56	315	7
Devolved Capital	435	580	596	435	580	508
	5,591	1,498	2,506	765	2,756	727
Total FET Grants Other	7,331	5,898	6,481	3,073	3,729	2,060

The negative balances reported by some ETBs on some programmes are the result of surpluses carried forward from prior years.

Kerry	Kildare & Wicklow	Kilkenny & Carlow	Laois & Offaly	Limerick & Clare	Longford & Westmeath	Louth & Meath	Mayo, Sligo & Leitrim	Tipperary	Waterford & Wexford	Total
€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
521	225	38	43	722	148	112	61	22	480	3,853
190	280	25	239	495	61	265	140	75	425	5,028
87	0	0	0	157	100	118	0	(2)	86	710
0	(9)	0	0	0	0	(85)	0	0	2	(197)
0	(12)	0	0	0	0	(66)	11	0	(15)	(112)
5	(71)	0	147	(119)	0	(220)	(16)	(29)	(31)	(863)
0	173	0	208	461	0	0	222	0	183	2,308
499	103	0	172	0	221	30	79	0	49	1,574
73	23	59	0	192	110	101	184	104	44	1,687
5,685	693	834	2,958	1,047	864	1,941	814	969	2,202	26,643
7,060	1,406	956	3,767	2,953	1,505	2,197	1,495	1,139	3,424	40,631
0	349	0	0	985	0	18,346	1,811	766	203	31,874
631	0	0	0	275	291	1,655	0	0	0	4,146
508	508	435	435	580	435	508	319	435	580	7,875
1,138	857	435	435	1,840	726	20,508	2,130	1,201	783	43,896
8,198	2,263	1,391	4,202	4,794	2,231	22,705	3,626	2,340	4,207	84,526

> Five Year Summary - Operating Grants to ETBs

Education & Training Board	Operating Grant 2018	Operating Grant 2019	Operating Grant 2020	Operating Grant 2021	Operating Grant 2022
	€'000	€'000	€'000	€'000	€'000
Cavan & Monaghan	16,111	17,239	27,667	25,993	30,761
City of Dublin	78,424	77,666	114,897	117,142	131,636
Cork	48,616	53,606	76,781	75,348	82,347
Donegal	21,265	21,830	23,823	23,542	26,105
Dublin & Dun Laoghaire	58,776	60,215	73,379	62,328	75,255
Galway & Roscommon	34,804	37,121	49,356	47,096	50,338
Kerry	27,442	29,581	33,229	37,272	42,745
Kildare & Wicklow	29,077	31,263	33,783	31,224	36,452
Kilkenny & Carlow	18,446	19,073	23,875	21,744	24,918
Laois & Offaly	19,056	20,705	29,258	33,516	41,382
Limerick & Clare	52,687	57,147	67,103	69,099	77,964
Longford & Westmeath	24,275	24,769	25,865	24,059	30,222
Louth & Meath	29,227	29,741	46,364	46,654	53,649
Mayo, Sligo & Leitrim	31,709	33,276	42,451	37,986	48,575
Tipperary	22,181	22,287	28,402	25,454	30,436
Waterford & Wexford	51,098	58,034	61,866	60,103	66,624
Total	563,194	593,553	758,100	738,560	849,409

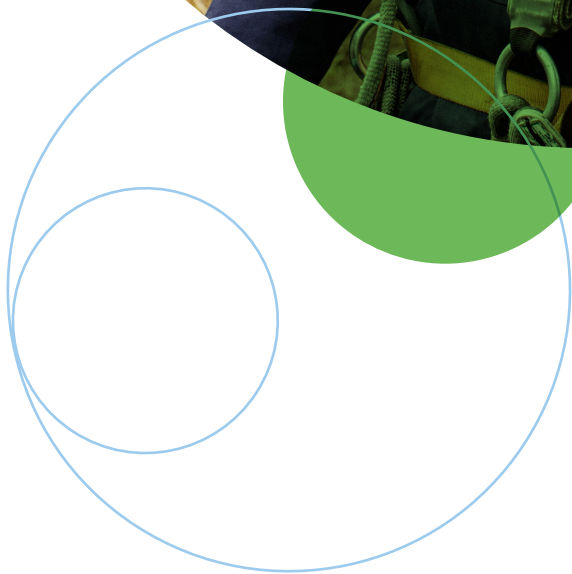
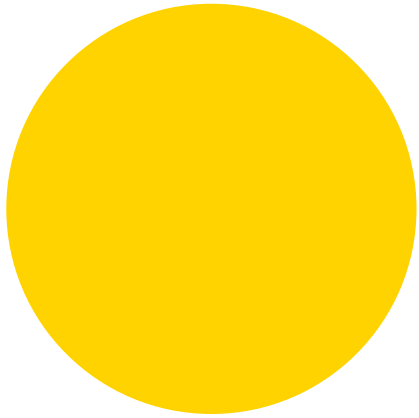
> Five Year Summary - Capital Grants to ETBs

Education & Training Board	Capital Grant 2018	Capital Grant 2019	Capital Grant 2020	Capital Grant 2021	Capital Grant 2022
	€'000	€'000	€'000	€'000	€'000
Cavan & Monaghan	69	1,395	859	551	5,591
City of Dublin	530	868	1,312	1,350	1,498
Cork	931	1,098	870	1,231	2,506
Donegal	293	588	591	650	765
Dublin & Dun Laoghaire	561	634	1,160	474	2,756
Galway & Roscommon	506	717	1,476	6,115	727
Kerry	305	746	527	1,424	1,138
Kildare & Wicklow	85	507	615	51	857
Kilkenny & Carlow	108	264	266	203	435
Laois & Offaly	50	1,000	719	645	435
Limerick & Clare	424	760	1,306	1,583	1,840
Longford & Westmeath	223	787	1,301	532	726
Louth & Meath	350	1,038	2,018	3,254	20,508
Mayo, Sligo & Leitrim	434	792	1,007	1,108	2,130
Tipperary	184	453	1,066	332	1,201
Waterford & Wexford	471	853	1,682	1,119	783
Total	5,524	12,500	16,775	20,622	43,896

> Five Year SOLAS Financial Summary

	2018	2019	2020	2021	2022
	€'000	€'000	€'000	€'000	€'000
Statement of Income and Expenditure					
Total Income	620,700	661,311	837,284	833,698	976,610
Expenditure					
Payroll Costs SOLAS	12,596	13,424	13,590	14,164	15,204
Overheads SOLAS	6,822	7,309	6,824	6,168	6,915
SOLAS Operational Cost	19,418	20,733	20,414	20,332	22,119
Retirement Benefit Costs	14,320	13,930	9,650	6,690	10,360
Programme Costs	5,697	7,160	8,240	9,000	9,009
Grants to Education and Training Boards	568,718	606,053	774,875	759,182	893,305
Grants to VSCCS *	661	598	1,471	3,966	4,210
Grants to Organisations in the FET sector	6,364	7,543	8,489	10,256	12,656
Apprenticeship Grants to Employers			2,090	10,389	10,816
Grants to Consortia & Coordinating Bodies	2,378	1,773	1,962	3,466	2,811
Total Expenditure	617,556	657,790	827,191	823,281	965,286
Surplus	3,144	3,521	10,093	10,417	11,324
Statement of Financial Position					
Fixed Assets	911	1,017	924	647	422
Net Current Assets	3,396	3,768	10,226	10,857	11,946
	4,307	4,785	11,150	11,504	12,368
Financed by:					
Capital Account	230	225	111	418	600
Capital Reserves	911	1,017	924	647	422
Revenue Reserve	3,166	3,543	10,115	10,439	11,346
Total	4,307	4,785	11,150	11,504	12,368

* Voluntary Secondary and Community and Comprehensive Schools



Appendices

> Appendix 1

SOLAS Board Committees 2022

National Apprenticeship Appeals and Recognition of Prior Learning Committee Membership (5 meetings in 2022)

Patricia Cassells	Chairperson
Paddy Kavanagh	Technical Engineering & Electrical Trade Union (TEEU)
David Nicholson	Dun Laoghaire Further Education Institute
Tommy Flaherty	BAM Group
Trevor Sinnott	Waterford-Wexford Education and Training Board (W/WETB)
Bryan Redmond	Independent Representative (formerly SOLAS – Retired)
Owen O'Donnell	Kerry Education and Training Board (KETB)
Sinead O'Neill	SOLAS
Joanne Morrissey	SOLAS (from March 2019)
Kim Mulcahy	SOLAS Secretariat (from 3rd November 2021)

Changes in 2022

- Ms. S. O'Neill from 1st January 2022.

> Appendix 2

Table 1

Apprenticeships available in Ireland at end 2022	
Arboriculture	
1	Arboriculture
Biopharma	
2	Laboratory Analyst
3	Laboratory Technician
Construction	
4	Brick and Stonelaying
5	Carpentry and Joinery
6	Geo-Driller
7	Painting and Decorating
8	Plastering
9	Plumbing
10	Scaffolding
11	Stonecutting and Stonemasonry
12	Wood Manufacturing and Finishing
Electrical	
13	Aircraft Mechanics
14	Electrical
15	Electrical Instrumentation
16	Electronic Security Systems
17	Industrial Electrical Engineer
18	Instrumentation
19	Refrigeration and Air Conditioning
Engineering	
20	Engineering Services Management
21	Equipment Systems Engineer
22	Farriery
23	Industrial Insulation
24	Lean Sigma Manager
25	M.A.M.F
26	Manufacturing Engineering

27	Manufacturing Technology
28	Metal Fabrication
29	OEM Engineer
30	Pipefitting
31	Principle Engineer
32	Polymer Processing Technology
33	Principal Engineer
34	Sheet Metalworking
35	Toolmaking
36	Wind Turbine Maintenance Technician
Finance	
37	Accounting Technician
38	International Financial Services Associate
39	International Financial Services Specialist
Hair	
40	Hairdressing
Healthcare	
41	Advanced Healthcare Assistant Practitioner
Hospitality & Food	
42	Bar Manager
43	Butcher
44	Chef de Partie
45	Commis Chef
46	Sous Chef
ICT	
47	CGI Technical Artist (Animation, Games, VFX)
48	Cybersecurity
49	Network Engineer Associate
50	Software Developer Associate
51	Telecommunications and Data Network Engineering Technician
Insurance	
52	Insurance Practitioner

Logistics

53 Logistics Associate

54 Supply Chain Associate

55 Supply Chain Manager

56 Supply Chain Specialist

57 Transport Operations and Commercial Driving

Motor

58 Agricultural Mechanics

59 Construction Plant Fitting

60 Heavy Vehicle Mechanics

61 Motor Mechanics

62 Vehicle Body Repairs

Property Services

63 Auctioneering and Property Services

Recruitment

64 Recruitment Executive

Sales

65 Retail Supervision

66 Sales

Table 2

Apprentice Registrations 2022 Pre-2016 Apprenticeships	
	Dec-22
Trades	YTD
Construction	
Brick and Stonelaying	72
Carpentry and Joinery	713
Painting and Decorating	23
Plastering	31
Plumbing	792
Stonecutting and Stonemasonry	8
Wood Manufacturing and Finishing	144
Total	1,783
Electrical	
Aircraft Mechanics	62
Electrical	2,648
Electrical Instrumentation	120
Electronic Security Systems	86
Instrumentation	13
Refrigeration and Air Conditioning	152
Total	3,081
Engineering	
Farriery	8
Industrial Insulation	16
M.A.M.F	203
Metal Fabrication	252
Pipefitting	114
Sheet Metalworking	42
Toolmaking	48
Total	683

Motor	
Agricultural Mechanics	58
Construction Plant Fitting	73
Heavy Vehicle Mechanics	162
Motor Mechanics	431
Vehicle Body Repairs	28
Total	752
Grand Total	6,299

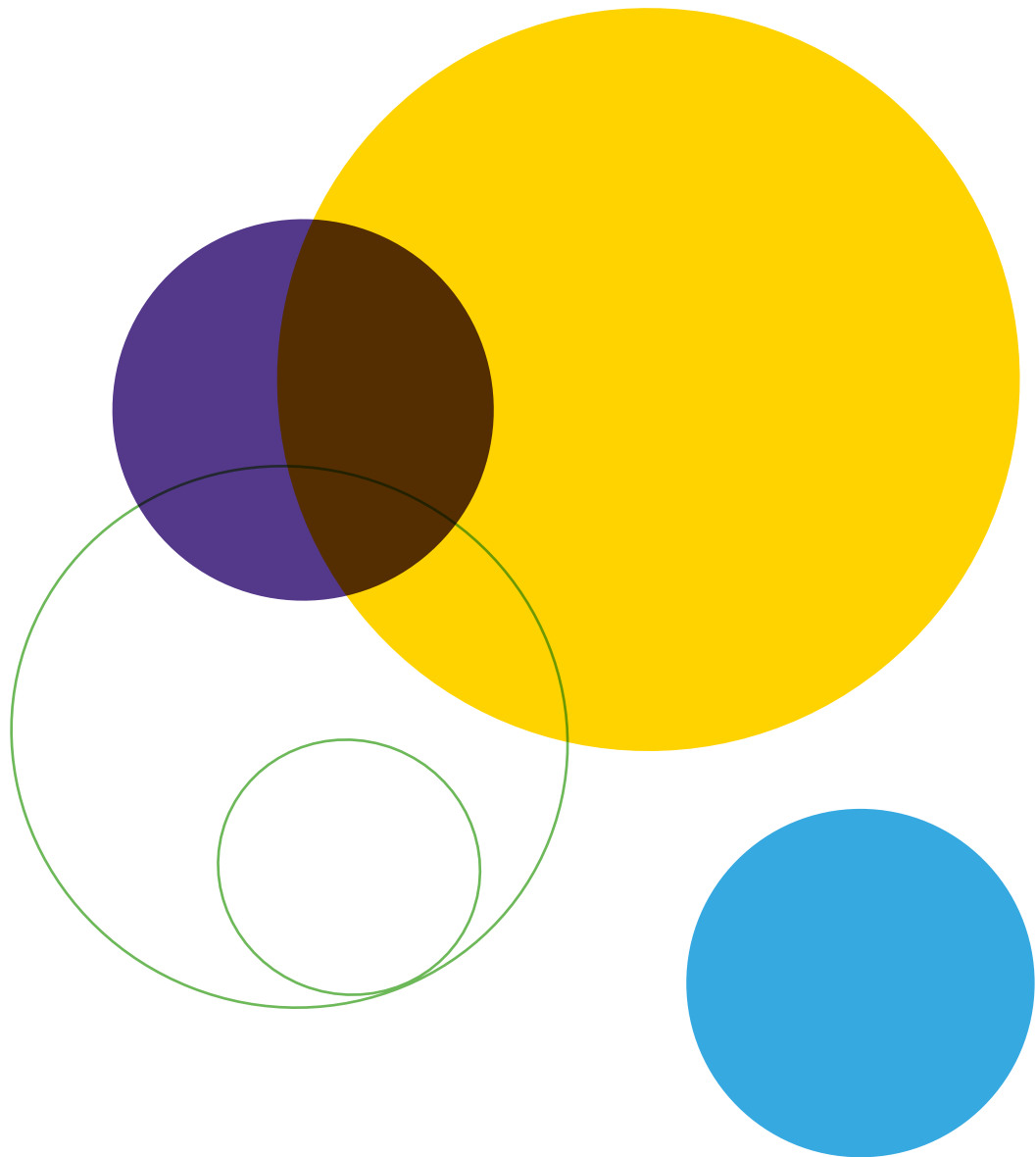


Table 3

Apprentice Registrations 2022 2016+ Apprenticeships	
Apprenticeships	Dec-22
Arboriculture	
Arboriculture	13
Total	13
Biopharma	
Laboratory Analyst	14
Laboratory Technician	37
Total	51
Construction	
Geo Driller	8
Scaffolding	29
Total	37
Electrical	
Industrial Electrical Engineer	42
Total	42
Engineering	
Engineering Services Management	22
Equipment Systems Engineer	5
Lean Sigma Manager	43
Manufacturing Engineer (Level 7)	48
Manufacturing Technology (Level 6)	90
OEM Engineer	20
Polymer Processing Technology	17
Principal Engineer	4
Wind Turbine Maintenance Technician	14
Total	263

Finance	
Accounting Technician	170
International Financial Services Associate	34
International Financial Services Specialist	21
Total	225

Hair	
Hairdressing	213
Total	213

Healthcare	
Advanced Healthcare Assistant Practitioner	7
Total	7

Hospitality & Food	
Bar Manager	115
Butcher	27
Chef De Partie	9
Commis Chef	102
Sous Chef	1
Total	254

ICT	
CGI Technical Artist	0
Cybersecurity	53
Cybersecurity Practitioner	2
Network Engineer Associate	33
Software Developer Associate	148
Telecommunications and Data Network Engineering Technician	29
Total	265

Insurance	
Insurance Practitioner	105
Total	105

Logistics	
Logistics Associate	79
Supply Chain Associate	15
Supply Chain Manager	6
Supply Chain Specialist	15
Transport Operations and Commercial Driving	21
Total	136

Property Services	
Auctioneering and Property Services	140
Total	140

Recruitment	
Recruitment Executive	37
Total	37

Sales	
Retail Supervision	161
Sales	38
Total	199
Grand Total	1,987

Table 4

Apprentice Registrations Pre-2016 Apprenticeships 2013 – 2022										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Construction										
Brick and Stonelaying	3	20	26	52	60	81	80	56	148	72
Carpentry and Joinery	99	185	291	399	443	591	597	563	847	713
Painting and Decorating	8	11	19	27	44	30	31	24	43	23
Plastering	8	9	7	18	34	29	36	20	38	31
Plumbing	241	318	289	345	532	653	628	560	875	792
Stonecutting and Stonemasonry		16	13	2	8	7	3	3	9	8
Wood Manufacturing and Finishing	21	23	48	71	59	95	102	75	155	144
Total	380	582	693	914	1,180	1,486	1,477	1,301	2,115	1,783
Electrical										
Aircraft Mechanics	40	33	34	39	53	74	72	50	55	62
Electrical	522	845	956	1,343	1,705	1,841	1,949	1,740	2,748	2,648
Electrical Instrumentation	46	85	83	106	120	108	125	62	103	120
Electronic Security Systems	12	16	28	28	72	65	76	45	61	86
Instrumentation	6	10	8	10	20	17	16	11	12	13
Refrigeration and Air Conditioning	49	62	75	79	106	119	122	73	142	152
Total	675	1,051	1,184	1,605	2,076	2,224	2,360	1,981	3,121	3,081

Engineering										
M.A.M.F.	127	174	153	163	183	180	199	142	221	203
Fariery	5	4	7	5	6	9	5	0	6	8
Industrial Insulation	5	10	13	10	21	19	20	23	22	16
Metal Fabrication	145	176	198	186	224	234	266	198	340	252
Pipefitting				33	25	49	76	52	98	114
Sheet Metalworking	18	23	38	40	53	70	57	41	63	42
Toolmaking	81	66	62	66	65	79	61	48	52	48
Total	381	453	508	503	577	640	684	504	802	683

Motor										
Agricultural Mechanics	36	38	59	43	45	41	44	52	90	58
Construction Plant Fitting	54	56	77	59	86	71	73	63	81	73
Heavy Vehicle Mechanics	101	145	154	136	143	176	174	135	194	162
Motor Mechanics	267	325	423	420	353	380	408	310	502	431
Vehicle Body Repairs	27	40	47	58	46	40	51	31	50	28
Total	485	604	760	716	673	708	750	591	917	752
Grand Total	1,929	2,698	3,153	3,742	4,508	5,058	5,271	4,377	6,955	6,299

Table 5

Apprentice Registrations 2016+ Apprenticeships 2016 – 2022							
Apprenticeships	2016	2017	2018	2019	2020	2021	2022
Arboriculture							
Arboriculture					3	31	13
Total			-	-	3	31	13
Biopharma							
Laboratory Analyst			2	21	18	18	14
Laboratory Technician			14	10	12	10	37
Total			16	31	30	28	51
Construction							
Geo Driller				2	18	7	8
Scaffolding						37	29
Total				2	18	44	37
Electrical							
Industrial Electrical Engineer	12	19	25	28	30	20	42
Total	12	19	25	28	30	20	42
Engineering							
Engineering Services Management				10	17	34	22
Equipment Systems Engineer						6	5
Lean Sigma Manager					39	52	43
Manufacturing Engineer (Level 7)		36	20	27	20	53	48
Manufacturing Technology (Level 6)		40	34	29	30	42	90
OEM Engineer				11	16	14	20
Polymer Processing Technology		25	15	13	11	14	17
Principal Engineer					5	8	4
Wind Turbine Maintenance Technician							14
Total		101	69	90	138	223	263

Finance						
Accounting Technician	71	88	124	96	163	170
International Financial Services Associate	15	11	9	17	16	34
International Financial Services Specialist	18	10	12	18	23	21
Total	104	109	145	131	202	225

Hair						
Hairdressing			14	84	182	213
Total			14	84	182	213

Healthcare						
Advance Healthcare Assistant Practitioner					68	7
Total					68	7

Hospitality & Food						
Bar Manager						115
Butcher		7	37	10	51	27
Chef De Partie		31	40	5	35	9
Commis Chef	25	112	62	16	75	102
Sous Chef			5	3	11	1
Total	25	150	144	34	172	254

ICT						
CGI Technical Artist			7			
Cybersecurity			13	30	6	53
Cybersecurity Practitioner						2
Network Engineer Associate		22	44	22	11	33
Software Developer Associate		39	66	42	53	148
Telecommunications and Data Network Engineering Technician			50	31	37	29
Total		61	180	125	107	265

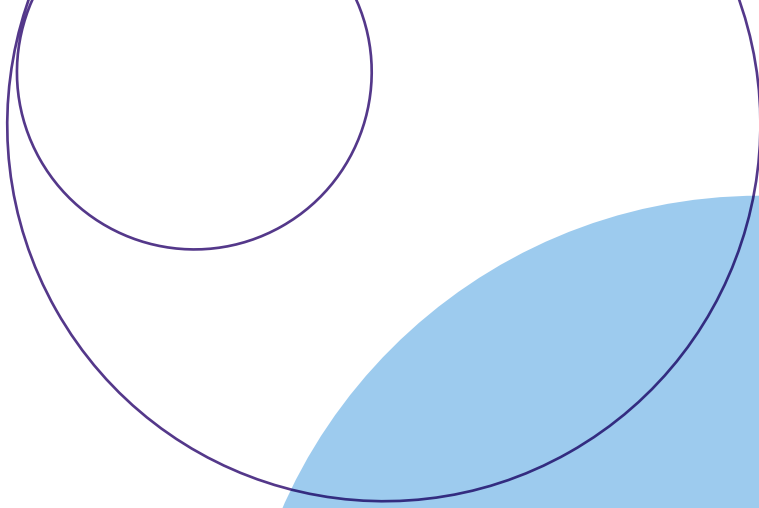
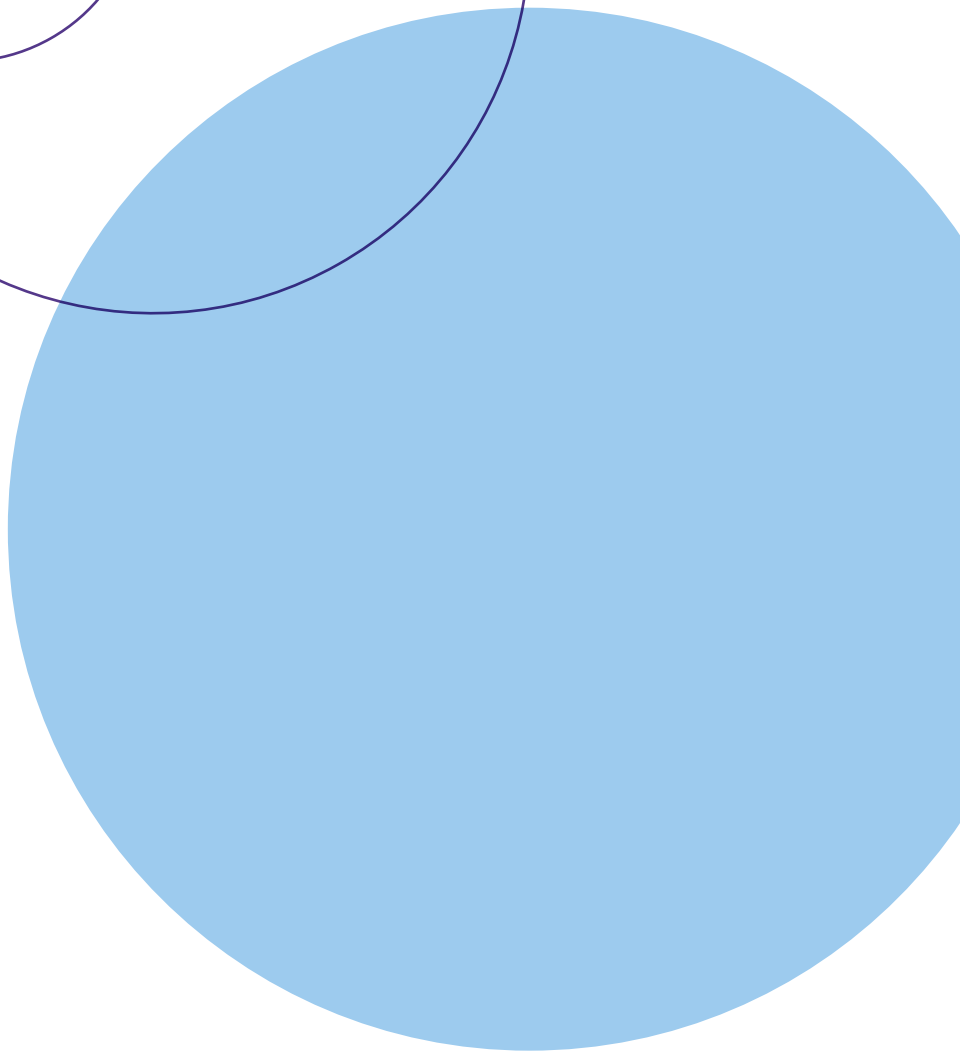
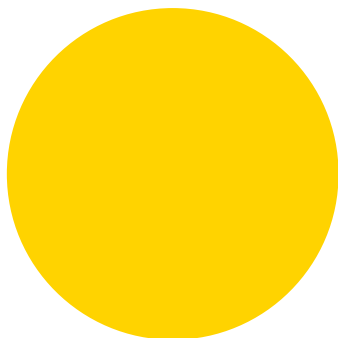
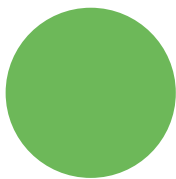
Insurance							
Insurance Practitioner	67	86	80	70	49	75	105
Total	67	86	80	70	49	75	105

Logistics							
Logistics Associate			27	34	53	74	79
Supply Chain Associate						13	15
Supply Chain Manager					11	36	6
Supply Chain Specialist					10	22	15
Transport Operations and Commercial Driving							21
Total			27	34	74	145	136

Property Services							
Auctioneering and Property Services			53	92	75	138	140
Total			53	92	75	138	140

Recruitment							
Recruitment Executive					27	24	37
Total					27	24	37

Sales							
Retail Supervision				76	101	142	161
Sales					30	51	38
Total				76	131	193	199
Grand Total	79	335	590	906	949	1,652	1,987



**SOLAS – An tSeirbhís Oideachais
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Tuarascáil Bhliantúil agus Cuntais 2022

SOLAS

An tSeirbhís Oideachais Leanúnaigh agus Scileanna,
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Foirbis, Baile Átha Cliath 1, D01 A8N0, Éire.

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Is mian leis an tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS) i gcomhréir le Roinn 32(1) den Acht um Breisoideachas agus Oiliúna, 2013 a Tuarascáil Bhliantúil agus Ráitis Airgeadais a chur faoi bhráid an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta don tréimhse 12 mhí ón 1 Eanáir 2022 go dtí an 31 Nollaig 2022.

Acht na dTeangacha Oifigiúla (Leasú), 2021

Foilsítear an Tuarascáil Bhliantúil seo sa dá theanga oifigiúla go comhuaineach. Tá SOLAS, an tÚdarás Breisoideachais agus Oiliúna, freagrach as maoiniú, pleanáil agus comhordú chláir Bhreisoideachais agus Oiliúna (BOO). Tá gach clár á maoiniú nó á gcómhaoiniú ag Rialtas na hÉireann. Tá cláir áirithe á gcómhaoiniú ag an Aontas Eorpach.

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Brollach an Chathaoirligh

Is mian liom an t-ochtú Tuarascáil Bhliantúil de chuid SOLAS a chur isteach, don tréimhse ón 1ú Eanáir 2022 go dtí an 31ú Nollaig 2022.

Go luath in 2022, ba chúis áthais gur cuireadh deireadh le srianta sláinte poiblí COVID-19 i ndiaidh dhá bhliain fhada agus athosclaíodh earnáil an Bhreisoideachais agus na hOiliúna (BOO) go hiomlán faoi stiúir na mBord Oideachais agus Oiliúna (BOOnna). Mar is iondúil, is cúis bróid dúinn an fhreagairt dhearfach agus réamhghníomhach ar an athoscailt seo ó gach duine ar fud na hearnála tar éis cur isteach suntasach. Lean SOLAS, na Boird Oideachais agus Oiliúna, agus líonra níos leithne eagraíochtaí tacaíochta ar aghaidh maidir le tús áite a thabhairt don fhoghlaimoir d'fhonn cinntiú gur cuireadh eispéireas BOO ar ardchaighdeán ar fáil dóibh. Tá fianaise ar a n-obair chrua i dtorthaí na bliana a léiríonn an leibhéal gníomhaíochta bliantúil is mó san earnáil d'fhoghlaimoirí agus do shaoránaigh ó bunaíodh SOLAS agus na BOOnna in 2013.

Thacaigh córas BOO agus Printíseachta le 234,218 foghlaimoir uathúla in 2022, agus mar thoradh ar gníomhaíocht fhoriomlán agus soláthar maoinithe eile, lena n-áirítear scileanna tógála, bhí an bhliain ba láidre riamh ann don chóras. Tá sé seo le moladh go láidir.

Éacht suntasach agus rud a chabhraigh le leibhéal na gníomhaíochta foghlama a bhaint amach in 2022 ar fud na tíre ba ea forbairt agus forfheidhmiú na gComhaontuithe um Fheidhmíocht Straitéiseach nua don tréimhse 2022-2024. Na comhaontuithe nua, a bhfuil creat forfheidhmiú Straitéis Náisiúnta BOO, BOO Amach Anseo, mar thaca leo: Tá an Fhoghlaim a Athrú ó Bhonn 2020-2024 ag múnlú agus ag seachadadh ár gclár oibre náisiúnta.

Ba mhaith liom aitheantas a thabhairt d'obair chrua mo chomh-chomhaltaí ar an mBord, a lean le saineolais thar a bheith luachmhar a chur ar fáil i rith na bliana. In 2022, chuireamar fáilte roimh fhilleadh na gcruinnithe i bpearsan leis an gcéad chruinniú de chuid an Bhoird i mí Feabhra. Ba mhaith liom mo bhuíochas a chur in iúl don Bhord as a sholúbthacht agus a thuiscint sheasmhach agus leanúnach. In 2022 tháinig roinnt athruithe ar bhallraíocht an Bhoird freisin. Thar mo cheann féin agus thar ceann an Bhoird, ba mhaith liom buíochas a ghabháil le Seán Burke, Patricia Carey, P.J. Dwyer, agus Cecilia Munro a chuir críoch lena dtréimhsí oifige faoi seach i mí Dheireadh Fómhair 2022. Chuireamar fáilte freisin roimh athcheapachán Catrina Sheridan don dara téarma agus ceapadh beirt chomhaltaí Boird nua, Kevin Marshall, agus Siobhan O'Shea i mí Iúil.

Ba í 2022 an pointe lár báire i gcur i bhfeidhm an dara Straitéis Breisoideachais agus Oiliúna, BOO Amach Anseo: An Fhoghlaim a Athrú ó Bhonn 2020-2024, agus tá an dul chun cinn maidir lena huailmhian faoi lánseol. Ba chúis áthais dom a bheith ag obair in éineacht le foireann feidhmiúcháin SOLAS agus leis hearnáil BOO níos leithne chun an straitéis fhadréimseach agus fhísiúil seo a chur i bhfeidhm le bliain anuas agus tá áthas orm aird a tharraingt ar na héachtaí suntasacha a rinneadh.

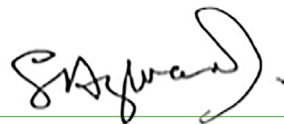
Trí cinn de na héachtaí suntasacha in 2022 is ea infheistíocht chaipitil shuntasach a chur chun cinn in earnáil BOO, bunú na hOifige Náisiúnta Printíseachta chomh maith le Comhaontuithe um Fheidhmíocht Straitéiseach athnuaite.

Ba mhaith liom buíochas a ghabháil leis an Aire Simon Harris TD agus leis an Aire Stáit, Niall Collins TD, chomh maith leis na hoifigigh ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta as

a dtuiscint, a dtreoir agus a dtacaíocht. Ba mhaith liom moladh a thabhairt freisin do Phríomhfheidhmeannach SOLAS, Andrew Brownlee, d'fhoireann SOLAS, do Bhoird Oideachais agus Oiliúna Éireann, do na Boird Oideachais agus Oiliúna, do ghníomhaireachtaí agus comhlachtaí Rialtais, agus dár gcomhpháirtithe eile go léir ar fud earnáil BOO a oibríonn i gcomhar lena chéile le comhtháthú agus fis iontach chun oideachas den scoth a sholáthar do gach foghlaimoir atá ag gabháil do chóras BOO, go háirithe na foghlaimoirí is mó ar an imeall.

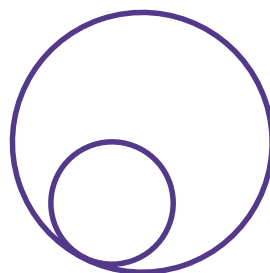
Thar ceann an Bhoird, samhláimid go mbeidh 2023 mar bhliain thábhachtach eile chun tacú le SOLAS agus lena n-iarrachtaí agus muid ag obair as lámha a chéile ar mhaithe le todhchaí BOO a fheabhsú. Mar Bhord, tá ról lárnach againn maidir le comhairle straitéiseach agus maoirseacht riachtanach a sholáthar ar obair SOLAS de réir mar a dhéanann an eagraíocht féin maoirsiú ar fhorfheidhmiú Straitéis BOO Amach Anseo 2020-2024. Má d'fhoghlaimíomar rud ar bith óna sheoladh mórspríce le blianta beaga anuas in 2020, ná gur féidir le fis shoiléir agus comhspríocanna ugach a thabhairt do chomharghrúpa ilchineálach, díocasach, cumasaithe obair as lámha a chéile ar mhaithe le leas an phobail - é seo go léir leis an tiomantas

bunúsach chun na scileanna rithábhachtacha a sholáthar i gcónaí dár bhfoghlaimoirí, dá bpobail agus dá dtionscail a thabharfaidh an tír seo chun cinn in 2023 agus ina dhiaidh sin.



Seán Aylward

Cathaoirleach an Bhoird



Réamhrá an Phríomhfheidhmeannaigh

Ba bhliain í 2022 i saol an Bhreisoideachais agus na hOiliúna (BOO) ina ndearnamar ár machnamh agus muid ag breathnú chun cinn ag an am céanna - ba bhliain í ina ndearnadh dul chun cinn mór, comhpháirtíocht idir lucht déanta beartas agus cleachtóirí agus iad ag tabhairt aghaidh in éineacht ar thodhchaí dhearfach don BOO agus don phrintiseacht. In ainneoin na ndeacrachtaí agus na ndúshlán nach bhfacthas riamh roimhe a chruthaigh 2020 agus 2021 don domhan, ba bhlianta iad mar sin féin a raibh mórspriocanna agus dul chun cinn go mór i gceist inár n-earnáil. Lean 2022 ar aghaidh ar an mbealach seo, agus ba bhliain í ina ndearnadh infheistíocht mhór roinnte i dtodhchaí BOO, agus cuireadh deireadh le srianta sláinte poiblí COVID-19 ina n-iomláine.

Is iad an dá rud bhuana i dtírdhreach a bhí ag síorathrú ná comhthiomantas na hearnála don fhoghlaim, agus an fócas comhroinnte leanúnach ar an bhfís atá leagtha amach in BOO Amach Anseo: An Foghlaim a Athrú ó Bhonn, straitéis BOO a seoladh i mí Iúil 2020. Is iomaí cor chun feabhais éagsúil agus tábhachtach a bhí ann maidir le fís na straitéise seo in 2022, agus bhí go leor acu dírithe ar bhunsraitheanna criticiúla a leagan síos a fhreastalóidh ar an earnáil agus ar an gcóras ina n-iomláine sna blianta amach romhainn. Ba bhliain í 2022 inar leagadh na bunchlocha mar chuid de thodhchaí BOO in Éirinn - agus rinneadh dul chun cinn i réimsí bunathraitheacha amhail athchóiriú ar an tsamhail mhaoinithe, infheistíocht chaipitil agus spriocanna córais náisiúnta. Rinneadh an-dul chun cinn freisin maidir le printiseacht, rud a fhágann gur féidir tuilleadh deiseanna a bhaint amach in 2023 agus ina dhiaidh sin.

Ba mhaith liom aitheantas a thabhairt do na hiarrachtaí leanúnacha atá déanta ag daoine dícheallacha díograiseacha ar fud chóras BOO chun a chinntiú go mbeadh foghlaimeoirí

BOO in ann rochtain a fháil ar oideachas agus go rachadh an fhoghlaim ó neart go neart in ainneoin na ndeacrachtaí iomadúla le trí bliana anuas. Ba mhaith liom buíochas ó chroí a ghabháil le mo chomhghleacaithe in SOLAS, Bord SOLAS, leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, le Boird Oideachais agus Oiliúna Éireann agus leis na 16 BOO agus a bhfoireann, a ngníomhaireachtaí agus a gcomhlachtaí a n-oibrímid i gcomhar leo agus gach duine atá páirteach in earnáil BOO nó a oibríonn chun tacú leis an earnáil. Tá obair thábhachtach á déanamh againn le chéile.

Mórathrú ar mhaoiniú BOO

Leath bealaigh trí 2022, d'fhoilsigh SOLAS a athbhreithniú ar Shamhail Mhaoinithe BOO, i ndiaidh dlúthchomhairliúchán fairsing a rinne painéal saineolaithe neamhspleácha le roinnt blianta anuas, le comhoibriú leanúnach ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, SOLAS, na Boird Oideachais agus Oiliúna, agus páirtithe leasmhara rithábhachtacha eile, agus lucht an tionscail, comhaltaí foirne agus foghlaimeoirí ina measc chomh maith. Leagann an t-athbhreithniú fís nua amach don chur chuige maidir le maoiniú na mBord Oideachais agus Oiliúna, lena n-áirítear an próiseas a shimpliú i struchtúr ar a dtabharfaí struchtúr "cúig phota". Ligfidh an tsamhail "cúig phota" níos solúbtha seo do gach BOO a acmhainneacht uathúil a bhaint amach le bheith ina sholáthraí éifeachtach agus straitéiseach BOO, ina ndéantar soláthar ar riachtanais a réigiún saineoil, agus fócas ar bhunmhaoiniú agus ina n-aithnítear na cúinsí agus na tréithe aonair freisin a bhíonn i gceist ar fud na tíre.

Comhaontuithe um Fheidhmíocht Straitéiseach agus Spriocanna Corparáideacha Náisiúnta

Chonacthas rolladh amach Comhaontuithe um Fheidhmíocht Straitéiseach nua in 2022 freisin le gach ceann de na 16 BOO. Leanfar ar aghaidh leo seo thar an tréimhse 2022-2024, agus cuirtear gach ceann díobh in oiriúint don BOO atá i gceist, ina leagtar amach go ciallmhar láidreachtaí, tréithe, agus tiomantais aonair gach BOO, agus tiomantais chomhaontaithe i dtreo raon spriocanna córais náisiúnta BOO.

Rinneadh comhoibriú agus comhaontú ar na spriocanna córais náisiúnta seo ag leibhéal na Roinne, ag tógáil ar an bhfís a leagadh amach sna Comhaontuithe um Fheidhmíocht Straitéiseach bunaidh in 2018-2020, le fócas as an nua ar riachtanais bheartais agus scileanna. Daingníonn na Comhaontuithe um Fheidhmíocht Straitéiseach nua seo, a seoladh sa ráithe dheiridh de 2022, ranniocaíochtaí soiléire bliantúla BOO leis na spriocanna náisiúnta seo, lena n-áirítear cuspóirí soiléire maidir le torthaí fostaíochta, conairí laistigh de BOO, dul chun cinn i dtreo Ard-Oideachais, Foirgneamh nach mór neodrach ó thaobh fuinnimh agus iarfheistiú, scileanna glasa, agus litearthacht aosach, i measc nithe eile.

I dtreo Choláiste na Todhchaí BOO

Beidh an t-athchóiriú ar shamhail mhaoinithe BOO thuasluaite mar aon le seachadadh ar infheistíocht straitéiseach a bhaineann le tionscadail bhonneagair caipitil bheartaithe lárnach maidir leis na spriocanna náisiúnta tábhachtacha seo a bhaint amach, agus le hathrú níos leithne a chur i bhfeidhm ar chóras BOO ina iomláine.

Is iomaí glaoch mór ar mhaoiniú caipitil a seoladh in 2022 chun tacú le fis uailmhianach

Coláiste na Todhchaí BOO a sheachadadh, agus tá infheistíocht shuntasach geallta don tionscadal náisiúnta comhroinnte seo agus don todhchaí maidir le soláthar BOO.

Fógraíodh struchtúir aonair chomhtháite nua de chuid Choláiste na Todhchaí BOO, amhail 2022, i gCiarraí, i gCorcaigh, i Luimneach, i gContae an Chláir, i nGaillimh, i Maigh Eo agus i gCill Mhantáin, agus tá tuilleadh le teacht in 2023 agus ina dhiaidh sin. Is léiriú intinne tábhachtach é seo agus muid ag gluaiseacht ó mhodh soláthair scartha agus scoite maidir le cláir Bhreisoideachais agus Oiliúna roimhe seo, i dtreo córas níos comhtháite atá dírithe ar thairiscint na gcúrsaí, ar leibhéal CNC nó ar thorthaí foghlaimeora - bíodh sé sin ina dhul chun cinn in institiúid ardoideachais nó go díreach isteach san fhórsa saothair.

Ag cur dlús le hathrú i bPrintiseacht

Bunaíodh an Oifig Náisiúnta Printiseachta in 2022 mar chomhlacht nua atá á chomhbhainistiú idir SOLAS agus an tÚdarás um Ard-Oideachas. Tá an Oifig nua-bhunaithe ann chun athchóiriú a chur chun cinn maidir leis an gcóras náisiúnta printiseachta faoi choimirce bhratach Ghluín na Printiseachta, agus í i gceannas ar raon tionscnaimh nua chun tacú le fostóirí agus le printísigh araon.

I rith 2022, bhí breis agus 25,000 printiseach faoi oiliúint in Éirinn, ar fud 66 clár éagsúil, agus tuairim is 9,000 fostóir páirteach. Tugadh dhá dheontas Printiseachta nua isteach freisin le linn 2022 lena n-áirítear deontas fostóra le haghaidh printiseachtaí a tugadh isteach ó 2016, agus sparánacht nua atá bunaithe ar inscne d'fhostóirí printiseachta. I mí Iúil 2022, fógraíodh rolladh amach dar luach €17.2 milliún i dtaobh maoiniú caipitil chun freagairt don éileamh méadaitheach ar phrintiseachtaí.

Tá rudaí maithe i ndán do BOO

Tá tábhacht ag baint le BOO ní hamháin mar rogha oideachais agus oilúna - ach freisin mar dhlúthchuid de shocháí na hÉireann. Tá áit ar leith aige agus tá ról luachmhar le himirt aige mar gheall go páirteach ar na roghanna conairí a chuireann sé ar fáil dár bpobail agus laistigh dár bpobail, agus an spreagadh a thugann sé maidir le poitéinseal a chur ar fáil i dtaobh go leor gnéithe éagsúla dár socháí. Ón bprintiseach go dtí an scoláire litearthachta ar aosach é/í, ón bhfágálaí scoile go dtí an foghlaimoir ar feadh an tsaoil, agus gach duine idir eatarthu, i gcóras atá chomh héagsúil agus chomh bríomhar leis na foghlaimoirí a bhíonn páirteach ann.

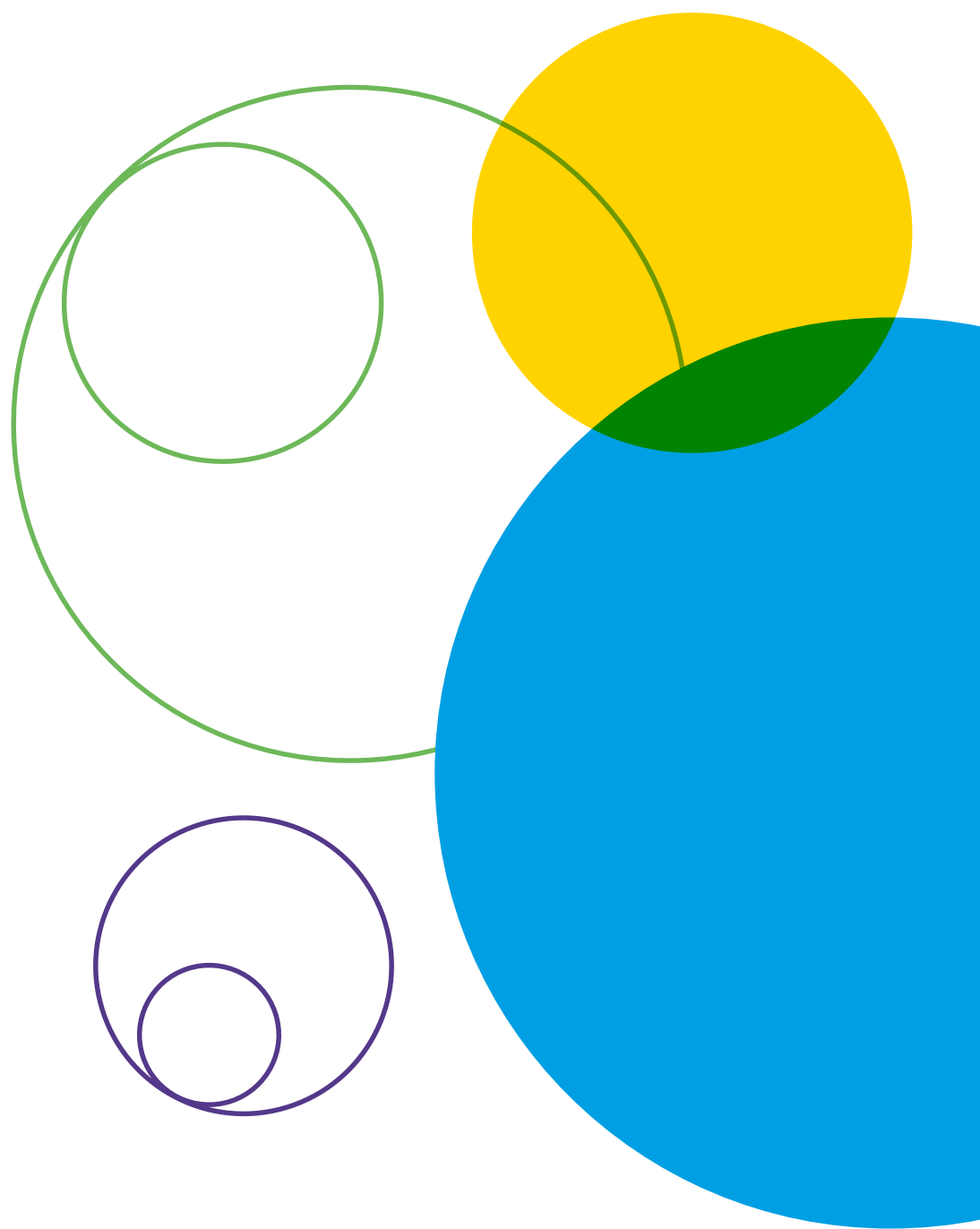
Arís eile, tá bunús ann do bhliain thar a bheith spreagúil amach romhainn, mar a mbeidh daingniú breise ann maidir le comhaontuithe um fheidhmíocht straitéiseach nua trí bliana idir SOLAS agus na 16 BOO i dtaca le seachadadh na Foghlama a Athrú ó Bhonn, forbairt fhís Choláiste na Todhchaí BOO agus Samhail Mhaoinithe BOO nua. Ina theannta sin, léireofar an tiomantas do chóras BOO níos

comhtháite i gcóras printiseachta athchóirithe agus béim mhór ar chonairí isteach chuig agus idir BOO agus ardoideachas. Chuige seo tá forbairt leanúnach SOLAS dúshlánach agus spreagúil, agus táimid ag súil go mór le hobair i gcomhpháirt libh ar fad maidir le próifil agus tionchar BOO a ardú ar fud na hÉireann.



Andrew Brownlee
POF







SOLAS in 2022

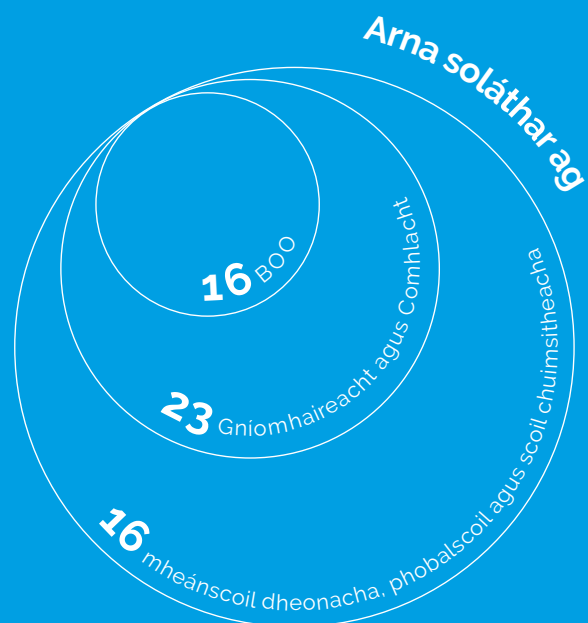
Cuireadh tús le 2022 le srianta leanúnacha ar shláinte an phobail i dtaobh COVID-19 agus leis an gcur isteach sóisialta a d'eascair as sin, rud a rabhamar cleachtach air faraor. Mar sin féin, cuireadh deireadh leis na srianta seo go hiomlán in 2022 freisin den chéad uair ó thosaigh an phaindéim, gan iad a chur i bhfeidhm athuair. Lean an pobal Breisoideachais agus Oiliúna (BOO) trí chéile ar aghaidh lena bhfreagairt dhiograiseach agus inmholta ar na dúshlán in 2020 agus in 2021 mar gheall ar na srianta seo agus an méid a thit amach ina ndiaidh. Go deimhin, ní hamháin gur tugadh aghaidh ar na dúshlán seo agus, i mórán cásanna, sáraíodh iad, ach leanadh ar aghaidh le dul chun cinn suntasach breise taobh leo in 2022, rud atá le moladh go mór.

Tá an pointe lár báire bainte amach i mbliana maidir le forfheidhmiú na Foghlama a Athrú ó Bhonn: An Straitéis Náisiúnta Breisoideachais agus Oiliúna (BOO), agus is iomai éacht agus gaisce atá á gcur i gcrích go rathúil faoina fis. Rinneadh comhoibriú ar na Comhaontuithe um Fheidhmíocht Straitéiseach nua agus comhaontaíodh iad leis na 16 Bhord Oideachais agus Oiliúna (BOO), rud a leagann conaire chun cinn síos maidir le soláthar ar fud na tíre.

Bunaíodh an Oifig Náisiúnta Printíseachta, cuireadh an Oifig Bainistíochta um Tionscadal Litearthachta d'Aosaigh don Saol ar bun agus cuireadh foireann ar fáil ann, agus seoladh múnla maoinithe nua BOO chun athchóiriú agus athbheochan a dhéanamh ar an mbealach a bhfeidhmíonn BOO in Éirinn ar fud líonra náisiúnta briomhar, éagsúil BOO. Lean Scileanna le Dul Ar Aghaidh ar aghaidh le freastal ar riachtanais rithábachtacha lear mór tionscal ar fud na tíre, agus cuireadh ríomhCholáiste ar fáil saor in aisce don tríú bliain as a chéile. Rinne an Scéim Printíseachta an-dul chun cinn ina spriocanna uailmhianacha agus ag an am céanna thug sí aghaidh ar an deacracht i dtaobh riaráiste leanúnach atá ann mar thoradh ar shrianta sláinte poiblí COVID-19 ar an earnáil.

Leag Scileanna Glasa agus Foirgníocht fis shoiléir amach le bheith ina gceannairí ina réimse, agus iad ag obair chun príomhbheartais an Rialtais maidir leis an aeráid agus tithíocht a bhaint amach.

D'fhéadfaí a rá gurbh ionann 2022 agus filleadh ar leibhéal normáltachta ní hamháin do BOO, ach d'Éirinn ina hiomláine, agus go deimhin don domhan mórthimpeall orainn – ach is léir anois gurb é an t-aon rud normálta d'earnáil BOO ná an siorathrú. Tá an uailmhian agus an díocas chun na torthaí is fearr is féidir a bhaint amach d'fhoghlaimoirí agus dá bpobail ina chuid de dhlúth agus d'ineach na hearnála, agus is é an tús áite a thugtar dó seo an t-éiteas comhroinnte a cheanglaíonn ár n-iliomad snáitheanna éagsúla le chéile. Tá earnáil an Bhreisoideachais agus na hOiliúna chomh héagsúil céanna leis na foghlaimoirí a bhfreastalaíonn sí orthu. Tá BOO foruathúil. Is do chách atá BOO. Tugann sé an deis chun páirt a ghlacadh san fhoghlaim i mórán gach pobal in Éirinn beag beann ar aon leibhéal oideachais roimhe seo agus conaire chun dul chun cinn a dhéanamh chomh fada agus is mian le haon duine.



> Maoiniú BOO in 2022

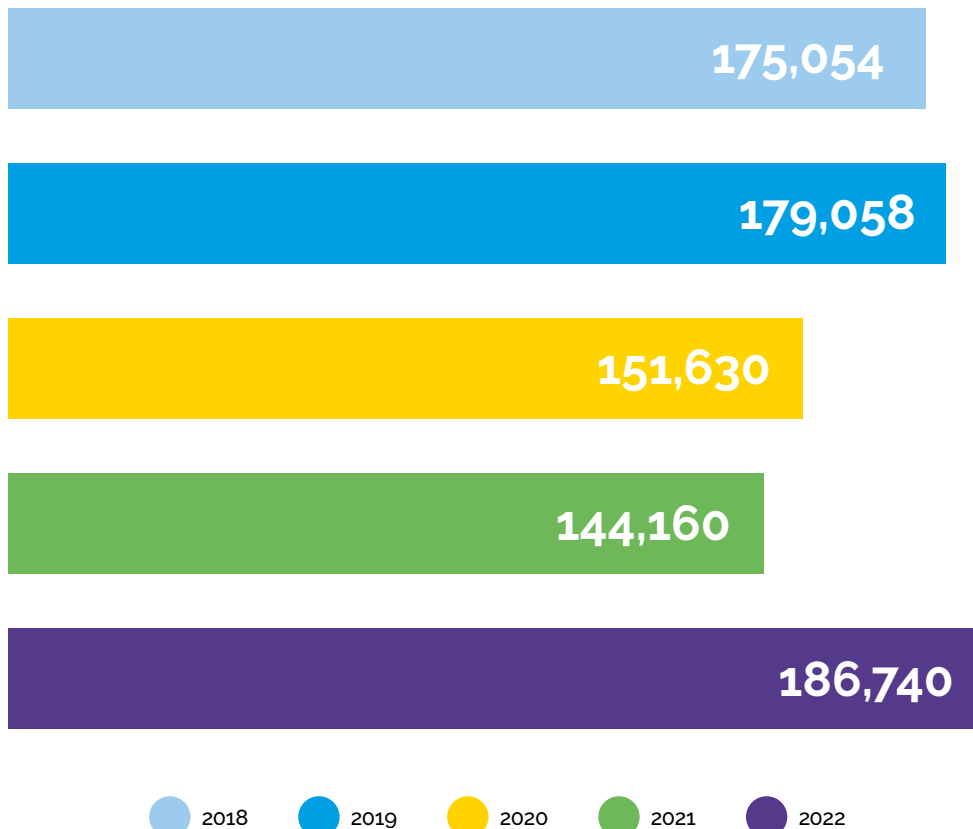
Tacaíonn Aonad Feidhmíochta agus Cistithe Córais SOLAS le próisis dearbhaithe deontais, cistithe agus pleanála a bhaineann le hearnáil BOO. Ina measc siúd, tá an próiseas bliantúil i dtaobh an Chórais um Iarraidh agus Leithdháileadh Maoinithe a éascaíonn an bealach a gcuireann soláthraithe BOO isteach ar shonraí cáilíochtúla, cainníochtúla, agus airgeadais chun tacú lena n-iarraíais maoinithe. Mar thoradh ar an bpróiseas seo, sholáthair Plean Seirbhísí BOO 2022 leithdháileadh buiséid iomlán dár luach €948.8m a cuireadh ar fáil do bhreisoideachas atá maoinithe ag SOLAS agus soláthar oiliúna in 2022, lena n-áirítear leithdháileadh caipitil dar luach €47.5m.

Cruinníonn agus tiomsaíonn an tAonad Feidhmíochta agus Cistithe Córais sonraí cainníochtúla, a thuiriscíonn Boird Oideachais agus Oiliúna, trí na córais PLSS agus FARR go príomha, chun tuairiscí a chur ar fáil do sholáthar BOO. Tá léiriú thíos ar fhaisnéis faoi ghníomhaíocht BOO a thuiriscíonn Boird Oideachais agus Oiliúna trí na meicníochtaí seo in 2022.

In 2022, tháinig feabhas suntasach ar an gcóras Breisoideachais agus Oiliúna ó thréimhsí na dianghlasála agus ó thionchar na Paidéime domhanda. Thairfead córas foghlaiméora náisiúnta BOO 234,218 foghlaiméoir uathúla in 2022 a raibh rochtain acu ar sholáthar lárnach BOO; chláraigh 21,153 foghlaiméoir breise ar an gcóras náisiúnta ríomhCholáiste agus bhí 26,325 printíseach ar an iomlán i gceist in Éirinn.

Treochtaí Rollaithe Croí-sholáthair BOO

Sonraí rollaithe ó Chóras Foghlaiméora BOO PLSS



BOO in 2022



79,554

gníomhaíocht pháirtaimseartha*

212,501

gníomhaíocht pháirtaimseartha*



303,465

gníomhaíocht*

11,410

cúrsa BOO ar líne



25,287

gníomhaíocht ríomhCholáiste

59,711

gníomhaíocht oideachais phobail

247,765

iontrálaí nua

Gníomhaíocht: Méadaíodh líon na bhfoghlaimeoirí faoi líon na gcúrsaí ar ar chláraigh siad nó ar ar chríochnaigh siad laistigh de chlár nó ar fud cláir éagsúla, nó soláthraithe i rith bliain ar leith.

* Ní áirítear leis seo gníomhaíocht foghlaimeora ríomhCholáiste.

34

braisle scileanna

Taighde, Sonraí agus Rannpháirtíocht Straitéiseach

In 2022, bhí an fhoireann Taighde, Sonraí agus Rannpháirtíochta Straitéisí i gceannas ar cheann de na mórspriocanna go dtí seo i seachadadh chlár oibre na Foghlama a Athrú ó Bhonn nuair a cuireadh **Comhaontuithe um Fheidhmíocht Straitéiseach 2022 – 2024** i gcrích idir SOLAS agus gach ceann de na 16 Bhord Oideachais agus Oiliúna.

Leagann na comhaontuithe nua seo na pleananna amach don todhchaí maidir le forbairt agus nuálaíocht ar fud chóras an BOO agus

áirítear leis seo an ranníocaíocht bheartaithe ó gach BOO do na spriocanna córais náisiúnta a comhaontaíodh leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta. Áirítear leis na 12 sprioc córais náisiúnta tagairt do réimsí agus do théamaí a mheastar a bheith rithábachtach sna chéad chomhaontuithe um fheidhmíocht straitéiseach 2018-2020 amhail torthaí fostaíochta, dul chun cinn chuig ardoideachas agus foghlaim ar feadh an tsaoil, agus cuirtear príomhthosaíochtaí náisiúnta lena n-áirítear scileanna glasa agus athoilúint an fhórsa saothair san áireamh ag an am céanna.

Spriochtéama	Spriocbheart
Poist a Thacú	Poist: Torthaí fostaíochta a thabhairt ar ais ag leibhéal 2019 agus iad a fhás 10% roimh 2024
	Scileanna le dul in lomaíoch: 50,000 áit a chur ar fáil chun tacaíocht a thabhairt dóibh siúd a chaill a bpost chun bealach a fháil ar ais chuig obair inbhuanaithe
Conairí a Chruthú	Dul Chun Cinn laistigh BOO: Gluaiseachtaí dul chun cinn laistigh BOO a thabhairt ar ais ag na leibhéil a bhí ann sa bhliain 2019 agus iad a fhás 10% roimh 2024
	Dul Chun Cinn ó BOO-AO: Leibhéal dul chun cinn a fhás 10% faoi 2024
Ionchuiamsiú a Chothú	Tras-Scileanna: Teastas ag leibhéal 1-3 an Chreata Náisiúnta Cáilíochtaí a thabhairt ar ais ag na leibhéil a bhí ann sa bhliain 2019 agus iad a fhás 10% roimh 2024
	Rannpháirtíocht a Fhás: Leibhéal rannpháirtíochta a thabhairt ar ais ar comhchéim le leibhéal na bliana 2019 agus tús a chur leis an bhfás mar a bhí
	Litearthacht d'Aosaigh don Saol: Soláthar le haghaidh litearthachta agus uimhearthachta
Uasoiliúint Trí Shaoil agus Trí Ghairmeacha	Foghlaim ar Feadh an tSaoil: Rannpháirtíocht i bhfoghlaim ar feadh an tsaoil a thabhairt ar ais chuig na leibhéil a bhí ann sa bhliain 2019 agus iad a fhás 10% roimh 2024
	Scileanna le Dul Ar Aghaidh: Cur le rolluithe uasoiliúna an fhórsa saothair ar bhonn leanúnach

Spriocthéama	Spriocbheart
Ar Riachtanais Bunscoilanna a Dhirú	Riachtanais Bunscoilanna: Líon na n-áiteanna atá ag plé le riachtanais bunscoilanna a mhéadú
	Scileanna Aisfheistithe: Méadú ar sholáthar uasoiliúna chun riachtanais aisfheistithe a shásamh
	Scileanna Glasa do Chách: Modúl a chlúdaíonn leabú bunscoilanna glasa ar fud cúrsaí BOO

De réir mar a chuirtear na comhaontuithe i bhfeidhm, ceadóidh siad do chóras BOO 'tosú as an nua' go dtí go mbainfear leibhéil ghníomhaíochta agus torthaí amach a bhí ann roimh an bpaindéim agus beidh tuilleadh fáis ann ansin. Thar aon ní eile, áfach, déanann siad foráil d'athchóiriú agus d'fhíorú uailmhian straitéis BOO Amach Anseo, 'An Fhoghlaim a Athrú ó Bhonn', ar fud na 16 réigiún de chuid BOO.

Tá **tuarascáil** ar an gcóras náisiúnta ag gabháil leis na comhaontuithe foilsithe freisin ina dtugtar achoimre ar an dul chun cinn agus ar an méid a baineadh amach ó cuireadh na chéad chomhaontuithe i bhfeidhm, na príomhthéamaí a thagann chun cinn ó na comhaontuithe sin a mhúnlóidh forbairt an chórais, agus spriocanna náisiúnta BOO a sheachadfar thar tréimhse 2022-24. Táthar ag súil anois, faoi dheireadh 2024, le go dtarlóidh na nithe seo a leanas do chóras BOO:

- A thorthaí fostaíochta a mhéadú le breis agus 10% ar leibhéil réamhphaindéime agus tá tairiscint amháin Scileanna le dul in lomaíoch ann do dhaoine dífhostaithe, rud a chuirfidh athoilúint ar thuairim is 20,000 in aghaidh na bliana.
- Athfhócasú ar chonairí laistigh de BOO, ag fás thar leibhéil dul chun cinn réamh-COVID idir Leibhéal 1-6 CNC, agus ag cur suas le 25% le conairí BOO-AO mar thaca le córas treasach aontaithe.
- Deimhniú ar thras-scileanna a mhéadú agus rannpháirtíocht na bpríomh-spriocghrúpaí a leathnú faoi 10% ar a

laghad ar leibhéil réamhphaindéim, agus 10,000 áit a chur leis mar thaca leis an Straitéis Litearthachta d'Aosaigh don Saol.

- Rannpháirtíocht san fhoghlaim ar feadh an tsaoil a mhéadú i bhfad níos mó ná na leibhéil réamh-COVID, agus scála an tionscnaimh uasoiliúna an fhórsa saothair Scileanna le Dul ar Aghaidh a dhúbailt.
- An soláthar atá dírithe ar riachtanais scileanna rithábachtacha a leathnú tuilleadh le breis agus 15%, méadú ar Fhoirgnimh nach mór Neodrach ó thaobh Fuinnimh/soláthar iarfheistithe go breis agus 7,000 áit in aghaidh na bliana agus modúil scileanna glasa a dhaingniú trasna gach soláthair BOO.
- Mar chuid den chlár oibre foriomlán i dtaobh claochlú, chruthaigh agus sheachaid foireann anailísíochta sonraí SOLAS ardán digiteach nua bunaithe ar thorthaí chun feidhmíocht na 12 sprioc córais náisiúnta a rianú.

> Taighde

Bhí seachadadh taighde straitéisigh faisnéiseach agus tráthúil ina príomhghné chun taca a chur faoi sholáthar BOO i rith 2022. Léirigh foilsiú thuarascáil **Torthaí Cúraim Sláinte BOO**, a d'fhorbair an fhoireann Anailísíochta Sonraí, i gcomhar leis an bPríomh-Oifig Staidrimh, tionchar chéimithe BOO san earnáil seo agus tionchar agus éifeachtúlacht chóras BOO.

Léirigh seoladh agus foilsiú thuarascáil an Aonaid Taighde Margaidh um Scileanna agus Lucht Saothair agus Gloine ar Lasadh ESMI

'An tAm ag Athrú', a scrúdaigh na patrúin atá ag teacht chun cinn i margadh saothair na hÉireann i ndiaidh thionchar na Paindéime, an nádúr dinimiciúil maidir le freagairt do thimpeallacht scileanna atá ag athrú agus atá athraithe in Éirinn. agus sainaithean ag an am céanna an cumas chun dul i mbun teagmhála le comhpháirtithe taighde straitéisigh domhanda.

Ó tharla go raibh Athbhreithniú Scileanna OECD ar Scileanna ar Éirinn ar siúl in 2022, lean an tAonad Taighde Margaidh um Scileanna agus Lucht Saothair, i gcomhar leis an gComhairle Náisiúnta Scileanna, le príomhfhóilseacháin thábhachtacha agus ghéarchúiseacha a chur ar fáil, lena n-áirítear an **Feasachán Náisiúnta Scileanna**, an tuarascáil **Monatóireacht ar Sholáthar Scileanna** in Éirinn, agus an **Suirbhé ar Phoist ar Deacair iad a Líonadh**. Le forbairt an ardáin dhigitigh Roghanna Cliste in 2021, leanamar ar aghaidh le hiniúchadh a dhéanamh ar inrochtaineacht agus solúbthacht faisnéise faoin margadh saothair agus scileanna náisiúnta chun tuilleadh eolais a dhéanamh don tírdhreach scileanna náisiúnta atá ag teacht chun cinn.

I bhfianaise na dinimice náisiúnta maidir le réimsí gairme, cé go bhféadfadh ganntanas scileanna, nó ganntanas scileanna féideartha a bheith ann, mar aon le soláthar scileanna (chomh maith le ganntanas féideartha saothair), leanann foireann RDSE ag obair as lámha a chéile leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta maidir lena chinntiú gur féidir le BOO agus scileanna náisiúnta agus uailmhian sa todhchaí chomh heolach agus is féidir, go háirithe i bhfianaise na moltaí a eascróidh as Athbhreithniú Scileanna an OECD ar Éirinn in 2023.

Cumarsáidí

B'athrú í 2022 ón dá bhliain roimhe ré, ina raibh an timpeallacht go hiomlán fíorúil, nach mór – rud a d'fhág ní hamháin go raibh athruithe suntasacha i gceist leis an soláthar foghlama ar fud earnáil BOO, ach is amhlaidh go raibh athrú ann freisin maidir leis an mbealach ar cuireadh ar dteachtaireacht in iúl. I Ráithe 1, 2022, nuair a

cuireadh deireadh leis na srianta uile maidir le COVID-19, bhí an-fháilte roimh an bhfillleadh ar imeachtaí i bpearsan agus muid in ann féachaint ar a chéile i bpearsan ag imeachtaí móra a bhí saor ó shrianta, agus an chomhthuiscint ar fud gach discipline agus cúlra atá chomh lárnach sin do BOO agus don ghníomhaíocht phromóisin a threisióinn é.

Cé go raibh tábhacht ag baint leis an gclaoclú digiteach atá feicthe againn go léir ó 2020 i leith tábhachtach fós sna bealaí ar úsáideamar chun nascadh agus cumarsáid a dhéanamh, ba chor chun feabhais é imeachtaí promóisin a eagrú athuair agus bualadh le foghlaimoírí ionchasacha BOO agus printiseachta (agus a líonraí tacaíochta) aghaidh ar aghaidh arís.

Ina fhianaise sin, seo a leanas dhá cheann de bhuaicphointí na bliana:

> Filleadh ar imeachtaí i bpearsan

Reáchtáladh an chéad imeacht i bpearsan den bhliain i mí an Mhárta 2022 – reáchtáil SOLAS, Boird Oideachais agus Oiliúna Éireann, agus BOO Phort Láirge-Loch Garman an chéad Chruinniú Mullaigh um Scileanna Glasa BOO i gcomhar lena chéile i gcomhpháirtíocht le Comhairle Contae Loch Garman. Thug an t-imeacht náisiúnta seo dearchtaí Scileanna Glasa le chéile ó thaobh an taighde, na tionsclaíochta agus sholáthar BOO de, agus d'oscail an tAire Simon Harris TD é.

I mí Mheán Fómhair 2022 tháinig imeachtaí ar mhórscaála náisiúnta dírithe ar an bhfoghlaimoír ar ais amhail imeacht lucht fágála scoile Irish Times Higher Options, Scileanna Éireann Beo atá dírithe ar Phrintiseacht, agus láithreach Rialtas na hÉireann ag an gComórtas Náisiúnta Treabhdóireachta. Comhordaíodh láithreach BOO ag na himeachtaí seo i gcomhar le Boird Oideachais agus Oiliúna Éireann agus leis an Roinn. Tháinig imeachtaí eile ar ais freisin, amhail Seó na hIdirbhliana agus Seachtain Feasachta an Choláiste, chomh maith le comhdhálacha ó Chumann Náisiúnta Príomhoidí agus Príomhoidí

Tánaisteacha, ó Bhoird Oideachais agus Oiliúna Éireann agus ó OECD, agus Gradaim Réalta AONTAS, a raibh ról ag SOLAS iontu ar fad.

Reáchtáil an Oifig Náisiúnta Printiseachta go leor imeachtaí le linn 2022 - na chéad Ghradaim Phrintiseach na Bliana, filleadh Ghradaim Phrintiseach Fostóra na Bliana i bpearsan, chomh maith le cruinnithe Comhpháirtithe Ghlúin na Printiseachta in Iarnród Éireann agus Ionad Oiliúna Bhaile Dúill, mar aon le roinnt imeachtaí de leithéid seó bóthair in áiteanna mar Phailliúin Shoirid agus Ionaid Siopadóireachta Dhún Droma. Cuireadh tús le bronnadh na dteastas printiseachta i bpearsan freisin le linn 2022.

➤ Feachtais chuimsitheacha lucht fágála scoile

Ag leanúint ar aghaidh ón mbunobair thábhachtach i dtaobh fheachtas 2021 agus naisc BOO agus printiseachtaí ar fhógra Lár-Oifig Iontrála, chomhordaigh foireann cumarsáide SOLAS feachtas leantach 2022 chun aird a tharraingt ar BOO mar rogha iar-Ardteistiméireachta do scoláirí, do thuismitheoirí, do mhúinteoirí agus do threoirchomhairleoirí ar fud na tíre. Rolladh an feachtas fógraíochta meán íochta seo amach, ar fud pointí teagmhála agus cainéil thábhachtacha amhail na meáin shóisialta, na meáin dhigiteacha, fógraíocht lasmuigh, cuardach idirlín, raidió náisiúnta agus áitiúil, na meáin chlóite, sruthú fiseáin ar éileamh, urraíocht podchraoltaí agus seirbhísí clos-sruthaithe. Beartaíodh an feachtas go straitéiseach thart ar mhórspríocanna tábhachtacha in amlíne iarratais Lár-Oifige Iontrála, ar bhonn céimnithe thar thráthanna den bhliain nuair b'ábhartha a bheadh an t-oideachas treasach. Tacaíodh leis an ngníomhaíocht íochta seo trí fheachtais caidrimh phreasa tuillte rialta agus urlabhraithe SOLAS a bheith páirteach ar chlár sna meáin.

Forbairt thábhachtach d'fheachtas margaiochta BOO in 2022 ba ea an urraíocht a rinneadh ar chlár raidió shuaitheanta Today with Claire Byrne ar RTE Raidió a hAon, a bhfuil lucht éisteachta laethúil measta de thuairim is

350,000 aige. Rinne an urraíocht seo poiblíocht ní hamháin ar thairiscint BOO do lucht fágála scoile, ach ar Scileanna le Dul ar Aghaidh, ríomhCholáiste, roghanna litearthachta d'aoisigh agus clár Scileanna Glasa, agus bhí sí ar siúl ó Mheán Fómhair 2022 go dtí Eanáir 2023.

Reáchtáil an Oifig Náisiúnta Printiseachta dhá chéim d'fheachtas fógraíochta íochta Ghlúin na Printiseachta i rith 2022, le babhta fógraíochta samhraidh agus geimhridh ann. Bhí sé seo dírithe ar phrintisigh fhéideartha agus ar fhostóirí féideartha araon, agus san áireamh leis bhí réimse leathan cainéal spriocdhírthe, lena n-áirítear urraíocht ar chlár gnó Bobby Kerr ar an stáisiún raidió náisiúnta, Newstalk.

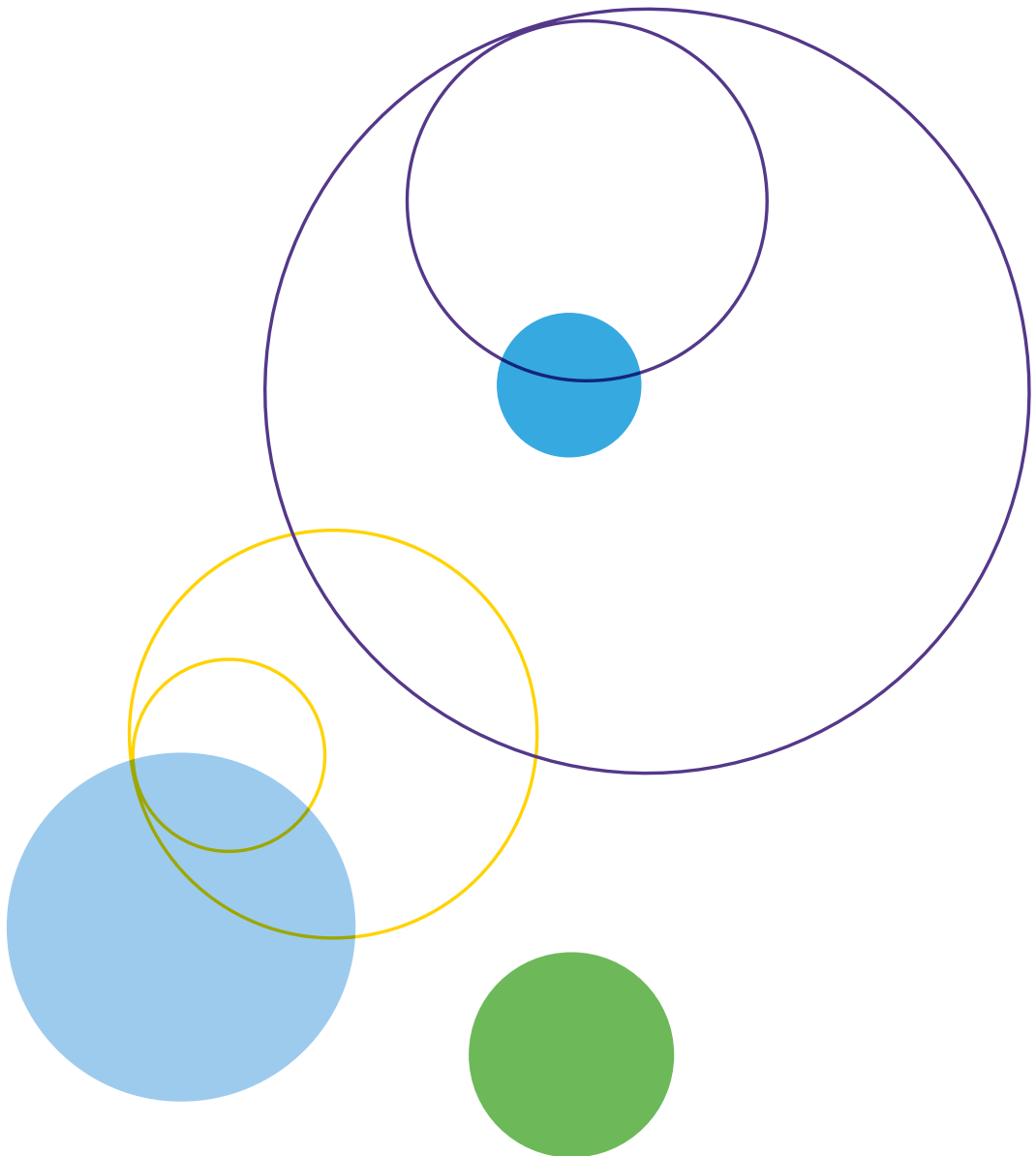
Choinnigh cumarsáid SOLAS páirtithe leasmhara ar an eolas maidir le roinnt príomhthuarascálacha a foilsíodh i rith na bliana lena n-áirítear:

- Poist ar Deacair iad a líonadh 2022
- Feasachán Scileanna Fómhair/Geimhridh 2022
- Monatóireacht ar Sholáthar Scileanna na hÉireann 2022
- Feasachán Scileanna Náisiúnta 2022
- Feasachán Scileanna Samhraidh 2022
- An tAm ag Athrú
- Feasachán Scileanna Earraigh 2022
- Torthaí Foghlama BOO – Foghlaimeoirí Cúraim Sláinte
- Torthaí Foghlama BOO – Luathfhágálaithe Scoile

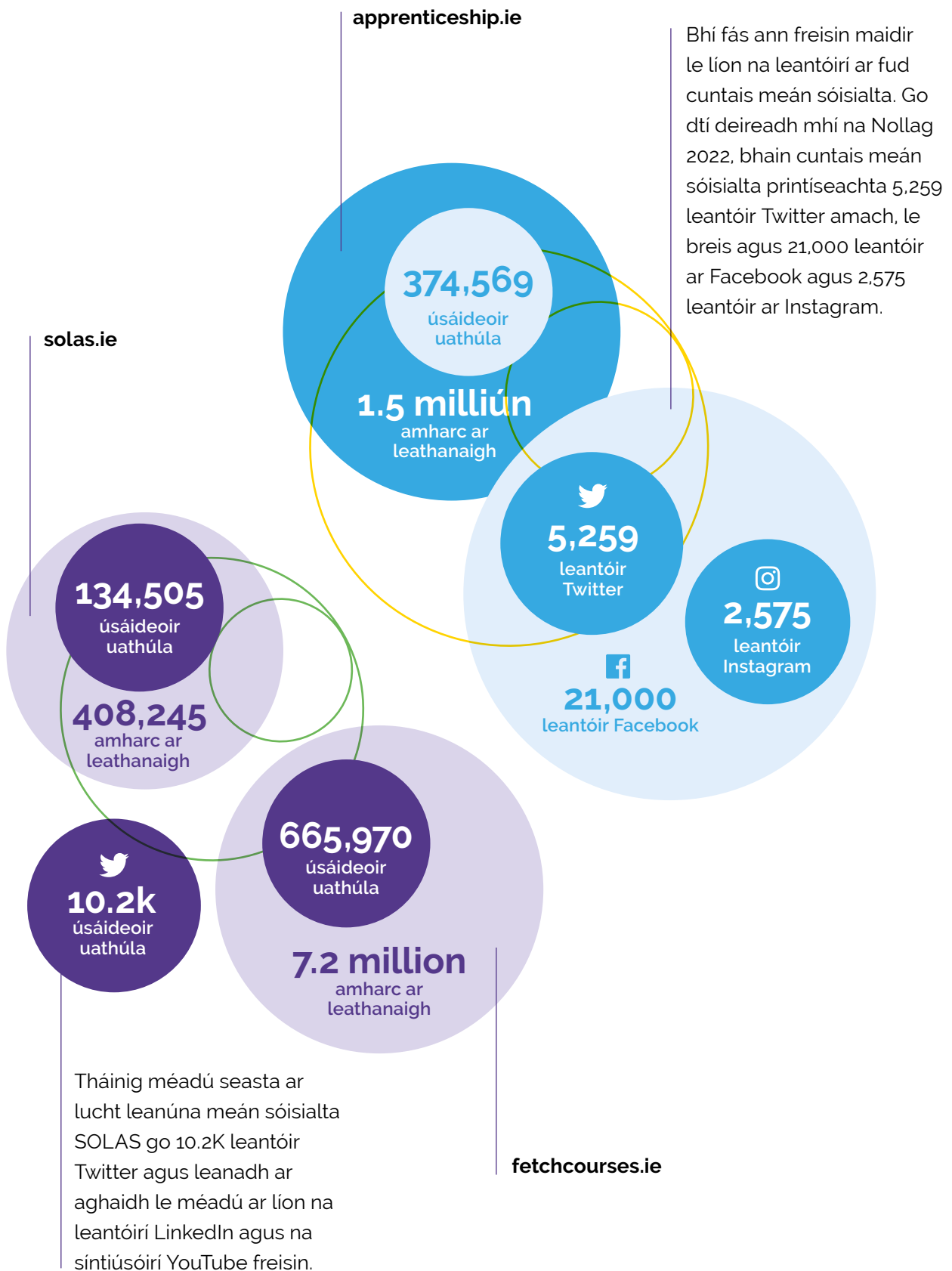
Thacaigh an fhoireann cumarsáide le roinnt feachtas i rith na bliana freisin, lena n-áirítear freagairt BOO ar chogadh na hÚcráine, an Ciste Rochtana nua-ainmnithe atá á riar ag na BOOnna, feachtas náisiúnta earcaíochta do chomhordaitheoirí réigiúnacha Litearthacht d'Aosaigh don Saol agus Stiúrthóir na hOifige um Bainistíocht Clár, Scileanna le Dul ar Aghaidh agus gníomhaíocht fógraíochta ríomhCholáiste,

chomh maith le tacaíocht ar na meáin shóisialta a bhíonn ann i gcónaí do ThisIsFET agus Glúin na Printíseachta.

Ina theannta sin, lean an fhoireann cumarsáide le tacú le cumarsáid inmheánach trí roinnt tionscnamh lena n-áirítear ríomh-Nuachtlitir mhíosúil nua SOLAS "Spotlight on SOLAS" a thabhairt isteach, 12@12s, agus Bróinse agus Foghlaim.



> Anailísíocht



Coláiste na Todhchaí BOO

Ba bhliain shuntasach í 2022 maidir le hinfheistíocht chaipitiúil in Earnáil BOO agus eisíodh dhá ghlaoch mhóra ar mhaoiniú faoi Choláiste na Todhchaí BOO. An Ciste um Uasghrádú Bonneagair Straitéisigh do thionscadail faoi €5 mhilliún agus an Ciste Mórthionscadal do thionscadail os cionn €5 milliún.

Tugadh cuireadh do gach Bord Breisoideachais agus Oiliúna suas le dhá iarratas tosaíochta a chur isteach chuig gach ciste, bhí Painéil Mheasúnaithe ar leith ann chun iarratais a mheas in aghaidh na gcrítear do gach glaoch.

Fógraíodh deich dtionscadal mhóra, ar fud líon coibhéseach BOOnna, le comhchostas tionscadail dar luach €362.5 milliún, le cur ar aghaidh trí Gheata Cinnidh o den Chód Caiteachais Phoiblí chuig Réamhchás Gnó a fhorbairt. Tacóidh foireann Choláiste na Todhchaí BOO de chuid SOLAS, an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, agus eagraíochtaí cumasúcháin le Réamhchás Gnó a fhorbairt. Áireofar leis sin obair ar chéimniú tionscadal in aghaidh na mbuiséad caipitil atá ar fáil, ceanglais an Phlean Gníomhaíochta ar son na hAeráide 2023 a dhaingniú, agus cuspóirí Choláiste Amach Anseo BOO a chur chun cinn, mar a shainítear in BOO Amach Anseo: Straitéis na Foghlama a Athrú ó Bhonn.

Fógraíodh trí thionscadal déag de chuid an Chiste Uasghrádaithe um Bonneagar Straitéiseach, dar luach beagnach €51 milliún ar fad iad, le dul ar aghaidh trí Gheata Cinnidh 1 den CPS chuig Foireann Dearaidh a cheapadh. Beidh rannpháirtíocht straitéiseach fhoireann Choláiste Amach Anseo SOLAS BOO le BOOnna agus a bhFoirne Dearaidh, nuair a cheapfar iad, ar siúl go leanúnach.

Tháinig fás ar fhoireann Choláiste Amach Anseo BOO le linn 2022 agus tá seachtar comhaltai foirne ann a bhfuil meascán de chumais

theicniúla, bhainistíochta agus riaracháin acu. Déanfaidh an fhoireann maoirsiú ar sheachadadh liosta gníomhach de bhreis is 140 tionscadal caipitil in imeacht sé shruth maoinithe, chomh maith le breis agus €8 milliún i ndeontais chaipitil dhéabhlóidithe do na BOOnna, le buiséad foriomlán de €60 milliún.

Litearthacht d'Aosaigh don Saol (LAS)

Seoladh an Straitéis um Litearthacht d'Aosaigh don Saol (LAS) i mí Mheán Fómhair 2021 agus leagtar amach ann straitéis uailmhianach 10 mbliana chun litearthacht d'aoisigh, uimhearthacht agus litearthacht dhigiteach in Éirinn a athrú ó bhonn. Tá sé mar aidhm ag an Straitéis, a d'fhorbair SOLAS, deimhin a dhéanamh de go bhfuil an litearthacht, an uimhearthacht agus an litearthacht dhigiteach riachtanach ag gach aosach in Éirinn chun páirt iomlán a ghlacadh sa tsochaí agus a lánacmhainneacht a bhaint amach.

Diríodh go príomha ar chur chun cinn Straitéis LAS in 2022 maidir le bunú agus treoirthionscadail Chiste Nuálaíochta agus Comhoibrithe Straitéis LAS. I measc na bpríomhghníomhaíochtaí bhí:

- An chéad chruinniú de Ghrúpa Forfheidhmithe Tras-Rialtais LAS faoi chathaoirleacht an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, Simon Harris, in Eanáir 2022. Tionóladh an dara cruinniú den Ghrúpa Forfheidhmithe i mí Iúil 2022.
- Leithdháileadh €3 mhilliún i gCáinainéis 2022 chun Oifig Cláir Náisiúnta agus Comhordaitheoirí Litearthachta Réigiúnacha a bhunú.
- Comhaontú ar an struchtúr maidir le Oifig na gClár Náisiúnta chun stiúrthóir agus ceannairí earnála ar iasacht ó Oideachas (Boird Oideachais agus Oiliúna Éireann), For-rochtain agus Forbairt (an Áisíneacht Náisiúnta Litearthachta

d'Aosaigh), an Roinn Sláinte an Roinn Forbartha Tuaithe agus Pobail agus an Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige a chur san áireamh.

- Earcú Stiúrthóir Oifig Náisiúnta na gClár agus 16 Chomhordaitheoir Litearthachta Réigiúnacha, le ceapacháin Stiúrthóra agus 12 Chomhordaitheoir Litearthachta Réigiúnacha faoi dheireadh na bliana.
- Cuireadh maoiniú dar luach €5.5 milliún ar fáil do sholáthróirí oideachais phobail trí Chiste Rochtana (ar a dtugtaí an Cisteum Mhibhuntaíste Oideachais a Mhaolú roimhe seo) chun tacú le foghlaimeoirí aosacha a bhféadfadh bacainní a bheith orthu roimh rannpháirtíocht san oideachas agus san fhoghlaim ar feadh an tsoil a rochtain, mar thoradh ar riachtanais litearthachta, uimhearthachta agus litearthachta digiti i measc nithe eile.
- Clár píolótach rathúil maidir le Ciste Nuálaíochta agus Comhoibrithe Straitéis LAS, rud a d'fhág gur dáileadh €100,000+. Seachadadh naoi dtionscadal, ó cheardlanna litearthachta digiti; acmhainní litearthachta do leabharlanna; tobcheardlanna digiteacha; trealamh (lena n-áirítear cluasáin réaltachta fíorúla); cúrsa litearthachta airgeadais i gcomhar le Seirbhís Buiséadaithe agus Comhairle Airgid áitiúil; cúrsa litearthachta sláinte i gcomhar le Comhpháirtíocht Spóirt áitiúil, agus, le haghaidh tuismitheoirí, i gcomhar le TUSLA; pacáistí promóisin do LAS a dáileadh ar ghníomhaireachtaí áitiúla; agus leabhair teagaisc agus leabhair teagaisc agus foghlama litearthachta a dháil an Áisíneacht Náisiúnta Litearthachta d'Aosaigh.
- Leasaíodh paraiméadair agus ceanglais mhaoinithe an BOO chun tagairt shoiléir a dhéanamh do ghnáth-theanga ó thaobh na cumarsáide de.

- Tá Straitéis LAS san áireamh anois mar mhír ar leith i gComhaontú um Fheidhmíocht Straitéiseach de gach ceann de na 16 BOO.

Bhain breis agus 70,000 foghlaimeoir uathúla úsáid as soláthar a bhain le Litearthacht d'Aosaigh don Saol ar fud líonra na mBOOanna agus grúpaí arna maoiniú ag SOLAS in 2022.

Printíseacht

Tá freagracht reachtúil ar SOLAS as printíseachtaí in Éirinn agus, tríd an Oifig Náisiúnta Printíseachta nua, leanann SOLAS ar aghaidh le cur go mór le fás agus leathnú an chórais náisiúnta printíseachta.

Bunaíodh an Oifig Náisiúnta Printíseachta i mí Eanáir 2022 i gcomhpháirtíocht leis an Udarás um Ard-Oideachas. Tá an Oifig ar cheann de na struchtúir nua atá i bhfeidhm chun cur i bhfeidhm an *Phlean Gníomhaíochta do Phrintíseacht náisiúnta 2021-2025* a bhrú ar aghaidh.

Bunaíodh 'Comhghuaillíocht Náisiúnta Printíseachta' nua freisin in 2022. Glacann sé ionad na Comhairle Printíseachta a thug comhairle maidir le leathnú an chórais printíseachta ó 2014-2021. Áirítear ar an gComhghuaillíocht ar a raibh 23 ball comhaltaí a dhéanann ionadaíocht thar ceann príomhpháirtithe leasmhara printíseachta. Cuireann sé comhairle ar an Oifig Náisiúnta Printíseachta maidir le cur i bhfeidhm an *Phlean Gníomhaíochta 2021-2025*.

Dála soláthair oideachais agus oiliúna eile, cuireadh deireadh leis na srianta ar oiliúint phrintíseachta a bhí i bhfeidhm de bharr phaindéim COVID-19 in 2022.

Seoladh ceithre phrintíseacht nua i rith na bliana, lena n-áirítear an chéad phrintíseacht 'scileanna glasa' do Theicneoirí Cothabhála Tuirbíní Gaoithe. Faoi dheireadh na bliana 2022 bhí 66 printíseacht náisiúnta i gceist, agus breis agus 20 eile ar na bacáin.

> 2022 in uimhreacha

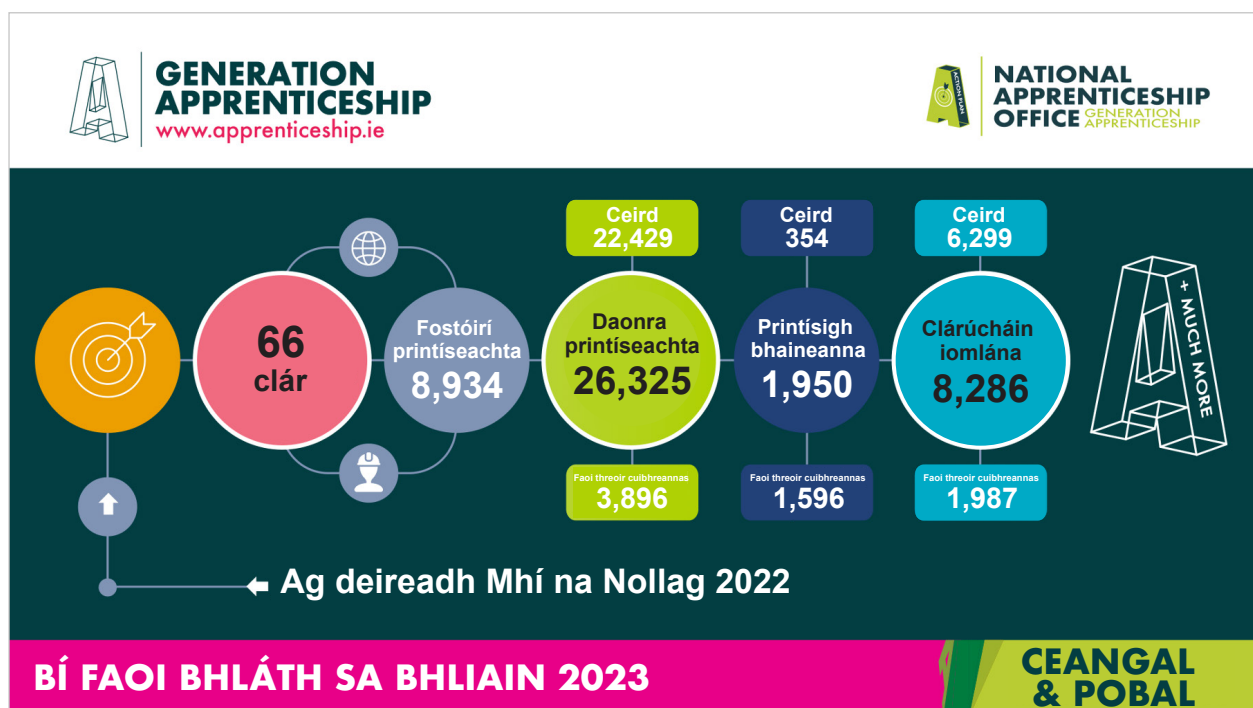
Bhí líon na bprintiseach a chláraigh in 2022 beagnach chomh hard le 2021, an bhliain ba mó riamh. Bhí 8,326 clárúchán ann in 2022 i gcomparáid le 8,607 in 2021.

Tháinig méadú freisin ar líon na bhfostóirí printiseachta a fhostaíonn printisigh go

gníomhach in 2022, go 8,934, méadú ó 8,401 in 2021.

Ar an iomlán, tháinig méadú suntasach ar líon na bprintiseach in 2022 – ba é líon iomlán na bprintiseach ag deireadh na bliana ná 26,325, méadú ó 24,209 in 2021.

*Le haghaidh faisnéis ar gach cúrsa printiseachta atá ar fáil agus sonraí gaolmhara, féach Aguisíní



> Gníomhaíochtaí na hOifige Náisiúnta Printiseachta in 2022

Bhí 2022 gnóthach don Oifig Náisiúnta Printiseachta, ina bliain tosaithe. Bunaíodh foireann bheag aistrithe agus baineadh príomhspríocanna an phlean gnó amach, lena n-áirítear deontas fostóra nua a thabhairt isteach, sparánacht inscne nuashonraithe d'fhostóirí; bunú na Comhghuaillíochta Náisiúnta Printiseachta; seoladh clár printiseachta nua;

comhdhlúthú agus cur chun cinn straitéiseach Ghlúin na Printiseachta, agus an céad imeacht náisiúnta maidir le gradaim Phrintiseach na Bliana riamh.

Ina theannta sin, bhí rannpháirtíocht shuntasach ann le cuibhreannais printiseachta agus le príomhpháirtithe leasmhara eile in 2022.

D'fhoilsigh an Oifig Náisiúnta Printiseachta a céad tuarascáil bhliantúil don bhliain, mar aon le breac-chuntas ar na pleananna don bhliain 2023. Tá an tuarascáil ar fáil [anseo](#).

Cáilíocht Foirgníochta agus Scileanna Glasa

Tá an fhoireann Foirgníochta, Cáilíochta, Scileanna Glasa freagrach as raon leathan cláir náisiúnta a bhainistiú agus a chur i bhfeidhm ar fud na Foirgníochta, Tithíocht do Chách agus Ghníomhú ar son na hAeráide.

In 2022, d'eisigh SOLAS 125,121 cárta Pas Sábháilte nua, méadú 36% ar 2021. In 2022 freisin, chuir SOLAS tús leis an obair ullmhúcháin chun córas malartach athnuachana Pas Sábháilte a thabhairt isteach. Ó 2023 ar aghaidh, féadfaidh siad siúd atá ag iarraidh a bPas Sábháilte a athnuachan é sin a dhéanamh trí mheasúnú ar líne a dhéanamh. Sheol an tAire Simon Harris TD an córas nua go hoifigiúil i mí na Nollag 2022.

I rith 2022 sheachaid líonra soláthraithe SOLAS 3,600 imeacht oiliúna agus measúnaithe de chuid Scéim Deimhnithe Scileanna Foirgníochta agus Scéim Deimhnithe Scileanna Cairéal agus dáileadh 21,317 cárta de chuid Scéim Deimhnithe Scileanna Foirgníochta agus Scéim Deimhnithe Scileanna Cairéal, ar chártaí nua 10,877 díobh, ba chártaí athnuachana 9,520 acu agus ba chártaí athsholáthair 920 acu.

Chun tacú leis an gclár Tithíocht do Chách, tá SOLAS i mbun bainistíocht tionscadail chun an chéad Pháirc Foirgníochta um Modhanna Nua-Aimseartha in Éirinn a bhunú i nDroim Cáithe.

Ina theannta sin, tá SOLAS i mbun bunú sé Fhoirgneamh nach mór neodrach ó thaobh fuinnimh a mhaoirsiú in BOO Chathair Bhaile Átha Cliath, BOO Chorcaí, BOO Laoise Uíbh Fhailí, BOO Luimnigh agus an Chláir, BOO Mhaigh Eo Shligigh Liatroma, agus BOO Phort Láirge Loch Garman.

Le linn 2022, d'fhorbair SOLAS na Scileanna Glasa do **Threochlár BOO 2021-2030** a chuimsíonn cuid de na príomhréimsí don earnáil BOO maidir leis an aistriú chuig geilleagar glas agus a fhreagraíonn do threoracha éagsúla an AE agus do threoracha náisiúnta. Soláthraíonn an Margadh Glas Eorpach 2019 agus Dearbhú Osnabrück maidir le Gairmoideachas agus

Gairmoiliúint 2020 an comhthéacs i dtaca leis na dúshlán aeráide agus chomhshaoil agus leagtar amach freagraí a bhaineann go sonrach leis an earnáil BOO, agus tá sainorduithe náisiúnta maidir le scileanna glasa san áireamh i Scileanna do Neodracht Carbóin 2021, Tithíocht do Chách 2021, Plean Gníomhaíochta do Phrintíseachtaí 2021-2025, Clár an Rialtais 2020, Plean Gníomhaithe ar son na hAeráide 2021, agus Poist Amach Anseo Éireann 2019.

Faoi na ceannteidil Scileanna Glasa don Saol, Scileanna Glasa don Fhoirgníocht agus Scileanna Glasa do Ghairmeacha, freagraíonn Scileanna Glasa don BOO 2021-2030 do na sainorduithe seo ar feadh a saolré agus leagann sé síos treo straitéiseach do thionscnaimh scileanna glasa ar fud earnáil BOO na hÉireann ina gclúdaítear printíseachtaí, cúrsaí oiliúna, forbairt ghairmiúil, deiseanna athoiliúna, agus cláir foirgníochta.

Fiontar, Fostaithe & Scileanna

> Scileanna le Dul ar Aghaidh

Le ceithre bliana anuas, chruthaigh agus sholáthair Scileanna le Dul ar Aghaidh deiseanna solúbtha uasoiliúna d'ardchaighdeán do bhreis agus 40,000 fostaí i bhfórsa saothair na hÉireann, atá dírithe ar scileanna daoine fostaithe a fhorbairt. Diríonn sé orthu siúd a bhfuil leibhéal scileanna níos ísle acu, in earnálacha leochaileacha, daoine a bhfuil níos mó deiseanna de dhíth orthu chun a ngairmeacha beatha a chur chun cinn, chun a bhfostaíocht a choinneáil, chun díláithriú a sheachaint nó chun leas a bhaint as deiseanna fostaíochta atá ag teacht chun cinn. Tacaíonn sé le fontair bheaga agus mheánmhéide (FBManna) a bhfuil cúnaimh de dhíth orthu chun a bhfórsa saothair a fhorbairt agus rolladh amach é leis na BOOna ar fud na tíre.

Cuireadh uasoiliúint ar bhreis agus 15,500 fostaí in 2022 agus mhéadaigh Scileanna le Dul ar Aghaidh a raon chuig níos mó fostóirí ach breis agus 2,000 clár uasoiliúna a sholáthar.

Tarraingíonn an beartas seo ar fhís den ionad oibre in Éirinn ina mbreathnaítear ar uasoiliúint le linn do shaoil oibre mar ghnáthchleachtas agus tá dlúthcheangal aige le slándáil poist fheabhsaithe, tuilleamh níos airde, agus neamhspleáchas ag an obair d'fhostaithe. Baineann gnólachtaí, idir bheag agus mhór, tairbhe as táirgiúlacht agus iomaíochas a bhfostaithe, an gheilleagair agus earnáil na tionsclaíochta dá bharr.

Leanadh den athrú a tháinig ar struchtúr fhórsa saothair na hÉireann le linn 2022 i dtimpeallacht ghnó a éilíonn fórsa saothair atá an-solúbtha. Chun a chinntiú gur féidir le hoibrithe an tsolúbthacht seo a bhaint amach, tá gá le huasoiliúint agus athoiliúint leanúnach, ní hamháin chun a gcuid cúraimí reatha a chomhlíonadh, ach chun tabhairt faoi dhúshláin oibre agus deiseanna nua chun poist a chothú agus chun gnó a fhás.

Chun a chinntiú go bhfuil deiseanna solúbtha, ábhartha uas-scilithe ar fáil don fhórsa saothair trí Scileanna le Dul ar Aghaidh, treoraíonn SOLAS comhoibriú leis na Boird Oideachais agus Oiliúna, comhlachtaí fostóirí agus príomhpháirtithe leasmhara chun tionscnaimh spriocdhírithé réigiúnacha agus earnála a dhearadh, a fhorbairt agus a chraobhscaoileadh. Áirítear ar na tionscnaimh sin Ceannaireacht agus Bainistíocht, Ceannairí a Fhorbairt le haghaidh Fáilteachais agus Turasoireachta, agus sraith micreacháilíochtaí nua i Scileanna Glasa, Scileanna Digiteacha don Ghnó, Feirmeoireacht Uisce, Róbataic, Nuálaíocht Gnó agus Forbairt Margaidh. Chun rochtain ar oiliúint a mhéadú, cuirtear cúrsaí ar fáil i bpearsan agus tríd an bhfoghlaim cumaisc.

> ríomhCholáiste

Is seirbhís foghlama ar líne é ríomhCholáiste i gcomhair BOO a chuireann raon cúrsaí ar fáil i scileanna digiteacha agus gnó. Tá cúrsaí ríomhCholáiste ar fáil ar bhonn iontógáil leanúnach, gan aon liostaí feithimh agus bíonn amanna solúbtha ann lena gcur i gcrích. Lean ar ríomhCholáiste aghaidh le seirbhísí foghlama ar

líne saor in aisce a chur ar fáil chun cabhrú leo siúd a raibh tionchar ag Covid-19 orthu in 2022, beart a rinneadh den chéad uair in 2020.

Feidhmíonn cúrsaí ríomhCholáiste ar bhonn iontógáil leanúnach, is cúrsaí páirtaimseartha iad, agus bíonn cáilíochtaí aitheanta ag earnáil na tionsclaíochta ar a gcriche. Chláraigh breis agus 20,000 duine ar an tseirbhís le linn 2022.

Ar na príomhréimsí spéise bhí scileanna digiteacha, bainistíocht tionscadail, agus scileanna gnó. In 2022 tháinig laghdú ar an éileamh méadaithe a bhí ann le linn 2020 agus 2021, ach leanadh den phatrún leanúnach maidir le héileamh méadaithe i gcomparáid leis na leibhéil réamhphaindéime. Mar a tugadh faoi deara in 2020 agus 2021, tá tuairim is leath díobh siúd a chláraíonn ar chúrsaí ríomhCholáiste i bhfostaíocht. Léiríonn na treochtaí seo go n-aithníonn foghlaimeoirí an fhoghlaim ar líne mar mheán inmharthana maidir le forbairt ghairme agus le foghlaim don saol.

> Foghlaim le Cuidiú Teicneolaíochta

Chuir an fhoireann tacaíochta de chuid Foghlaim le Cuidiú Teicneolaíochta i SOLAS tacaíocht leanúnach ar fáil do na BOOna in 2022 chun cleachtas foghlama feabhsaithe teicneolaíochta a chomhtháthú, tugadh tacaíocht go háirithe do bhonneagar Moodle BOO. Agus an earnáil ag tairiscint cúrsaí ar líne agus foghlama cumaisc go fóill de bharr Covid-19, diríodh ar a chinntiú gur cuireadh barr feabhais ar bhonneagar Moodle a úsáidtear ar fud BOO chun freastal ar an éileamh.

Tacaíocht d'Fhoghlaimeoirí

Oibríonn Foireann Tacaíochta d'Fhoghlaimeoirí SOLAS lena chinntiú go dtugtar tacaíocht d'fhoghlaimeoirí BOO ar bhealach comhsheasmhach, le cur chuige i dtaobh dearadh uilíoch mar bhonn faoi fhorbairt agus seachadadh foghlama. Oibríonn an fhoireann le comhghleacaithe ar fud SOLAS agus le

comhpháirtithe eárnála chun a chinntiú go ndéanann BOO teagmháil agus go dtacaíonn sé leis na grúpaí is leochailí sa tsochaí.

> Tacú le Cohóirt Tosaíochta in BOO

BOO Amach Anseo: Cuireann an Fhoghlaim a Athrú ó Bhonn béim ar chuimsiú, ar scileanna agus ar chonairí do gach foghlaimeoir. Chun na haidhmeanna seo a bhaint amach ar bhealach níos fearr, tá Tacaíochtaí Comhsheasmhacha d'Fhoghlaimeoirí daingnithe anois ar fud an Bhreisoideachais agus na hOiliúna trí Chomhaontuithe um Fheidhmíocht Straitéiseach i leith na Foghlama a Athrú ó Bhonn 2022 - 2024.

Tacaíonn an Fhoireann Tacaíochta d'Fhoghlaimeoirí le hearnáil BOO chun riachtanais na gcohórt tosaíochta a mheas mar atá sonraithe i gcuid 6.3 de BOO Amach Anseo: Foghlaim a Athrú ó Bhonn. Tá ceanglas ar BOOnna de réir paraiméadair mhaoinithe comhoibriú le páirtithe leasmhara áitiúla, lena n-áirítear an RCS maidir le soláthar do ghrúpaí ar an imeall.

Le linn 2022, forbraíodh páipéar seasaimh agus treoirleabhar a thacaigh le Tacaíochtaí Comhsheasmhacha d'Fhoghlaimeoirí. Is céim thábhachtach í seo chun BOO Amach Anseo a bhaint amach: Cuspóirí na Foghlama a athrú ó bhonn chun tacaíocht foghlaimeora níos comhsheasmhaí a sholáthar ar fud BOO, beag beann ar shuíomh nó ar chineál chlár BOO.

> Dearadh Uilíoch do BOO

Tá dul chun cinn suntasach á dhéanamh maidir le Prionsabail um Dhearadh Uilíoch don Foghlaim a dhaingniú in Earnáil BOO, i ndiaidh fhoilsiú ['Dearadh Uilíoch don Foghlaim do Threoir Chleachtóirí BOO maidir le Dearadh Uilíoch don Foghlaim a chur i bhfeidhm i mBreisoideachas agus Oiliúint na hÉireann'](#). Cuidíonn sé seo le tacaíocht a thabhairt do chleachtóirí breisoideachais agus oiliúna chun aghaidh a thabhairt ar éagsúlacht i gcohóirt foghlaimeoirí agus chun bacainní ar foghlaim

a laghdú trí sholúbthacht, inrochtaineacht, guth agus rogha an foghlaimeora a fhi isteach i bhfabraic eispéiris foghlama BOO. Tá raon deiseanna forbartha gairmiúla cuí ar fáil do chleachtóirí, trí Boird Oideachais agus Oiliúna Éireann, agus trí chláir mar an Suaitheantas um Dhearadh Uilíoch don Foghlaim (AHEAD/an Fóram Náisiúnta um Fheabhsú Múinteoireachta agus Foghlama).

> Treoirínte Dea-Chleachtais don Earnáil

D'oibrigh Foireann Tacaíochta d'Fhoghlaimeoirí SOLAS le comhghleacaithe agus le comhpháirtithe eárnála chun raon acmhainní a fhorbairt d'fhonn cabhrú leis an earnáil BOO timpeallachtaí foghlama cuimsitheacha a fhorbairt agus a chaomhnú. Tá sraith treoirínte dea-chleachtais, uirlisí agus tuarascálacha ag BOOnna anois a chuireann aithne ar BOO Amach Anseo chun cinn: Foghlaim a Athrú ó Bhonn agus Litearthacht d'Aosaigh don Saol

Tá sraith iomlán acmhainní ar mheasúnú tosaigh agus leanúnach ar inniúlacht sa litearthacht, san uimhearthacht agus i dteanga an Bhéarla ar fáil anois i ngach Bord Oideachais agus Oiliúna. Tá treoirínte agus sraith straitéisí agus tuarascálacha ar fáil freisin maidir le Foghlaim Teaghlach, Dearadh Uilíoch don Foghlaim agus Cuimsiú Foghlaimeoirí faoi Mhíchumas Intleachta, Uimhearthacht agus rannpháirtíocht foghlama. Ar an iomlán, táthar ag baint úsáid as breis agus 20 acmhainn ar fud na mBOOnna agus tá siad daingnithe trí na Comhaontuithe um Fheidhmíocht Straitéiseach agus trí pharaiméadair agus riachtanais leithdháilte maoinithe BOO.

> Tuarascáil ar Chaipiteal Daonna

Cad is Caipiteal Daonna ann?

Is éard is caipiteal daonna ann iomlán an eolais, na scileanna, na taithí agus na goáilíochtaí sóisialta a chuireann ar chumas duine obair a dhéanamh ar mhodh a tháirgeann luach eacnamaíoch. Léirítear i dtaighde go mbaineann eagraíochtaí tairbhe as agus go bhfásann siad as cuimse nuair a dhéantar infheistíocht i gcaipiteal daonna daoine. Féachtar anois ar chaipiteal daonna mar ghné bhreise de Bhainistíocht Acmhainní Daonna.



Tá Foireann na nDaoine i mbun an uailmhian a chur i gcrích maidir le bheith ar cheann de na Rannóga AD Straitéiseacha is nuálaí sa tSeirbhís Phoiblí trí infheistíocht a dhéanamh ina ndaoine agus trí ghníomhaíochtaí comhaontaithe a leagtar amach i Straitéis Daoine SOLAS 2020-2024 agus i bPlean Gnó Tras-Eagraíochta SOLAS do 2022. Buaicphointí Foireann na nDaoine do 2022 a chur i bhfeidhm.

Buaicphointí Foireann na nDaoine don bhliain 2022

82 Feachtais Earcaíochta in 2022, méadú ar 4 fheachtas bliain ar bhliain, (gan gníomhaíocht Oifig Náisiúnta Printiseachta san áireamh) lena n-áirítear iontrálaithe nua, ceapacháin gníomhachacha, arduithe céime, aistriúcháin agus iasachtaí oibríthe. Ina theannta sin bhain 4 duine úsáid as an mbeartas soghluaisteachta, próiseáladh 15 iarratas ar dhul ar scor/sos gairme, 5 iasacht oibríthe isteach/oibríthe seachtracha agus 9 iarratas ar dhul ar scor.

100% Ghlac 100% den Fhoireann Ceannaireachta Shinsearaí páirt go gníomhach agus go barántúil i bpleanáil comharbais, rud atá ina cheanglas eagraíochtúil bunaithe.

85% 85% de na foirne eagraíochtúla ag gníomhú ar phleananna gníomhaíochta Shuirbhé Rannpháirtíochta SOLAS 2022. Ina theannta sin, d'iarr 2 Stiúrthóirí tacaíochtaí breise chun a gcuid torthaí a fheabhsú go gníomhach.

63% Méadú 63% ar riachtanais shonracha Foghlama & Forbartha ag leibhéal foirne, ag leibhéal Rannáin agus ag leibhéal an Bhoird le linn 2021.

Na príomhréimsí fócais d'Foireann na nDaoine in 2022

- 1 Pleanáil & Solúbthacht Fórsa Saothair**
- 2 Ag cur béim ar SOLAS mar Eagraíocht Foghlama**



Feidhmíocht Fhoireann na nDaoine Freagrachtaí Breise do Chóras BOO

"Ag Obair go Cliste" bunú Lár-Oifig na hOifige Náisiúnta Printiseachta, Oifig an Chláir um Lítearthacht d'Aosaigh don Saol, Coláiste na Todhchaí BOO, tacaíocht Debenham & Scileanna Glasa.

I bhfianaise na bhfreagrachtaí breise a sainithníodh do SOLAS, chuir Foireann na nDaoine tús lena turas chun tacú le cruthú foirne nua, struchtúir nua, agus earcú daoine nua don eagraíocht.

Áiríodh le cur chuige na foirne iomláin tacaíocht do shonraíochtaí feidhmiúla, dul i mbun bainisteoir a fhostú, tacaíocht earcaíochta, roghnúchán, forbairt conartha, iasacht oibríthe/forfheidhmiú beartais soghluaisteachta, próisis agus tacaíochtaí ionductúcháin, deiseanna Foghlama & Forbartha, tacaíocht áiseanna agus iad a thabhairt isteach agus a chuimsiú maidir leis na cleachtais oibre, luachanna agus ionchais in SOLAS.

Todhchaí na hOibre in SOLAS a phleanáil

In 2022, forbraíodh Beartas Oibre Cumaisc SOLAS do gach foireann in SOLAS, agus cuireadh i bhfeidhm é in 2023, i ndiaidh gur tugadh an fhoireann isteach go rathúil chuig an ionad oibre.



Ionduchtúchán/Dul ar Scor (lena n-áirítear Pinsin)

De réir mar a leanaimid ar aghaidh ag fás mar eagraíocht, tá ár gcleachtais á sruthlínú go gníomhach againn, lena n-áirítear ár bPróisis Ionduchtúcháin & Dul ar Scor (pinsin) in SOLAS.

1,487 Pinsinéirí faoi SOLAS, a bhfuil raon tacaíochtaí casta de dhíth orthu (m.sh. méaduithe/pinsinéirí nua).

275 Fiosrú aonair a próiseáladh, a bhfuil cúram agus aire aonair de dhíth orthu, i bhfianaise a chasta agus atá na cásanna.

32 32 iontráil nua a bhfuil an próiseas iomlán dul ar scor i gceist leo. Gan gluaiseachtaí inmheánacha san áireamh, a éilíonn tacaíochtaí breise.

12 9 bpinsinéirí nua in 2022 (móide 3 le cur siar). Faraor d'ímigh 63 pinsinéir uainn agus phróiseáladar 27 pinsean do chéilí.

Colúin Straitéiseacha **Straitéis i leith Daoine**

Colún Straitéiseach 1: Ag cur feabhas ar an Obair	Colún Straitéiseach 2: Timpeallacht a chruthú chun go dtiocfaidh tallann faoi bhláth	Colún Straitéiseach 3: Cultúr barr feabhais a fhorbairt a dhaingníonn bród as SOLAS
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Príomhréimsí Fócais

<ul style="list-style-type: none"> - Rannpháirtíocht a Threisiú - Folláine a Chur Chun Cinn - Rogha Fostóir 	<ul style="list-style-type: none"> - Daoine a fhorbairt - Tacú le feidhmíocht - Tá rath ar an rath 	<ul style="list-style-type: none"> - Athrú a Cheiliúradh - Sáreispéireas Fostaithe - Éagsúlacht & Ionchuimsiú
<ul style="list-style-type: none"> - Creat Beartas & Nósanna Imeachta - Suirbhé ar Rannpháirtíocht Fostaithe SOLAS - Straitéisí Folláine SOLAS - Freagracht Shóisialta Chorporáideach - Feabhsú Earcaíochta & Roghnúcháin 	<ul style="list-style-type: none"> - Próiseas Feidhmíochta & Forbartha - Acadamh d'Fhoghlaimoírí SOLAS: Straitéis Foghlama & Forbartha - Samhail Traenála SOLAS - Córas Bainistíochta Foghlama - Feabhsú Pleanála i dtaobh Comharbais (Bainistíocht Tallainne) 	<ul style="list-style-type: none"> - Ceanglais i dtaobh Dualgais Earnála Poiblí - Cur Chuige atá Treoraithe ag Luachanna - Straitéis Éagsúlachta & Ionchuimsiúcháin - Creat Bainistíochta i dtaobh Athruithe

Príomhcholúin Chumasúcháin: Forbairt chun Ceannaireacht a Thabhairt

Príomhréimsí Fócais

<ul style="list-style-type: none"> - Athnuachan Struchtúir - Ceannairí a dhéanann athruithe chun feabhais 	<ul style="list-style-type: none"> - Sárbhainisteoirí Daoine - Acmhainní Daonna Straitéiseach - Comhpháirtíocht le haghaidh feidhmíochta
<ul style="list-style-type: none"> - Athstruchtúirú/Athnuachan Eagrúcháin Gnó Straitéisigh (Plean Fórsa Saothair) - Córas Tacaíochta i dtaobh Forbairt Ghairmiúil Leanúnach sheachtrach - Creat-tacaíocht don Fhoireann Sheachtrach - Struchtúr Fhoireann na nDaoine 	<ul style="list-style-type: none"> - Bealaí Oibre i leith Struchtúr Comhpháirtíochta - Clár Forbartha um Cheannaireacht na mBan - Siorfheabhsú - Tomhas & Measúnú

Freagracht Shóisialta Chorporáideach

Féachann SOLAS, trína Ráiteas Freagrachta Sóisialta Chorporáidí, lena oibleagáidí reachtúla, eiticiúla agus sóisialta go léir a chomhlíonadh. Tugann Bord agus Foireann Ceannaireachta Sinsearaí SOLAS tacaíocht dár ráiteas, a ghníomhaíochtaí agus a thionscnaimh. Trínár bhFreagracht Shóisialta Chorporáideach, táimid ag iarraidh páirt dhearfach a ghlacadh i mbaint amach na Spriocanna Forbartha Inbhuanaithe chun a chinntiú go bhfágaimid sochaí níos fearr agus pláinéad níos inbhuanaithe inár ndiaidh amach anseo.

Seo a leanas roinnt dár mbuaicphointí le haghaidh 2022:

Ár n-ionad oibre

Samhail Folláine níos láidre a fhorbairt ina gcinntítear go bhfuilimid dírithe ar shláinte mheabhrach, fhisiciúil, chomhshaoil, agus airgeadais.

Ár bpobal

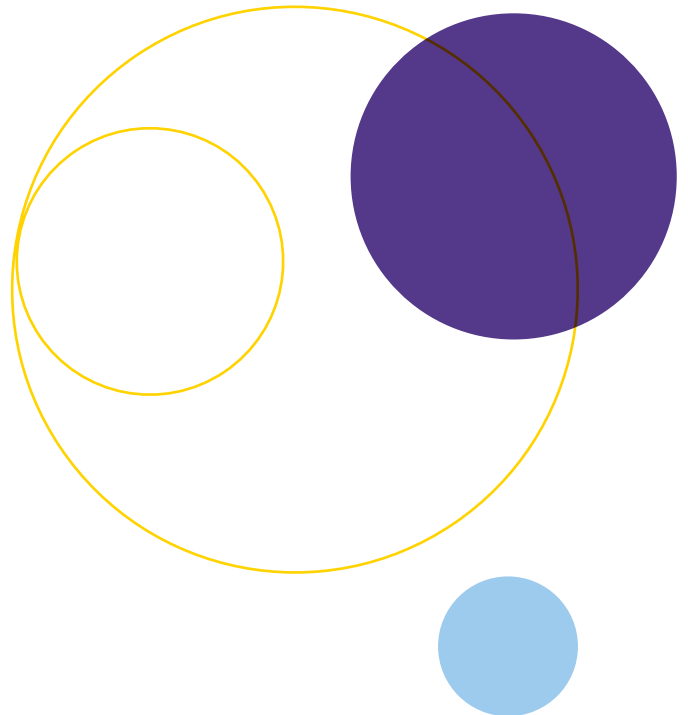
Comhpháirtíocht le Cuibhreannais Lár na Cathrach Thoir Thuaidh, chun nascadh go díreach lenár scoileanna comharsanachta agus lenár dtionscadail óige. Rinneamar ionchuir maidir le printíseacht, trealamh athchúrsáilte in Ionad an Chabháin, agus d'oibrigh an fhoireann go deonach ar 'ghairdín sióg' ar áitreabh Ionad an Chabháin.

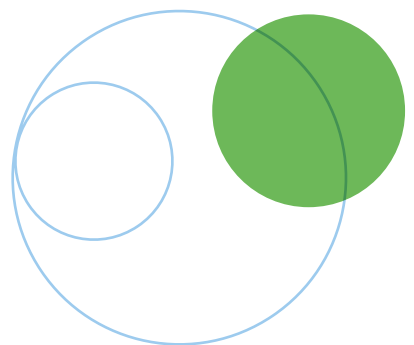
Ár bpláinéad

Agus muid ag feidhmiú faoi threoír Plean Gníomhaithe ar son na hAeráide 2021, d'fhorbraiomar Sraith Inbhuanaitheachta SOLAS. Rinneadh é seo i gcomhar le An Post agus Ollscoil Chathair Bhaile Átha Cliath, Foras na Mara, Teagasc, an Comhaontas um Dhíothú Dramhaíola Éireann, agus Iontaobhas Fiadhúlra na hÉireann agus bhí cúig sheimineár gréasáin i gceist leis:

- Iompar (An Post agus Ollscoil Chathair Bhaile Átha Cliath)
- Muir agus Cósta (Foras na Mara)
- Bia Inbhuanaithe (Teagasc)
- Dramhaíl agus Uisce (An Comhaontas um Dhíothú Dramhaíola Éireann)
- Bithéagsúlacht (Iontaobhas Fiadhúlra na hÉireann).

Don bhliain 2023, tá sé de chuspóir againn athbhreithniú a dhéanamh ar ár Ráiteas Freagrachta Sóisialta Chorporáidí chun a chinntiú go bhfuil ceannaireacht, comhlíontacht agus á léiriú againn mar chomhlacht earnála poiblí agus go bhfuil comhlucht á chruthú againn maidir lenár gcomhoibriú le gach páirtí leasmhar.





Rialachas Corparáideach

> Sainordú Reachtaíochta

Bunaíodh SOLAS (An tSeirbhís Oideachais Leanúnaigh agus Scileanna) – an tÚdarás Breisoideachais agus Oiliúna ar an 27 Deireadh Fómhair 2013 faoin Acht Breisoideachais agus Oiliúna, 2013.

Faoin Acht Breisoideachais agus Oiliúna 2013, tá feidhmeanna ginearálta de chuid SOLAS sainithe mar seo a leanas:

- (a) straitéis maidir le soláthar BOO a ullmhú agus a chur faoi bhráid an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.
- (b) tuiscint ar luach BOO a chur chun cinn.
- (c) dul i gcomhairle leis an Aire Coimirce Sóisialaí, leis an Aire Post, Fiontar agus Nuálaíochta agus le fostóirí ó am go ham ar mhaithe le cinneadh a dhéanamh maidir le cé hiad na cláir bhreisoideachais agus oiliúna nó cé hiad na haicmí de na cláir BOO ar cheart don tSeirbhís airgead a thabhairt ar airleacan dóibh.
- (d) réamhíocaíocht a dhéanamh ar airgead leis na Boird Bhreisoideachais agus Oiliúna agus comhlachtaí eile atá i mbun cláir BOO a sholáthar.
- (e) oiliúint agus athoiliúint le haghaidh fostaíochta a sholáthar, nó socrú a dhéanamh chun an oiliúint sin a sholáthar agus cabhair is comhordú a dhéanamh ar oiliúint den sórt sin a sholáthar trí bhithin daoine nach den tSeirbhís iad.
- (f) measúnú a dhéanamh ar Bhoird Oideachais agus Oiliúna agus comhlachtaí eile atá i mbun cláir BOO a sholáthar, agus a bhfuil airgead tugtha ar airleacan dóibh, le fáil amach an dtéann nó nach dtéann siad i mbun an chúraim seo ar bhealach eacnamaíoch, éifeachtúil agus éifeachtach.
- (g) socrúchán daoine de cibé aicme nó aicmí daoine a d'fhéadfadh a bheith luaite go sonrach ag an Aire Coimirce Sóisialaí tar éis dó/di dul i gcomhairle leis an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Scileanna a chur chun cinn, a spreagadh agus a éascú, i gcomhthéacs cláir BOO a mhaoinítear, go hiomlán nó go páirteach, as airgead poiblí.
- (h) comhoibriú a chothú idir Boird Bhreisoideachais agus Oiliúna agus comhlachtaí eile atá i mbun cláir BOO a sholáthar.
- (i) comhionannas deiseanna a chur chun cinn i dtaca le BOO a sholáthar.
- (j) cláir BOO nua agus cláir atá ann cheana a fhorbairt agus a éascú, lena n-áirítear córais a bhunú atá deartha chun monatóireacht a dhéanamh ar chaighdeán an oideachais agus na hoiliúna atá i gceist lena chinntiú go bhfuil na cláir sin oiriúnach dá bhfeidhm.
- (k) oiliúint a chur ar fáil, nó cabhrú le hoiliúint a chur ar fáil, oiliúint do dhaoine a bhfuil sé de chúram orthu cláir BOO a sheachadadh a bhfuil airgead faighte ón tSeirbhís acu ina leith faoi roinn 21.
- (l) taighde a dhéanamh, nó a fhéachaint chuige go ndéanfar taighde maidir le haon ábhar a bhaineann le feidhmeanna na Seirbhíse; agus
- (m) comhairle a thabhairt don Aire maidir le haon ábhar a bhaineann le feidhmeanna na Seirbhíse.

I dteannta a chroí-fheidhmeanna mar atá sainithe faoin Acht Breisoideachais agus Oiliúna, 2013, tá SOLAS freagrach freisin as Printiseacht agus cláir a bhaineann le foirgníocht, i.e. Pas Sábháilte, Scéim Deimhnithe Scileanna Foirgníochta agus Scéim Deimhnithe Scileanna Cairéal agus ríomhCholáiste.

> Cód Cleachtais chun Comhlachtaí Stáit a Rialú

Tháinig Cód Cleachtais chun Comhlachtaí Stáit a Rialú 2016, a ghlac ionad chód 2009, i bhfeidhm i Meán Fómhair 2016. Tá glactha leis ag SOLAS agus tá próisis bunaithe lena chinntiú go bhfuil ceanglais an Chóid á gcomhlíonadh ag gach gné d'oibríochtaí SOLAS.

> Comhaontú Soláthair Feidhmíochta

Tá comhaontú seachadta feidhmíochta bliantúil ag SOLAS leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta a leagann amach: ról agus feidhmeanna na Roinne Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus SOLAS faoi seach maidir le breisoideachas agus oiliúint; ceangaltais seirbhíse; rialachas corparáideach agus creat cuntasachta airgeadais; agus socrúithe monatóireachta agus tuairiscithe.

> Sláinte agus Sábháilteacht Chorparáideach

Comhlíonann SOLAS a fhreagrachtaí reachtúla faoin Acht um Shláinte, Sábháilteacht agus Leas ag an Obair 2005 agus gach rialachán faoin Acht seo. Tá sé mar aidhm againn timpeallacht oibre atá sábháilte agus sláintiúil a chur ar fáil dár bhfoireann agus cliaint ar fad agus ár bhfreagrachtaí i leith daoine eile a chomhlíonadh, lena n-áirítear baill den phobal a bhféadfadh tionchar a bheith ag ár n-oibríochtaí orthu. Comhordaíonn agus cinntíonn foireann bainistíochta SOLAS comhlíonadh lena Ráiteas Beartais Sábháilteachta trí chur chun feidhme an Chórais Bainistíochta Sábháilteachta ar fud na heagraíochta. Mar fhreagra ar phaindéim dhomhanda COVID-19 d'fhorbair SOLAS plean cuimsitheach agus chuir sé chun feidhme é chun beartais agus nósanna imeachta a chur i bhfeidhm ar mhaithe leis an bhfoireann agus le cliaint.

Chuimsigh sé seo obair chianda a éascú agus bearta sábháilteachta ábhartha san ionad oibre. Chomhlíon sé seo an dea-chleachtas de réir Bheartas agus Nósanna Imeachta um Oibriú Sábháilte an rialtais agus treoirilinte an Údaráis Sláinte agus Sábháilteachta.

> Riosca

Tá SOLAS, trína Bheartas Bainistíochta Riosca, tiomanta do chur chun feidhme creat comhtháite, éifeachtach, agus éifeachtúil chun riosca a bhainistiú ar fud na heagraíochta. Chomh maith leis sin, soláthraíonn sé cur chuige réamhghníomhach agus struchtúrtha chun na rioscaí a bhfuil ar an eagraíocht déileáil leo a shainaithint, a bhainistiú agus a thuairisciú. I ndeireadh na dála, tá Bord SOLAS freagrach as bainistíocht riosca faoin gCód Cleachtais chun Comhlachtaí Stáit a Rialú (2016). Tá údarás tarmhligthe ag an mBord don Choiste um Iniúchóireacht agus Riosca i dtaca le monatóireacht, athbhreithniú, ceistiú agus maoirseacht Chreat agus Phróiseas an Bhainistíochta Riosca. Tá rioscaí suntasacha sainaitheanta don eagraíocht doiciméadaithe i gClár Rioscaí Chorparáidigh SOLAS agus mar chuid den Phróiseas Bainistíochta Riosca, déanann an Coiste um Iniúchóireacht agus Riosca athbhreithniú ar an gClár Rioscaí Chorparáidigh trí huair sa bhliain, agus cuirtear faoi bhráid an Bhoird é lena athbhreithniú uair amháin sa bhliain ar a laghad.

> Na hAchtanna um Chosaint Sonraí, 1988, 2003 agus 2018/an Rialachán Ginearálta maidir le Cosaint Sonraí

Tá Achtanna um Chosaint Sonraí deartha chun cearta agus cosaintí a thabhairt do dhaoine maidir le próiseáil a sonraí pearsanta. Soláthraíonn na hAchtanna an ceart do dhaoine aonair cóip a fháil de na sonraí pearsanta go léir a bhaineann leo atá i seilbh an Rialaitheora Sonraí.

Is Rialaitheoir Sonraí ainmnithe é SOLAS agus cloíonn sé go hiomlán leis an reachtaíocht. Tá SOLAS tiomanta do phróiseáil Dhleathach, Chothrom agus Thrédhearcach Shonraí Pearsanta Ábhar Sonraí trí úsáid a bhaint as bearta oiriúnacha teicniúla agus eagraíochtúla. Déanfaidh SOLAS gach céim réasúnach chun Sonraí Pearsanta Ábhar Sonraí a shlánú agus a chosaint le linn dó an Dlí Cosanta Sonraí a chomhlíonadh. I measc na gcéimeanna a glacadh chun sonraí pearsanta na nÁbhar Sonraí a shlánú áirítear ceapadh Oifigeach Cosanta Sonraí; oiliúint foirne a sholáthar maidir le cosaint sonraí; fógraí príobháideachta a ullmhú; conarthaí próiseála tríú páirtí agus comhaontuithe neamhnocta i leith gníomhaíochtaí SOLAS; ullmhú beartas agus nósanna imeachta Rialacháin Ginearálta maidir le Cosaint Sonraí lena n-áirítear Fógra um Chosaint Sonraí; Beartas i dtaobh Cosaint Sonraí; Fógra Príobháideachta Poiblí; Nósanna imeachta um Chosaint Sonraí Ábhar Sonraí agus forbairt agus forfheidhmiú chlár comhlíontach an Rialacháin Ghinearálta maidir le Cosaint Sonraí.

> Acht um Nochtadh Cosanta 2014

In 2022, níor ardaíodh aon ní nua faoin Acht um Nochtadh Cosanta 2014.

> Ráitis Beartais ar Éifeachtúlacht Fuinnimh agus ar an gComhshaol

Il mí an Mheithimh 2001, d'eisigh an Rialtas meabhrán a chuir mar cheangal ar gach Gníomhaireacht Stáit a choimre a thabhairt, ina dTuarascáil Bhliantúil, ar na bearta atá idir lámha acu d'fhonn úsáid fuinnimh a laghdú, áit a bhfuil siad freagrach as áitreabh nua nó a bhfuil athchóiriú mór déanta ar fhoirgnimh agus d/nó i bhfoirgnimh a bhfuil siad lonnaithe ann. Faoin Ionstraim Reachtúil (IR) 542 Rialacháin na gComhphobal Eorpach (Éifeachtacht fuinnimh na críochúsáide agus Seirbhísí Fuinnimh) 2009, tá oibleagáidí faoi leith ag an earnáil phoiblí maidir le húsáid fuinnimh a thuairisciú.

Tá SOLAS tiomanta ó thaobh cur le coigilteas fuinnimh éifeachtach infhíoraithe de 50% a bhaint amach san Earnáil Phoiblí faoi 2030 i gcomhréir le Straitéis Éifeachtúlachta Fuinnimh na hEarnála Poiblí. I gComhpháirt le hÚdarás Fuinnimh Inmharthana na hÉireann (SEAI), déanann SOLAS a úsáid fuinnimh a thuairisciú go gníomhach chomh maith le monatóireacht a dhéanamh uirthi, agus cuireann sé straitéisí agus bearta i bhfeidhm chun coigilteas spriocdhrithe a bhaint amach agus an sprioc maidir le sin a shárú fiú, nuair is féidir.

Glacann SOLAS lena fhreagracht ó thaobh deimhin a dhéanamh de tionchar a gcuid oibríochtaí agus gníomhaíochtaí ar an timpeallacht áitiúil agus níos faide i gcéin a laghdú a oiread agus is féidir. Tríd an gCóras Bainistíochta Dramhaíola, agus i gcomhar leis an gConraitheoir Bainistíochta Dramhaíola, tá gníomhaíochtaí curtha i bhfeidhm ag SOLAS a chinntíonn go mbaintear ardleibhéal amach ó thaobh athchúrsála dramhaíola de, chomh maith le híoslaghdú a dhéanamh ar an méid dramhaíola a chuirtear chuig an láithreán líonadh talún. Tá SOLAS tiomanta do dheachleachtas i dtaca le feasacht comhshaoil agus cleachtais soláthair atá neamhdhíobhálach don timpeallacht, chomh fada agus is féidir.

Leanfar ar aghaidh le tosaíochtaí na bliana 2022 in 2023 lena n-áirítear monatóireacht a dhéanamh ar chostais fuinnimh chomh maith le hiad a rialú, iniúchadh fuinnimh, béim ar éifeachtúlachtaí agus coigilt fuinnimh nuair atá trealamh á fháil agus Dearadh Éifeachtúlachta Fuinnimh a chur i bhfeidhm maidir le haon tionscadal ábhartha a thagann chun cinn.

> SOLAS – Dualgas i leith Chomhionannas agus Chearta Daonna na hEarnála Poiblí

Leagann Dualgas um Chomhionannas agus Cearta Daonna na hEarnála Poiblí (an Dualgas) oibleagáid reachtúil ar chomhlachtaí poiblí fáil réidh le leithcheal, chomh maith le comhionannas deiseanna a chur chun cinn agus cosaint a dhéanamh ar chearta daonna ina gás siúd a gcuireann siad seirbhísí ar fáil dóibh agus baill foirne le linn dóibh a bheith i mbun a gcuid oibre ó lá go lá.

I mí Iúil 2021, thug SOLAS faoi aistear chun a oibleagáidí maidir le Dualgas na hEarnála Poiblí a chur i gcrích. Oibríonn meitheal tras-eagraíochta ar a bhfuil cúig bhall foirne déag as na trí Rannán, i gcomhar le Saotharlann Luachanna, chun an Dualgas a dhaingniú in SOLAS.

Tá trí chéim sa phróiseas chun an Dualgas a chur i bhfeidhm – Measúnú, Dul i nGleic agus Tuairisciú ar bhonn bliantúil.

Ba iad na ceithre ní ba thábhachtaí a sainiú do 2022 ná:

- Téarmaí tagartha nó aon chreatdociméad a fhorbairt d'Oifig an Chláir Náisiúnta atá le bunú agus an straitéis a fhorbairt chun an Straitéis Litearthachta d'Aosaigh don Saol a chur i bhfeidhm, go háirithe maidir le pleananna gníomhaíochta réigiúnacha.
- Ullmhú an teimpléid le haghaidh na gComhaontuithe um Fheidhmíocht Straitéiseach le BOOnna, lena n-áirítear fócas ar pharaiméadair an iarratais ar mhaoiniú.

- Na hathbhreithnithe atá beartaithe ar bheartais shonracha i dtaobh acmhainní daonna le linn 2022.
- Próiseas athbhreithnithe maidir le beartais agus nósanna imeachta soláthair, go háirithe comhaontuithe cúnaimh deontais, agus iniúchadh a dhéanamh ar dhearcadh maidir le foirmeacha eile i leith socruithe conartha.

Ina theannta sin, tá plean cumarsáide á chur chun cinn ag ár bhFoireann Chumarsáide chun ár dtiomantas don Dualgas a léiriú.

> An tAcht um Eiticí in Oifigí Poiblí, 1995 agus an tAcht um Chaighdeáin in Oifigí Poiblí, 2001

Tháinig SOLAS faoi réir an Achta um Eitic in Oifigí Poiblí, 1995 agus faoi réir an Achta um Chaighdeáin in Oifigí Poiblí, 2001 le héifeacht ón 29 Eanáir 2015.

> Acht um Shaoráil Faisnéise (FOI), 2014

Baineann forálacha an Achta um Shaoráil Faisnéise, 2014 le SOLAS. Bunaítear trí cheart reachtúla faoin Acht:

- Ceart dlíthiúil ag gach duine teacht ar fhaisnéis bailithe ag comhlachtaí poiblí.
- Ceart dlíthiúil ag gach duine faisnéis oifigiúil a bhaineann leis/léi féin a leasú i gcás ina bhfuil sé neamhiomlán, mícheart nó míthreorach, agus
- Ceart dlíthiúil ag gach duine fios a bheith acu faoi na cúiseanna taobh thiar de chinntí bainteach leo.

In 2022, fuair SOLAS 34 iarratas ar fhaisnéis faoin Acht um Shaoráil Faisnéise.

➤ Acht na dTeangacha Oifigiúla

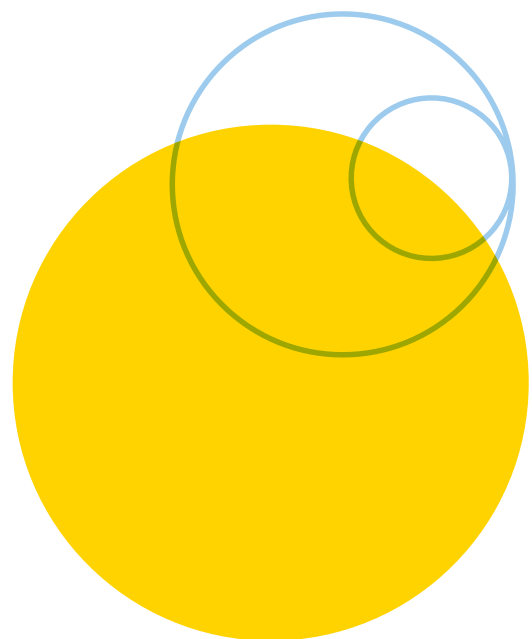
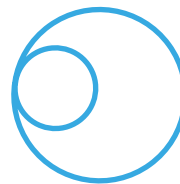
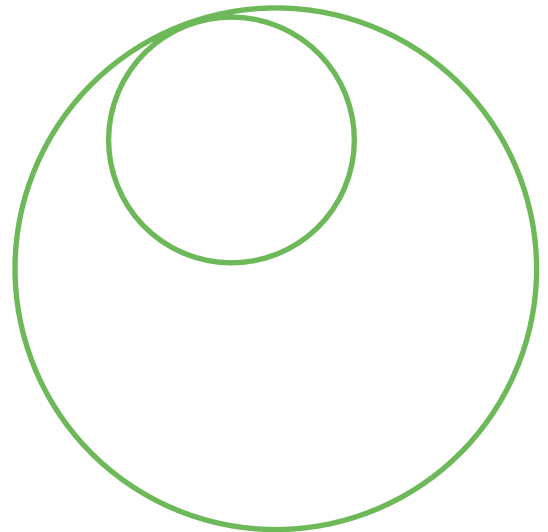
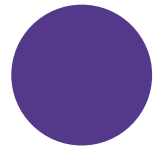
Achtaíodh Acht na dTeangacha Oifigiúla (Leasú) 2021 (Acht 2021) i mí na Nollag 2021, chun athruithe ar Acht na dTeangacha Oifigiúla 2003 (Acht 2003) a thabhairt isteach.

Le linn 2022, théadh SOLAS i mbun teagmhála go rialta leis an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus leis an gCoimisinéir Teanga chun a chinntiú go bhfuil SOLAS ag cloí leis na ceanglais atá leagtha amach san Acht.

➤ An tAcht um Íoc Pras Cuntas, 1997

Tá bord SOLAS go hiomlán freagrach as conas a dhéanann an eagraíocht an tAcht um Íoc Pras Cuntas, 1997, a chomhlíonadh. Thug Rialacháin na gComhphobal Eorpach (Íocaíocht Dhéanach in Idirbhearta Tráchtála, 2012) isteach leasuithe nach beag ar an gceanglas um Íoc Pras faoi mar atá san Acht.

D'fhág an Bord an fhreagracht seo faoi lucht bainistíochta SOLAS. Cuimsíonn an córas um rialú inmheánach airgeadais a leithéid de rialuithe agus nósanna imeachta a mheastar a bheith riachtanach chun comhlíonadh an Achta a chinntiú. Mar chuid de chóras rialuithe inmheánacha na heagraíochta tá rialuithe cuntasaiochta agus ríomhaireachta atá deartha sa chaoi is go n-aithníonn siad na sonraisc agus na conarthaí atá le híoc laistigh de na dátaí íocaíochta atá leagtha síos. Dearadh na rialuithe seo sa chaoi is gur féidir a bheith réasúnta cinnte, cé nach féidir a bheith céad faoin gcéad cinnte, go seachnófar neamhchomhlíonadh an Achta. Is deimhin leis an mBord gur, le linn 2022, chloígh SOLAS le forálacha an Achta i ngach cás ábhartha. Sa iomlán, íocadh suim de €517.82 maidir le pionóis úis a gearradh de bharr íocaíocht a bheith déanach.



> Bord SOLAS



Sean Aylward

Iar-Ard-Rúnai sa Roinn Dlí agus Cirt agus Iar-Phríomhoifigeach Feidhmiúcháin ag Comhairle Bharra na hÉireann



Siobhan O'Shea

Stiúrthóir, Indeed



Kevin Marshall

Ceann Foghlama & Scileanna, Microsoft Éireann



Orla Coughlan

Comhairleoir Bainistíochta agus Stiúrthóir Neamhfheidhmiúcháin



Paul Cremmins

Stiúrthóir, Innealtóireacht na Siúire



Yvonne McNulty

Compháirtí, Brightwater Executive



Niamh O'Reilly

Ceann Foirne, Ollscoil Mhá Nuad



Catrina Sheridan

Bunaitheoir, Cathaoirleach Neamhfheidhmiúcháin, Nafasi



Andrew Brownlee

Príomhoifigeach Feidhmiúcháin SOLAS (*de bhri oifige*)

Athruithe le linn 2022

Tháinig críoch le tréimhsí oifige ceathrar comhaltaí den Bhord i mí Dheireadh Fómhair 2022 lena n-áirítear Seán Burke, Patricia Carey, Patrick J Dwyer, agus Cecilia Munro.

Athcheapadh Catrina Sheridan don dara téarma oifige i mí Dheireadh Fómhair 2022.

Ceapadh Kevin Marshall agus Siobhan O'Shea ar an mBord i mí Iúil 2022.

> Ráiteas Rialachais agus Tuarascáil Chomhaltaí an Bhoird

Cuirtear an Ráiteas Rialachais agus tuarascáil Chomhaltaí an Bhoird i láthair i gcomhréir leis an gCód Cleachtais um Rialachas Comhlachtaí Stáit 2016 agus le treoirlínte a eisíodh i mí na Samhna 2017.

> Rialachas

Bunaíodh Bord SOLAS faoin Acht Breisoideachais agus Oiliúna, 2013. Leagtar amach feidhmeanna SOLAS in ailt 7, 8 agus 9 den Acht. Leagtar amach feidhmeanna an Bhoird i Sceideal na nÁbhar atá forchoimeáda don Bhord. Tá an Bord freagrach don Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus tá sé freagrach as dea-rialachas a chinntiú. Téann sé i mbun an taise seo trí chuspóirí straitéiseacha agus spriocanna a shocrú agus cinntí straitéiseacha a dhéanamh maidir le gach croícheist ghnó. Is faoin POF agus foireann cheannaireachta shinsearach SOLAS atá sé SOLAS a bhainistiú, a rialú, agus a stiúradh ar bhonn laethúil. Leanann an POF agus foireann cheannaireachta shinsearach SOLAS an treo straitéiseach ginearálta atá leagtha síos ag an mBord agus déanann siad deimhin de gur riléir do Chomhaltaí uile an Bhoird na príomhghníomhaíochtaí agus cinntí a bhaineann leis an eintiteas agus aon riosca suntasach a d'fhéadfadh titim amach. Feidhmíonn an POF mar idirghabhálaí díreach idir an Bord agus lucht bainistíochta SOLAS.

> Freagrachtaí an Bhoird

Leagtar amach obair agus freagrachtaí an Bhoird i Sceideal na nÁbhar atá forchoimeáda don Bhord. Is iad na nithe leanúnacha a dhéanann an Bord iad a mheas ná:

- leasanna a dhearbhu,
- tuarascálacha ó choistí,
- tuarascálacha airgeadais/cuntais bhainistíochta,
- tuarascálacha feidhmíochta, agus
- ábhair fhorchoimeáda.

Faoi Alt 31(1) den Acht Breisoideachais agus Oiliúna, 2013 tá sé de dhualgas ar Bhord SOLAS na cuntais go léir is cuí agus is gnách a choimeád ar airgead a fhaigheann sé agus a chaitheann sé i cibé foirm a cheadóidh an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, le toiliú an Aire Caiteachais Phoiblí agus Athchóirithe. Agus na ráitis airgeadais seo á n-ullmhú, tá sé de dhualgas ar Bhord SOLAS:

- beartais chuntasaíochta oiriúnacha a roghnú agus iad a chur i bhfeidhm ar bhealach comhsheasmhach,
- breithiúnais agus meastacháin a dhéanamh atá réasúnta agus ciallmhar,
- na ráitis airgeadais a ullmhú ar bhonn gnóthais leantaigh ach amháin má tá sé míchuí talamh slán a dhéanamh de go leanfaidh sé i mbun gnó, agus
- a rá cé acu a leanadh caighdeáin chuntasaíochta infheidhme nó nár leanadh, ag brath ar aon athrú ábhartha a nochtadh agus a tugadh míniú faoi sna ráitis airgeadais.

Tá an Bord freagrach as taifid chuntasaíochta fhónta a choinneáil a nochtann, le cruinneas réasúnta ag aon am faoi leith, a staid airgeadais agus a chuireann ar a chumas a chinntiú go gcomhlíonann na ráitis airgeadais alt 31(2) den Acht Breisoideachais agus Oiliúna, 2013.

Tá an Bord freagrach as an mbuiséad bliantúil don Plean Seirbhísí Breisoideachais agus Oiliúna (FET) a fhaomhadh.

Cheadaigh an Bord buiséad SOLAS don bhliain 2022 ag an gcruinniú a bhí aige ar an 22 Márta 2022.

Cheadaigh an Bord an Plean Seirbhísí Breisoideachais agus Oiliúna 2022 agus an buiséad bainteach leis ag an gcruinniú a bhí aige ar an 28 Aibreán 2022 agus tuilleadh nuashonruithe ar an bplean faofa ag an mBord ag an gcruinniú a bhí aige ar an 8 Meitheamh 2022. Thug an Bord faoin bPlean Seirbhíse agus an buiséad a mheas ag an gcruinniú a bhí aige ar an 15 Meán Fómhair 2022. Cheadaigh an Bord na leithdháiltí deiridh ag an gcruinniú a bhí aige ar 15 Nollaig 2022.

Ag an gcruinniú a bhí aige ar 22 Márta 2022, cheadaigh an Bord an Plean Caipitil do 2022 agus nuashonruithe cumtha agus ceadaithe ag an mBord curtha leis ag gach ceann de na cruinnithe a bhí aige i rith na bliana.

Tá an Bord freagrach freisin as a shócmhainní a chosaint agus as bearta réasúnta a chur i bhfeidhm dá réir chun calaois agus neamhrialtachtaí eile a chosc agus a thabhairt faoi deara.

Measann an Bord go dtugann ráitis airgeadais SOLAS léargas cothrom fíor ar fheidhmíocht airgeadais agus ar staid airgeadais SOLAS ar 31 Nollaig, 2022.

> **Struchtúr an bhoird**

Tá cathaoirleach agus 12 ghnáthchomhalta ar an mBord, cheap an tAire Oideachais agus Scileanna mar a bhí iad agus tá an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta á gceapadh ó 2020 i leith. Ag tús 2022, bhí dhá fholúntas fós ar an mBord i ndiaidh don Uasal Darragh J. Loftus imeacht ar chríochnú a thréimhse oifige ar 26 Deireadh Fómhair, 2021 agus bhí folúntas ní ba luaithe a tugadh ar aghaidh ó 2021 san áireamh. Ar 6 Iúil, 2022, cheap an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, Simon Harris, TD beirt chomhaltaí Boird nua – Kevin Marshall agus Siobhan O'Shea ar an mBord.

Le linn 2022, tháinig cúig (5) fholúntas eile chun cinn i ndiaidh chríochnú thréimhsí oifige chomhaltaí an Bhoird lena n-áirítear Seán Burke, Patricia Carey, Patrick J. Dwyer, Cecilia Munro, agus Catrina Sheridan ar 26 Deireadh Fómhair 2022. Athcheapadh Catrina Sheridan don dara téarma oifige ar 27 Deireadh Fómhair 2022. Tá an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta ag dul i mbun teagmhála leis an tSeirbhís um Cheapacháin Phoiblí chun na folúntais reatha a líonadh agus táthar ag súil le go gcuirfear críochnú leis an bpróiseas seo ag tús 2023.

Is comhalta de bhri oifige den Bhoird é Príomhoifigeach Feidhmiúcháin SOLAS. Is é an tAire i mbun ceapacháin a chinntíonn tréimhse oifige gach comhalta.

Bhuail an Bord le chéile ocht n-uaire le linn 2022.

Sa tábla thíos tugtar eolas faoi na comhaltaí agus faoin dáta ar ar ceapadh iad:

Ball Boird	Ról	Dáta a C(h)eapacháin
Seán Aylward	Cathaoirleach	13.11.19
Seán Burke	Gnáthbhall	27.10.17 (<i>Tháinig tréimhse oifige chun críche 26.10.22</i>)
Patricia Carey	Gnáthbhall	27.10.17 (<i>Tháinig tréimhse oifige chun críche 26.10.22</i>)
Orla Coughlan	Gnáthbhall	25.03.19
Paul Cremmins	Gnáthbhall	25.03.19
Patrick J. Dwyer	Gnáthbhall	27.10.17 (<i>Tháinig tréimhse oifige chun críche 26.10.22</i>)
Yvonne McNulty	Gnáthbhall	01.07.19
Cecilia Munro	Gnáthbhall	27.10.17 (<i>Tháinig tréimhse oifige chun críche 26.10.22</i>)
Niamh O'Reilly	Gnáthbhall	25.03.19
Catrina Sheridan	Gnáthbhall	27.10.17 (<i>Tháinig tréimhse oifige chun críche ar 26.10.22. Athcheaptha don dara téarma ar 27.10.22</i>)
Andrew Brownlee	POF <i>Comhalta de bhri oifige</i>	02.09.19
Siobhan O'Shea	Gnáthbhall	06.07.22
Kevin Marshall	Gnáthbhall	06.07.22

**Tá ceithre fholúntas faoi láthair ar Bhord SOLAS i ndiaidh chríoch thréimhsí oifige Seán Burke, Patricia Carey, Patrick J. Dwyer, agus Cecilia Munro ar 26 Deireadh Fómhair 2022.

Cuireann Alt 4.6 den Chód Cleachtais um Rialachas Comhlachtaí Stáit, 2016 ceangal ar an mBord tabhairt faoi Athbhreithniú Bliantúil ar a fheidhmíocht agus dul faoi mheastóireacht sheachtrach gach trí bliana ar a laghad. Rinneadh meastóireacht sheachtrach ar an mBord in 2022 agus bhreithnigh an Bord na torthaí ag cruinniú tiomnaithe ar 22 Bealtaine 2022.

Tá trí Choiste ar an mBord:

1. Coiste um Iniúcháireacht agus Riosca

Tá triúr ball foirne mar chuid den Choiste chomh maith le comhalta neamhspleách amháin. Is é ról an Choiste Iniúcháireachta agus Riosca ná tacú leis an mBord maidir lena fhreagrachtaí maidir le saincheisteanna riosca, rialaithe agus rialachais agus dearbhú bainteach leis seo. Tá an Coiste neamhspleách ó bhainistiú airgeadais na heagraíochta. Co háirithe, cinntíonn sé go ndéantar monatóireacht go gníomhach agus go neamhspleách ar na córais rialaithe inmheánaigh, lena n-áirítear gníomhaíochtaí iniúchta. Cuireann an Coiste tuairisc faoi bhráid

an Bhoird tar éis gach cruinnithe agus go foirmeálta i scríbhinn go bliantúil.

Seo iad baill an Choiste:

- Niamh O'Reilly – Cathaoirleach Coiste
- Cecilia Munro – Cathaoirleach Coiste go dtí 26 Deireadh Fómhair 2022
- P.J. Dwyer go dtí 26 Deireadh Fómhair 2022
- Siobhan O'Shea ó 24 Samhain 2022
- Catrina Sherida ó 24 Samhain 2022
- Peter Buckley - Comhalta Neamhspleách
- Seán Aylward – Cathaoirleach Bhord SOLAS – ballraíocht shealadach ó 6 Meán Fómhair 2022.

Athruithe le linn 2022

- Tháinig An tUasal Cecilia Munro chun críche maidir lena tréimhse oifige mar Chomhalta Boird agus mar bhall den Choiste Iniúcháireachta agus Riosca ar an 26 Deireadh Fómhair 2022.
- Ainmníodh Niamh O'Reilly, comhalta Boird, mar Chathaoirleach ar an 24 Samhain 2022 chun teacht i gcomharbas ar Cecilia Munro.
- Tháinig An tUasal Darragh J. Loftus chun críche maidir lena thréimhse oifige mar Chomhalta Boird agus mar chomhalta den Choiste Iniúcháireachta agus Riosca ar an 26 Deireadh Fómhair 2022.
- Ceapadh Siobhan O'Shea, comhalta Boird, ar an gCoiste ar 24 Samhain, 2022.
- Ceapadh Siobhan O'Shea, comhalta Boird, ar an gCoiste ar 24 Samhain, 2022.
- Tháinig Seán Aylward, Cathaoirleach Bhord SOLAS, isteach sa Choiste ar bhonn sealadach ar an 6 Meán Fómhair 2022 sular ceapadh comhaltaí nua.

- D'éirigh Yvonne McNulty as an gCoiste Iniúcháireachta agus Riosca ar an 31 Bealtaine 2021 agus ainmneofar í ar Choiste nua in 2023.

Tionóladh ceithre (4) chruinniú den Choiste Iniúcháireachta agus Riosca i gcaitheamh 2022.

2. An Coiste um Pleanáil Straitéiseach

Tá triúr comhaltaí Boird ar an gCoiste, Is é ról an Choiste um Pleanáil Straitéiseach ná béim straitéiseach a choimeád ar Straitéis SOLAS um Breisoideachas agus Oiliúint agus Plean Corparáideach SOLAS maidir le feidhmiú fheidhmeanna na heagraíochta agus riaradh a ghnó. Soláthraíonn an Coiste maoirseacht ar chur i bhfeidhm agus ar fhorbairt Phlean Corparáideach SOLAS i gcomhthéacs na Straitéise Breisoideachais agus Oiliúna agus freagrachtaí eile SOLAS.

Seo iad baill an Choiste:

- Niamh O'Reilly, Cathaoirleach go dtí 30 Samhain 2022
- Seán Burke go dtí 26 Deireadh Fómhair 2022
- Patricia Carey go dtí 26 Deireadh Fómhair 2022
- Paul Cremmins
- Kevin Marshall ó 24 Samhain 2022

3. An Coiste um Lucht Oibre agus um Fhorbairt Eagraíochtúil

Séard atá sa Choiste ná Beirt Chomhaltaí Boird. Is é ról an Choiste comhairle agus athdhearbhú a thabhairt don Bhord ar gach ábhar a bhaineann le forbairt an fhórsa saothair agus forbairt eagraíochtúil lena n-áirítear réimsí a bhaineann le hacmhainní daonna, luach saothair san áireamh, chomh maith le monatóireacht a dhéanamh ar an bhfórsa saothair mar aon le pleanáil agus forbairt foirne; forbairt eagraíochtúil; comhionannas agus éagsúlacht lena n-áirítear straitéis, beartas agus monatóireacht laistigh den eagraíocht.

Is iad baill an Choiste um Lucht Oibre agus um Fhorbairt Eagraíochtúil ná:

- Orla Coughlan - Cathaoirleach
- Catrina Sheridan

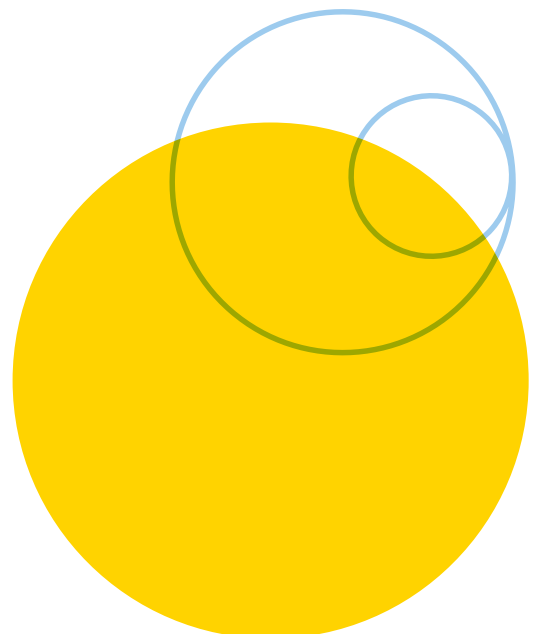
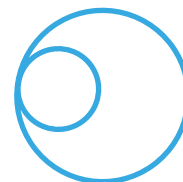
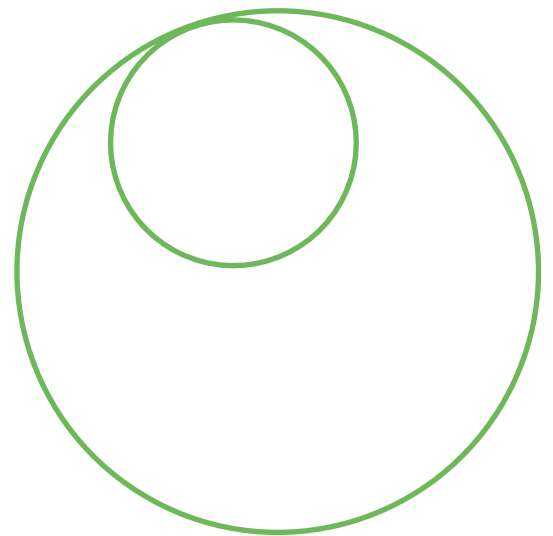
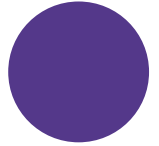
Tionóladh cruinniú amháin (1) den Choiste um Lucht Oibre agus um Fhorbairt Eagraíochtúil le linn 2022.

Sceideal Tinrimh, Táilli, agus Costais

Leagtar amach thíos Sceideal Tinrimh maidir le cruinnithe Boird agus Coiste le linn 2022 lena n-áirítear na costais a fuair gach comhalta.

De réir ceangaltais Alt 1.4(iv) den Chód Cleachtas chun Comhlachtaí Stáit a Rialú - Ceanglais Ghnó agus Thuairisciú Airgeadais 2016, nochtar costais arna n-íoc leis an mBord sa bhliain dar críoch an 31 Nollaig 2022 faoi seo.

Le héifeacht ó 1 Samhain 2022 agus i gcomhréir le hAlt 13 den Acht Breisoideachais agus Oiliúna 2013 agus Alt 2 den Iarscríbhinn Luach Saothair agus Aoisliúntais den Chód Cleachtas chun Comhlachtaí Stáit a Rialú 2016, íoctar Táilli Boird le Bord SOLAS. Tá feidhm ag an bprionsabal Duine Amháin, Tuarastal Amháin a chiallaíonn nach féidir táilli boird a íoc le fostaithe sa tseirbhís phoiblí agus san earnáil phoiblí a shuíonn ar bhoird stáit.



Líon na gcuinnithe a sceidealadh/a ndearnadh freastal orthu	Boird	Dáta ar ceapadh Comhaltaí Boird	Coiste um Iniúchóireacht & Riosca	An Coiste um Pleanáil Straitéiseach	An Coiste um Lucht Oibre agus um Fhorbairt Eagraíochtúil	Táillí 2022 €	Costais 2022 €
Líon na gcuinnithe a tionóladh le linn 2022	8		4	4	1		
AYLWARD, Seán	8/8	13.11.19	2/2	-	-	3,420	0
BURKE, Seán	6/6	27.10.17 (Tháinig an dara tréimhse oifige chun críche ar 26.10.22)	-	3/3	-	0	0
CAREY, Patricia	6/6	27.10.17 (Tháinig an dara tréimhse oifige chun críche ar 26.10.22)	-	1/3	-	0	0
COUGHLAN, Orla	7/8	25.03.19	-	-	1/1	1,995	3,579
CREMMINS, Paul	7/8	25.03.19	-	4/4	-	1,995	0
DWYER, Patrick J.	4/6	27.10.17 (Tháinig Tréimhse Oifige chun críche ar 26.10.22)	3/3	-	-	0	0
MARSHALL, Kevin	3/3	06.07.22	-	1/1	-	1,995	0
MCNULTY, Yvonne	6/8	01.07.19	-	-	-	1,995	36
MUNRO, Cecilia	4/6	27.10.17 (Tháinig an dara tréimhse oifige chun críche ar 26.10.22)	2/3	-	-	0	0
O'SHEA, Siobhan	2/2	06.07.22 (Commenced 15.09.2022)	1/1	-	-	1,995	0
O'REILLY, Niamh	8/8	25.03.19	0/1	4/4	-	0	0
SHERIDAN, Catrina	6/8	27.10.17 (Tháinig tréimhse oifige chun críche ar 26.10.22. Athcheaptha don dara téarma ar 27.10.22)	1/1	-	1/1	1,995	0
BROWNLEE, Andrew	8/8	02.09.19	-	-	-	0	0
Total						15,390	3,615

* Clúdaíonn táillí Boird an tréimhse 1 Samhain go dtí 31 Nollaig 2022 nuair a tugadh táillí isteach.

Nochtuithe atá Éigeantach faoin gCód Cleachtais um Comhlachtaí Stáit a Rialú (2016)

Tá an Bord freagrach as cinntiú gur chomhlíon an tÚdarás Breisoideachais agus Oiliúna ceanglais an Chóid Chleachtais um Chomhlachtaí Stáit a Rialú ("an Cód"), arna fhoilsiú ag an Roinn Caiteachais Phoiblí agus Athchóirithe i mí Lúnasa 2016. Tá na nochtuithe seo a leanas éigeantach faoin gCód:

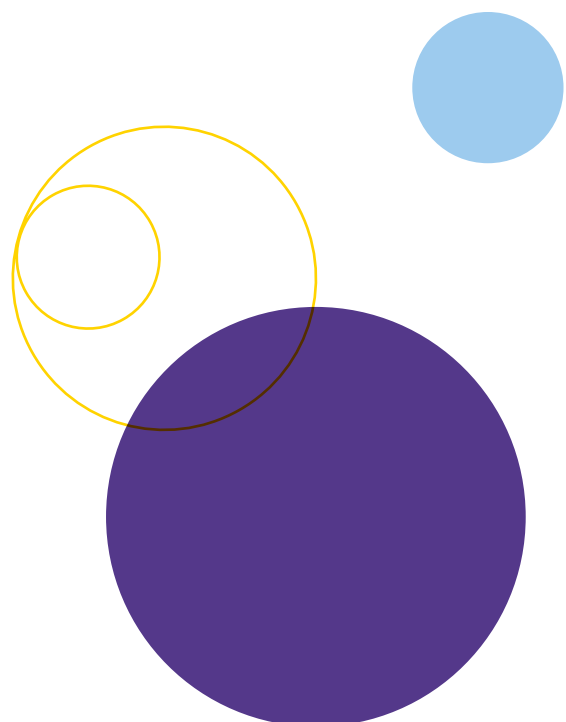
Costais Sainchomhairleoireachta

Tagann comhairle sheachtrach don lucht bainistíochta faoi scáth costas comhairleoireachta chomh maith le feidhmeanna "ghnó mar is gnáth" a chuirtear amach ar conradh. Muirearaíodh na costais chomhairleoireachta seo a leanas i leith forchostas:

	2022 €	2021 €
Dlíthiúil (comhairle dhlíthiúil ghinearálta)	362,959	259,731
Comhairle airgeadais/achtúireach	11,931	12,020
Acmhainní Daonna & Pinsean	19,970	25,511
Forbairt Ghnó/TFC	229,313	181,936
Deontais Eile*	117,744	27,806
Costais Chomhairleoireachta Iomlána	741,917	507,004
<i>Costais chomhairleoireachta muirearaithe i leith loncaim agus i leith Caiteachais agus Cúlchistí loncaim Coinnithe</i>	<i>741,917</i>	<i>507,004</i>

Muirearaíodh na costais chomhairleoireachta seo a leanas i leith chostais dhíreacha an chlár le linn 2022:

	2022 €	2021 €
Dlíthiúil (comhairle dhlíthiúil ghinearálta)	91,107	0
Comhairle airgeadais/achtúireach	0	0
Acmhainní Daonna	0	0
Forbairt Ghnó/TFC	65,741	4,400
Deontais Eile*	7,795	37,000
Costais Chomhairleoireachta Iomlána	164,643	41,400
<i>Costais chomhairleoireachta muirearaithe i leith loncaim agus i leith Caiteachais agus Cúlchistí loncaim Coinnithe</i>	<i>164,643</i>	<i>41,400</i>

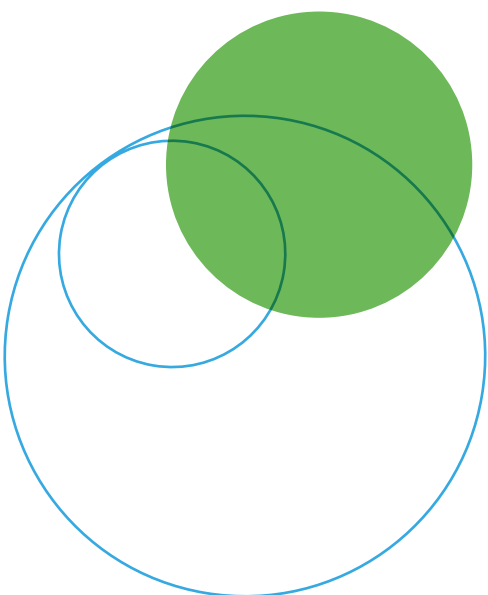


Costais Dlí agus Socruithe

Tugann an tábla thíos miondealú ar na méideanna a aithnítear mar chaiteachas sa tréimhse tuairiscithe maidir le costais dlí, imeachtaí idir-réitigh agus eadrána, agus socraíochtaí a bhaineann le conarthaí le tríú páirtithe. Ní áirítear le seo caiteachas tabhaithe i dtaca le comhairle dhlíthiúil ghinearálta a tugadh do SOLAS, comhairle a ndéantar í a nochtadh thuas i measc na gcostas comhairleoireachta.

	2022 €	2021 €
Táillí dlíthiúla de chuid SOLAS – imeachtaí dlí*	43,113	(7,190)
Táillí dlíthiúla contrapháirtí – imeachtaí dlí	0	0
Íocaíochtaí idir-réitigh agus eadrána	0	0
Socraíochtaí*	0	0
Iomlán#	43,113	(7,190)

* Baineann an fgiúr diúltach d'imeachtaí dlí in 2021 le fabhrú in 2020 nár tháinig go hiomlán i gcrích in 2021.



Taisteal agus Costais Chothaithe

Rangaítear caiteachas ar thaisteal agus ar chothú mar seo a leanas:

	2022 €	2021 €
Intíre		
– Bord*	6,491	0
– Fostaithe [†]	163,760	29,491
Idirnáisiúnta		
– Bord	0	0
– Fostaithe [‡]	7,660	1,025
Iomlán	177,911	30,516

*Taisteal intíre agus cothabháil dar luach €3,615 a íodadh go díreach le comhaltaí Boird agus €2,876 a íodadh thar ceann chomhaltaí an Bhoird. Gan aon íocaíocht déanta le linn 2021.

• Taisteal intíre agus cothabháil a íodadh go díreach le comhaltaí foirne in 2022 agus in 2021.

‡ Taisteal agus cothabháil dar luach €4,963 a íodadh go díreach leis an bhfoireann in 2022 (2021: €773) agus €2,694 a d'íoc SOLAS thar ceann na foirne (2021: €252).

Caiteachais Fáilteachais

Mar chuid den Chuntas Ioncaim agus Caiteachais tá an caiteachas fáilteachais seo a leanas:

	2022 €	2021 €
Fáilteachas/ Folláine Foirne	41,577	26,234
Fáilteachas maidir le Cliaint	36,624	1,746
Iomlán	78,201	27,980

Ráiteas um Chomhlíonadh

Tá ceanglais an Chóid Chleachtais um Chomhlachtaí Stáit a Rialú ("an Cód") á gcomhlíonadh go hiomlán ag SOLAS, arna fhoilsiú ag an Roinn Caiteachais Phoiblí agus Athchóirithe i mí Lúnasa 2016.

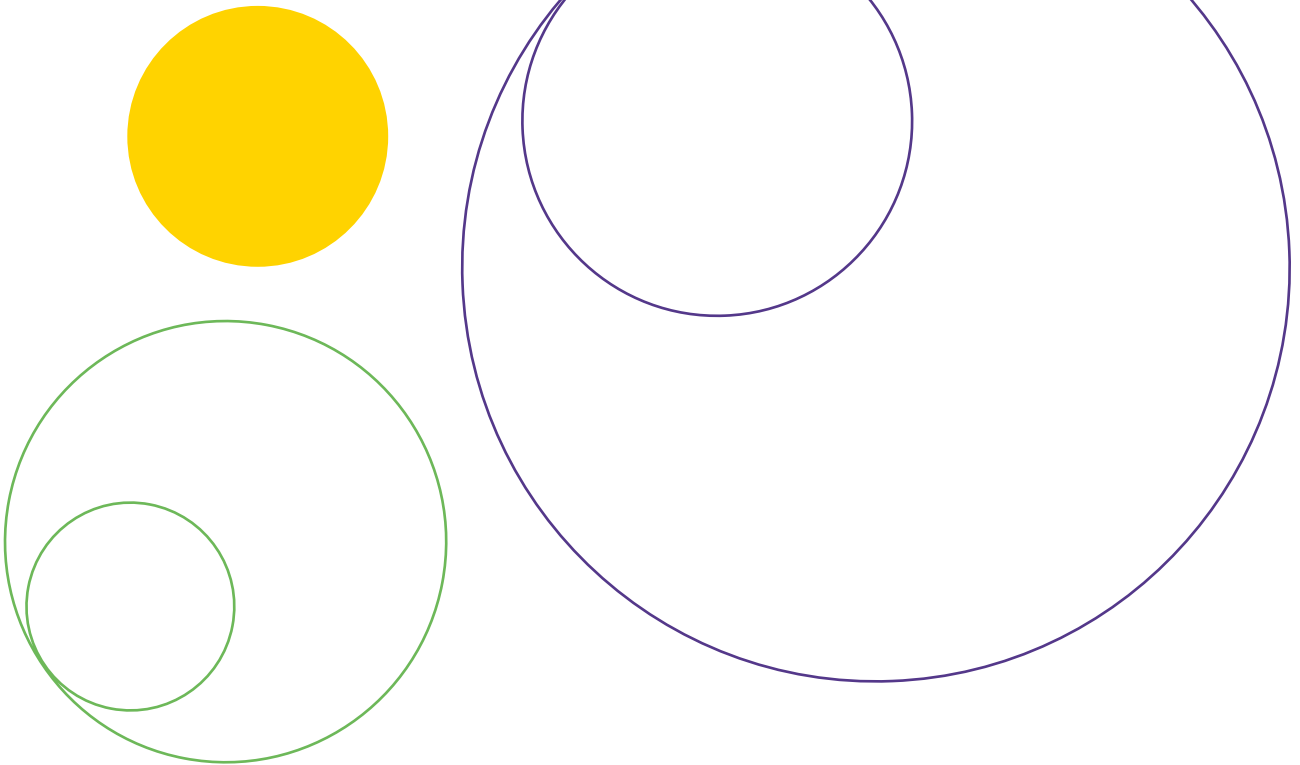
Sínithe ag:



Seán Aylward
Cathaoirleach, SOLAS
Dáta: 25 Bealtaine 2023



Andrew Brownlee
Príomhoifigeach Feidhmiúcháin, SOLAS
Dáta: 25 Bealtaine 2023

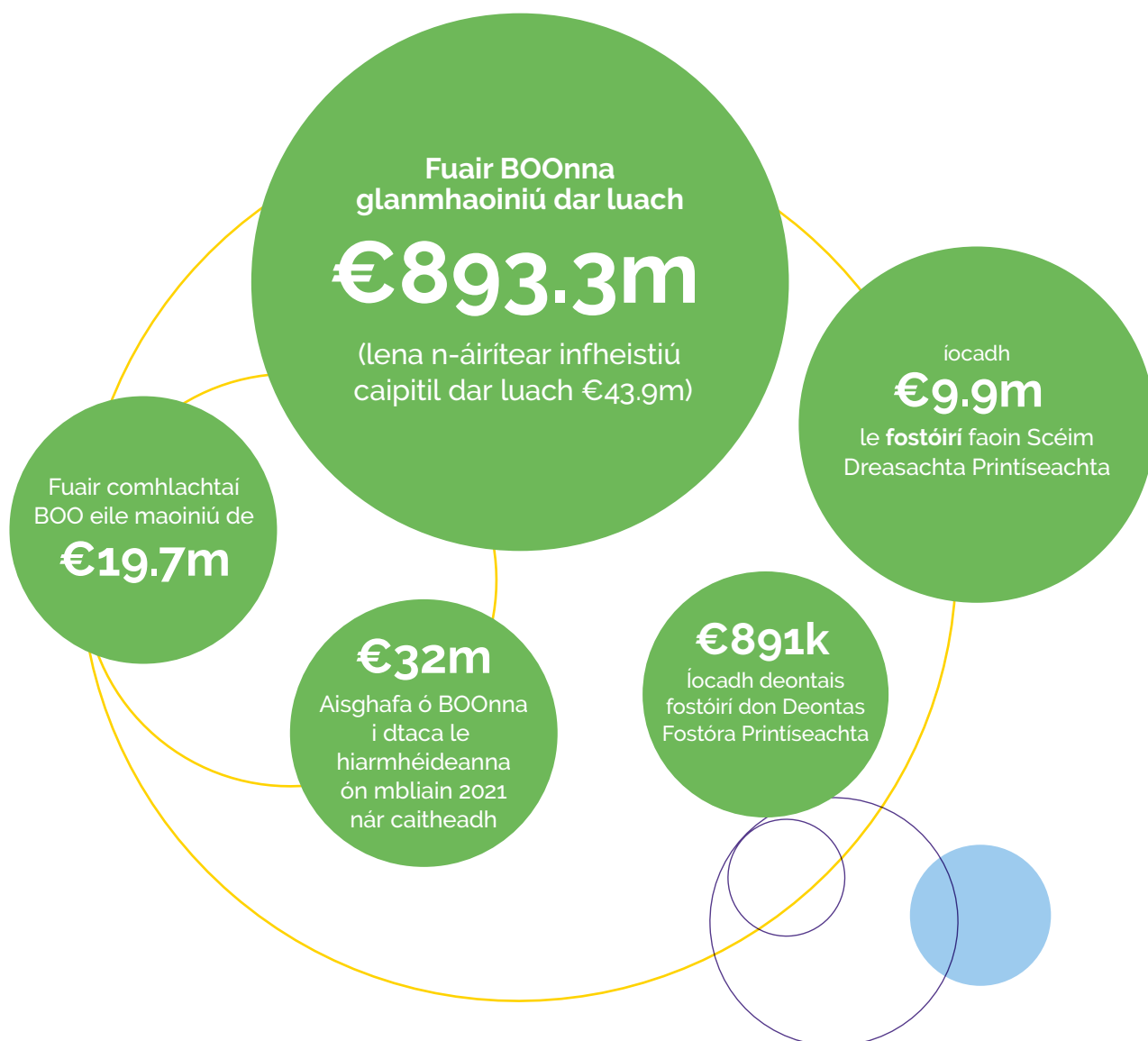


> Ráitis Airgeadais SOLAS 2022

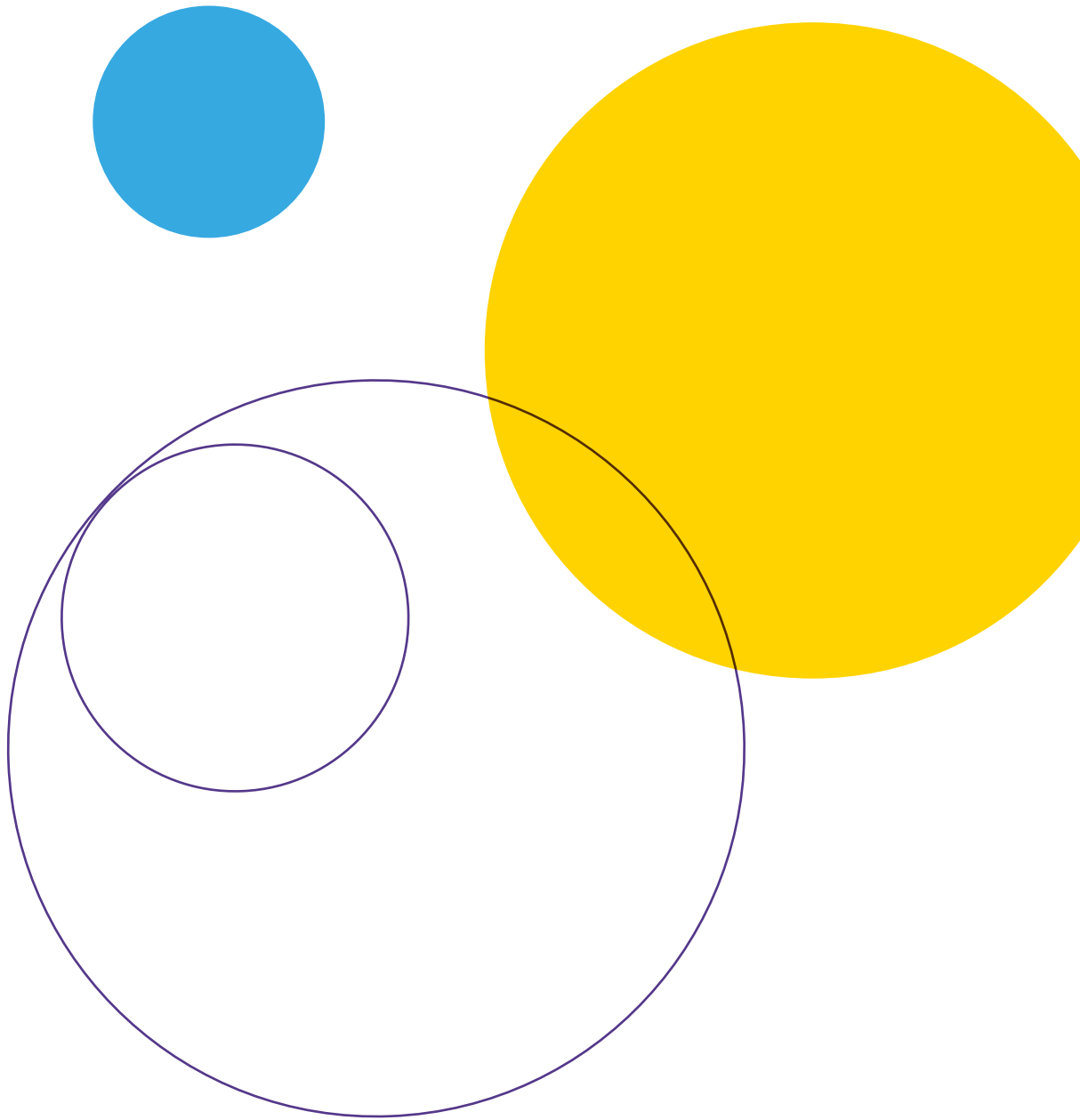
I measc ár mbuaicphointí Airgeadais in 2022 tá deontais Neamhchaipitil a eisiocar le BOOnna dar luach €849.409m agus Deontais Chaipitil dar luach €43.896m. Eisiocadh €19.677m le soláthraithe BOO eile, €9.925m le Fostóirí faoin Scéim Dreasachta Printíseachta agus €891k faoin Deontas Fostóra Printíseachta.

Lean an fhoireann Airgeadais le seirbhísí airgeadais, bainistíochta cuntasaiochta agus soláthair a sholáthar go pras do SOLAS de réir reachtaíochta agus dea-chleachtais. Tá SOLAS ainmnithe mar Chomhlacht Idirmheánach do chlár oibríochta Chiste Sóisialta na hEorpa (ESF).

Soláthraíonn Ciste Sóisialta na hEorpa maoiniú do réimse de chlár Bhreisoideachais agus Oilúna amhail Litearthacht d'Aosaigh, Tionscnaimh um Fhilleadh ar Oideachas, Oilúint i Sainscileanna, Nasc-Chúrsaí agus clár um Shocrúchán Oibre. Faigheann Lárionaid Oilúna Pobail agus clár Youthreach maoiniú ó Chiste Sóisialta na hEorpa agus ón Tionscnamh Fostaíochta don Ógra (YEI). Tá Ciste Sóisialta na hEorpa (CSE) agus an Tionscnamh Fostaíochta don Ógra (TTF) ag cur go mór leis na clár BOO thuasluaite in Éirinn agus €60m ar an meán á dtabhairt acu in aghaidh na bliana i gcomparáid leis an gClár Infhostaitheachta, Ionchuimsithe agus Foghlama (PEIL) a tháinig roimhe a mhair ar feadh seacht mbliana ó 2014-2020.



Ráitis Airgeadais



Ráiteas faoi Fhreagrachtaí de chuid SOLAS

Faoin Acht Breisoideachais agus Oiliúna 2013, bunaíodh An tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS) le héifeacht ó 27 Deireadh Fómhair, 2013.

Faoin Acht Breisoideachais agus Oiliúna 2013, tá feidhmeanna ginearálta de chuid SOLAS sainithe mar seo a leanas:

- (a)** an tAire a ullmhú agus ábhair a chur faoina b(h)ráidstraitéis maidir le breisoideachais agus oiliúint a sholáthar;
- (b)** meas an phobail ar an bhfiúntas a bhaineann le breisoideachas agus oiliúint a neartú;
- (c)** dul i gcomhairle leis an Aire Coimirce Sóisialaí, leis an Aire Post, Fiontar agus Nuálaíochta agus le fostóirí ó am go ham ar mhaithe le cinneadh a dhéanamh maidir le cén cláir bhreisoideachais agus oiliúna nó cén aicmí de na cláir bhreisoideachais agus oiliúna gur cheart don tSeirbhís airgead a thabhairt ar airleacan dóibh;
- (d)** réamhíocaíocht a dhéanamh ar airgead le Boird Bhreisoideachais agus Oiliúna agus comhlachtaí eile atá i mbun chlár bhreisoideachais agus Oiliúna a sholáthar;
- (e)** oiliúint agus athoiliúint le haghaidh fostaíochta a sholáthar, nó socrú a dhéanamh chun an oiliúint sin a sholáthar agus cabhrú is comhordú a dhéanamh ar oiliúint den sórt sin a sholáthar trí bhithin daoine nach den tSeirbhís iad;
- (f)** measúnú a dhéanamh ar Bhoird Oideachais & Oiliúna agus comhlachtaí eile atá i mbun clár bhreisoideachais agus oiliúna a sholáthar, agus a bhfuil airgead tugtha ar airleacan dóibh, le fáil amach an dtéann nó nach dtéann siad i mbun an chúraim seo ar bhealach eacnamaíoch, éifeachtúil agus éifeachtach;
- (g)** cur chun cinn, spreagadh, agus éascaíocht a dhéanamh ar shocrúchán daoine de cibé aicme nó aicmí daoine a d'fhéadfadh a bheith luaite go sonrach ag an Aire Coimirce Sóisialaí tar éis dó/di dul i gcomhairle leis an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Scileanna, i gcomhthéacs chlár bhreisoideachas agus cláir oiliúna a mhaoinítear, go hiomlán nó go páirteach, as airgead poiblí;
- (h)** comhoibriú a chothú idir Boird Bhreisoideachais agus Oiliúna agus comhlachtaí eile atá i mbun chlár bhreisoideachais agus Oiliúna a sholáthar;
- (i)** comhionannas deiseanna a chur chun cinn i dtaca le breisoideachas agus oiliúint a sholáthar;
- (j)** cláir bhreisoideachais agus oiliúna nua agus cláir atá ann cheana a fhorbairt agus a éascú, lena n-áirítear córais a bhunú atá deartha chun monatóireacht a dhéanamh ar chaighdeán an oideachais agus na hoiliúna atá i gceist lena chinntiú go bhfuil na cláir sin oiriúnach dá bhfeidhm;
- (k)** oiliúint a chur ar fáil, nó cabhrú le hoiliúint a chur ar fáil, oiliúint do dhaoine a bhfuil sé de chúram orthu cláir bhreisoideachais agus oiliúna a sheachadadh a bhfuil airgead faighte ón tSeirbhís acu ina leith;
- (l)** taighde a dhéanamh, nó a fhéachaint chuige go ndéanfar taighde maidir le haon ábhar a bhaineann le feidhmeanna na Seirbhíse; agus
- (m)** comhairle a thabhairt don Aire maidir le haon ábhar a bhaineann le feidhmeanna na Seirbhíse.

Ceanglaítear ar SOLAS faoi alt 31(1) den Acht Breisoideachais agus Oiliúna 2013, cuntais bhliantúla a ullmhú, de réir mar a cheadóidh an tAire Breisoideachais agus Ardoideachais,

Taighde, Nuálaíochta agus Eolaíochta, le toiliú an Aire Caiteachais Phoiblí agus Athchóiriú.

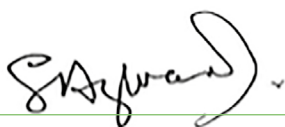
Agus na ráitis airgeadais sin á n-ullmhú, tá sé de dhualgas ar SOLAS:

- beartais chuntasaíochta oiriúnacha a roghnú agus iad a chur i bhfeidhm ar bhealach comhsheasmhach;
- breithiúnais agus meastacháin chuntasaíochta a dhéanamh atá réasúnta agus ciallmhar;
- na ráitis airgeadais a ullmhú ar bhonn gnóthais leantaigh ach amháin má tá sé míchuí talamh slán a dhéanamh de go leanfaidh SOLAS i mbun gnó; agus
- aon athrú ar chaighdeáin chuntasaíochta infheidhme a nochtadh agus míniú a thabhairt orthu.

Tá SOLAS freagrach as taifid chuntasaíochta fhóna a choinneáil a nochtann, le cruinneas réasúnta ag aon am faoi leith, a staid airgeadais agus a chuireann ar a chumas a chinntiú go gcomhlíonann na ráitis airgeadais mír 31(1) den Acht. Tá SOLAS freagrach freisin as a shócmhainní a chosaint agus dá réir sin as bearta réasúnta a chur i bhfeidhm chun calaois agus neamhrialtachtaí eile a chosc agus a thabhairt faoi deara.

Chloígh SOLAS leis na ceanglais thuasluaite agus na ráitis airgeadais á n-ullmhú aige.

D'fhaomh SOLAS na Ráitis Airgeadais ar 27 Aibreán, 2023.



Seán Aylward
Cathaoirleach, SOLAS
Dáta: 25 Bealtaine 2023



Andrew Brownlee
Príomhoifigeach Feidhmiúcháin, SOLAS
Dáta: 25 Bealtaine 2023

Tuarascáil an Ard-Reachtair Cuntas agus Ciste le cur faoi bhráid Thithe an Oireachtais



Ard Reachtair Cuntas agus Ciste Comptroller and Auditor General

Tuarascáil le cur faoi bhráid Thithe an Oireachtais

An tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS)

Tuairim ar na ráitis airgeadais

Rinne mé iniúchadh ar ráitis airgeadais SOLAS don bhliain a chríochnaigh ar an 31 Nollaig 2022 mar atá riachtanach faoi fhorálacha chuid 31 den Acht um Breisoideachas agus Oiliúint, 2013. Cuimsítear sna ráitis airgeadais

- an ráiteas ioncaim agus caiteachais
- an ráiteas ar ioncam cuimsitheach
- an ráiteas maidir leis an staid airgeadais
- an ráiteas ar shreafaí airgeadais
- an ráiteas ar athruithe ar an gcuntas caipitil agus cúlchistí, agus
- na nótaí gaolmhara, lena n-áirítear achoimre ar bheartais shuntasacha chuntasáiochta..

I mo thuairim, tugann na ráitis airgeadais léiriú fíor cothrom ar shócmhainní, dliteanais agus staid airgeadais SOLAS ar an 31 Nollaig 2022 agus ar a ioncam agus caiteachas le haghaidh 2022 de réir Caighdeán Tuarascála Airgeadais (FRS) 102 - *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

Bunús na tuairime

Rinne mé m'iniúchadh ar na ráitis airgeadais i gcomhréir leis na Caighdeáin Idirnáisiúnta ar Iniúchóireacht (ISAanna) arna bhfógairt ag an Eagraíocht Idirnáisiúnta Uasfhoras Iniúchóireachta. Tá cur síos déanta ar mo fhreagrachtaí faoi na caighdeáin sin san aguisín leis an tuarascáil seo. Táim neamhspleách ar SOLAS agus chomhlíon mé mo fhreagrachtaí eitiúla eile de réir na caighdeán.

Creidim gur leor agus gur iomchuí an fhianaise iniúchóireachta a fuair mé chun bunús a thabhairt le mo thuairim.

Tuarascáil maidir leis na bhfaisnéis seachas na ráitis airgeadais, agus maidir le cúrsaí eile

Chuir SOLAS faisnéis áirithe eile i láthair in éineacht leis na ráitis airgeadais. Cuimsítear léi sin an tuarascáil bhliantúil lena n-áirítear an ráiteas ar rialachas agus tuarascáil chomhaltaí an Bhoird, agus an ráiteas ar rialú inmheánach. Tá cur síos déanta san aguisín leis an tuarascáil seo ar mo fhreagrachtaí i ndáil leis an bhfaisnéis sin, agus ar chúrsaí áirithe eile ar a dtugaim tuairisc trí eisceacht.

Níl rud ar bith le tuairisciú agam maidir leis sin.

Seamus McCarthy
An tArd-Reachtair Cuntas agus

Ciste 30 Bealtaine 2023

Aguisín a ghabhann leis an tuarascáil

Freagrachtaí na gcomhaltaí Boird

Leagtar amach sa ráiteas rialachais agus i dtuarascáil na gComhaltaí Boird freagrachtaí na gcomhaltaí Boird, lena n-áirítear

- na ráitis airgeadais bhliantúla a ullmhú san fhoirm atá leagtha amach faoi alt 31 den Acht Breisoideachais agus Oiliúna 2013
- a chinntiú go dtugtar léargas fíor agus cóir sna ráitis airgeadais i gcomhréir le FRS 102
- rialtacht na n-idirbheart a chinntiú
- a mheasúnú an bhfuil úsáid bhonn an ghnóthais leantaigh maidir le cuntasaiocht cuí nó nach bhfuil, agus
- an rialú inmheánach a dhearbhaíonn siad go bhfuil gá leis chun ullmhú na ráiteas airgeadais a éascú a bheidh saor ó mhíthuariscí ábhartha, cibé acu de bharr calaoise nó earráide.

Freagrachtaí an Ard-Reachtair Cuntas agus Ciste

Ceanglaítear orm faoi alt 31 den Acht Breisoideachais agus Oiliúna 2013 iniúchadh a dhéanamh ar na ráitis airgeadais agus tuairiscí a dhéanamh fúthu le Tithe an Oireachtais.

Is é mo chuspóir agus an t-iniúchadh á dhéanamh agam dearbhú réasúnta a fháil faoi cibé an bhfuil nó nach bhfuil na ráitis airgeadais ina n-iomláine saor ó mhíthuariscí ábhartha de bharr calaoise nó earráide. Leibhéal ard dearbhaithe is ea dearbhú réasúnta, ach ní chinntítear leis go mbraithfear míthuariscí ábhartha nuair atá siad ann le hiniúchadh a dhéantar i gcomhréir leis na ISAanna. D'fhéadfadh míthuariscí teacht ó chalaos nó ó earráid agus meastar go bhfuil siad ábhartha i gcás go mbeifí ag súil leo le réasún, ina n-aonar nó sa chomhiomlán, go mbeadh tionchar acu ar chinntí eacnamaíoch na n-úsáideoirí a dhéanfadh siad ar bhonn na ráiteas airgeadais seo.

Mar chuid d'iniúchadh i gcomhréir leis na ISAanna, feidhmím breithiúnas gairmiúil agus coimeádaim sceipteachas gairmiúil le linn an iniúchta. Agus amhlaidh á dhéanamh,

- déanaim na rioscaí um míthuariscí ábhartha sna ráitis airgeadais cibé acu de bharr calaoise nó earráide a shainiú agus a mheasúnú; ceapaim agus déanaim nósanna imeachta iniúchóireachta atá freagrúil do na rioscaí sin; agus faighim an fhianaise iniúchóireachta ar leor agus ar iomchuí i chun bunús a chur le mo thuairim. Bíonn an riosca mura mbraitear míthuariscí ábhartha a bhíonn mar thoradh ar chalaos níos airde ná ceann a bhíonn mar thoradh ar earráid, toisc go bhféadfadh claonpháirteachas, brionnú, easnaimh d'aon ghnó, mífhaisnéis, nó sárú ar rialú inmheánach bheith i gceist le calaois.
- Faighim tuiscint ar an rialú inmheánach a bhaineann leis an iniúchadh chun nósanna imeachta iniúchóireachta a cheapadh atá iomchuí sna cúinsí, ach ní chun tuairim a chur in iúl maidir le héifeachtúlacht na rialuithe inmheánacha.
- Déanann meastóireacht ar oiriúnacht na mbeartas cuntasaiochta a úsáideadh agus réasúntacht na meastachán cuntasaiochta agus an nochtadh lena mbaireann.

- Cinnim ar oiriúnacht úsáid bhonn an ghnóthais leantaigh maidir le cuntasaiocht agus, bunaithe ar fhianaise iniúchóireachta a fuarthas, an bhfuil neamhchinnteacht ábhartha ann nó nach bhfuil maidir le himeachtaí nó cúinsí a d'fhéadfadh amhras suntasach a chaitheamh ar chumas SOLAS leanúint ar aghaidh mar ghnóthas leantaigh. Má chinnim go bhfuil neamhchinnteacht ábhartha ann, tá sé ceangailte orm aird a tharraingt i mo thuarascáil ar an nochtadh gaolmhar sna ráitis airgeadais nó, murar leor an nochtadh sin, mo thuairim a mhionathrú. Tá mo chonclúid bunaithe ar an bhfianaise iniúchóireachta a fhaightear suas go dtí dáta mo thuarascála. D'fhéadfadh le himeachtaí amach anseo deireadh a chur le SOLAS a bheith mar ghnóthas leantaigh.
- Déanaim meastóireacht ar chur i láthair, struchtúr agus ábhar foriomlán na ráiteas airgeadais, lena n-áirítear an nochtadh, agus cibé an léirítear nó nach léirítear na hidirbhearta agus na himeachtaí bunaidh sna ráitis airgeadais ar mhodh um chur i láthair cothrom.

Cuirim iad siúd a bhfuil freagracht orthu as rialachas ar an eolas faoi, i measc cúrsaí eile, raon feidhme agus tráthúlacht bheartaithe an iniúchta agus torthaí suntasacha an iniúchta, lena n-áirítear easnaimh shuntasacha ar bith sa rialú inmheánach a sainiú le linn m'iniúchta.

Déanann tuairisc trí eisceacht ar an méid seo a leanas, má cheapaim,

- nach bhfuair mé an fhaisnéis agus na míniúcháin ar fad a theastaím uaim d'iniúchadh, nó
- mura raibh na taifid chuntasaiochta dóthanach le hiniúchadh a dhéanamh go héasca agus go cuí ar na ráitis airgeadais, nó
- nach raibh na ráitis airgeadais ag teacht leis na taifid chuntasaiochta.

Faisnéis seachas na ráitis airgeadais

Ní chumhdaítear i mo thuairim ar na ráitis airgeadais an fhaisnéis eile atá curtha i láthair leis na ráitis sin, agus ní chuirim foirm ar bith de chonclúid dearbhaithe in iúl fúthu.

I ndáil le míniúchadh ar na ráitis airgeadais, ceanglaítear orm faoi na ISAanna faisnéis eile atá ann a léamh agus, ag déanamh amhlaidh, a mheas cibé acu an bhfuil nó nach bhfuil an fhaisnéis eile neamhréir go hábhartha leis na ráitis airgeadais nó leis an eolas a fuarthas le linn an iniúchta, nó má bhíonn sé míthuariscithe go hábhartha ar bhealach ar bith eile. Má chinnim, bunaithe ar an obair a rinne mé, go bhfuil míthuariscí ábhartha san fhaisnéis eile sin, ceanglaítear orm é sin a thuairisciú.

Tuairiscí ar chúrsaí eile

Déantar míniúchadh faoi threoir na mbreithnithe speisialta atá ceangailte ar na comhlachtaí Stáit i dtaca lena mbainistíocht agus oibriú. Tuairiscím má tá cúrsaí ábhartha ar bith ann i dtaca leis an dóigh inar stiúradh an gnó poiblí.

Féachaim le fianaise a fháil maidir le rialtacht na n-idirbheart airgeadais le linn an iniúchta. Tuairiscím má tá cás ábhartha ar bith ann nár cuireadh airgead poiblí i bhfeidhm chun na críocha dá raibh sé beartaithe nó i gcás nár chloígh na hidirbhearta leis na húdaráis a rialaíonn iad.

Ráiteas faoi Rialú Inmheánach 2022

> Raon Freagrachta

Thar ceann Bhord na Seirbhíse Oideachais Leanúnaigh Agus Scileanna (SOLAS), glacaim lenár bhfreagracht as dea-rialachas, i gcomhréir le ceanglais an Chóid Chleachtais um Comhlachtaí Stáit a Rialú 2016 agus as a chinntiú go bhfuil córas éifeachtach de rialú inmheánach i bhfeidhm agus go ndéantar cothabháil air. Agus é i mbun a chuid feidhmeanna a chomhlíonadh, tá an Bord tar éis leibhéil údaráis atá sainithe go soiléir a fhágaint faoi Fheidhmeannas SOLAS agus faoi mbaill foirne fad is atá cinntí a bhaineann le nithe áirithe fágtha aige faoina mbreithiúnas féin.

> Cuspóir an Chórais Rialaithe Inmheánaigh

Tá an córas rialaithe inmheánaigh deartha chun riosca a bhainistiú go leibhéal inghlactha seachas fáil réidh leis go huile agus hiomlán agus mar sin ní féidir leis ach dearbhú réasúnta agus ní dearbhú iomlán a thabhairt go ndéantar sócmhainní a chosaint, idirbhearta a údarú agus a thairfeadh i gceart, agus go gcuirtear cosc ar earráidí ábhartha nó neamhrialtachtaí, nó go ndéanfaí iad a thabhairt faoi deara go pras. Le go bhfeidhmeoidh an córas i gceart caithfidh an bhainistíocht líne, an Feidhmeannas agus na feidhmeanna airgeadais, soláthair agus Acmhainní Daonna rialú docht a chur i bhfeidhm agus aon teip rialaithe suntasach a thuirisciú don Bhord.

> Cumas chun Priacal a Láimhseáil

Bhí Coiste Iniúcháireachta agus Riosca (ARC) ag SOLAS ar a raibh beirt chomhaltaí Boird agus saineolaí seachtrach amháin ó Eanáir go Samhain 2022. Tar éis gur tháinig tréimhsí oifige na gcomhaltaí Boird seo chun críche ar

26 Deireadh Fómhair 2022, bhí triúr comhaltaí Boird a ceapadh le déanaí ar an gCoiste Iniúcháireachta agus Riosca, agus saineolaí seachtrach amháin ar chomhaltas an Choiste Iniúcháireachta agus Riosca. Ina theannta sin, d'fhreastail Cathaoirleach an Bhoird ar chruinnithe an Choiste Iniúcháireachta agus Riosca i mí Mheán Fómhair agus i mí na Nollag 2022, chun leanúnachas a chinntiú le linn athrú chomhaltaí an Choiste Iniúcháireachta agus Riosca. Bhuaile an Coiste Iniúcháireachta agus Riosca le chéile ceithre huaire le linn 2022.

Oibríonn an fheidhm Iniúcháireachta Inmheánaigh i SOLAS de réir na bPrionsabail Iniúcháireachta Inmheánaigh mar a leagtar amach iad sa Chód Cleachtais um Chomhlachtaí Stáit a Rialú 2016. Tá obair an Iniúchta Inmheánaigh bunaithe ar phróifíl anailíse riosca ar chaiteachas agus ar ghníomhaíocht; cuspóirí straitéiseacha; cumhdach iniúchta atá timthriallach; agus torthaí na n-iniúchtaí a rinneadh roimhe. Tá an obair seo dírithe go ginearálta ar na réimsí is mó seans riosca a bheith ann don eagraíocht. D'fhaomh an Coiste Iniúcháireachta agus Riosca Plean Iniúchta Inmheánaigh na bliana 2022, thar ceann an Bhoird. I rith 2022, eisíodh sé Thuarascáil Iniúchta Inmheánaigh, a chlúdaigh na réimsí i dtaca le spriocanna agus cuspóirí eagraíochtúla a bhaint amach, struchtúir rialachais a thacaíonn le hiocaíochtaí deontas, bainistíocht riosca, an t-athbhreithniú comhairleach ar an oifig náisiúnta printíseachta, rialuithe inmheánacha airgeadais agus ríomhCholáiste.

Buaileann an ARC le Ceann an Iniúchta Inmheánaigh ar bhonn rialta chun athbhreithniú a dhéanamh ar obair an iniúchta inmheánaigh, lena n-áirítear tuarascáil ar ghníomhaíocht iniúchta inmheánaigh. Ar bhonn bliantúil, cuireann an ARC tuarascáil ar fáil don Bhord ar ghníomhaíocht iniúchta inmheánaigh na bliana.

Tá comhaontú i bhfeidhm idir an ARC agus an tAonad Iniúcháireachta Inmheánaigh (IAU) de na BOOanna maidir le hionchur SOLAS i bplean iniúchta an IAU. Faigheann SOLAS tuarascálacha tuairimíochta iniúchta agus tuarascálacha

earnála ón IAU freisin maidir le athbhreithnithe a rinneadh ar chaiteachas ar Bhreiseoideachas agus ar Oiliúint.

> Creat um Rialú agus um Riosca

Déanann Coiste Feidhmeannach um Riosca a Bhainistiú de chuid SOLAS, a bhfuil gach Stiúrthóir Feidhmiúcháin i measc a chomhaltaí, agus a bhfuil an Príomhoifigeach Feidhmiúcháin ina chathaoirleach air, na próisis bhainistíochta riosca laistigh de SOLAS a chur chun cinn, a stiúradh agus déanann sé monatóireacht orthu. Chun cabhrú leis an bpróiseas seo, tá Stiúrthóir ainmnithe ag SOLAS mar Phríomhoifigeach Riosca. Tá an Comhordaitheoir Riosca freagrach as tacú le hobair an Choiste Bainistíochta Riosca agus as tuarascálacha a chur i dtoll a chéile agus a ullmhú don Choiste Iniúcháireachta agus Riosca. Cuir an Bord agus an Coiste um Iniúcháireacht agus um Riosca maoirseacht neamhspleách ar fáil chomh maith le measúnú a dhéanamh ar éifeachtacht SOLAS' ó thaobh bhainistiú riosca de.

Tá próiseas oifigiúil curtha ar bun d'fhonn rioscaí gnó a shainaithint, a mheasúnú, a mhaolú agus a bhainistiú agus mar chuid de seo tá:

- rioscaí a shainaithint agus cén cineál riosca atá i gceist a léiriú
- tuar a dhéanamh maidir leis an dóchúlacht go dtarlódh a leithéid arís
- aird a tharraingt ar na himpleachtaí airgeadais agus impleachta eile
- na rialuithe agus fachtóirí maolaitheacha
- clár rioscaí corparáideacha a chothabháil
- plan chun rioscaí sainaitheanta a bhainistiú
- monatóireacht a dhéanamh ar an bpróiseas agus é a thuairisciú
- déanann an bhainistíocht rioscaí a

athbhreithniú ar bhonn leanúnach agus ar bhonn oifigiúil ag an ARC dhá uair sa bhliain ar a laghad

- tá príomhrioscaí na n-aonad gnó ailínithe leis na pleananna gnó bliantúla.

> Monatóireacht ar bhonn leanúnach agus Athbhreithniú

Tá An Bord tar éis bearta a chur i gcrích chun a chinntiú go bhfuil timpeallacht rialaithe chuí i bhfeidhm trí:

- freagrachtaí bainistíochta agus údarás a shonrú go soiléir agus cáipéisíocht a dhéanamh mar fhianaise fúthu
- a chinntiú gur riléir do lucht bainistíochta an slabhra ceannais ó thaobh freagrachta de
- nósanna imeachta foirmiúla a chur ar bun trí fheidhmeanna coiste éagsúla chun faireachán a dhéanamh ar ghníomhaíochtaí agus chun sócmhainní na heagraíochta a chosaint
- nósanna imeachta a bhunú chun teipeanna suntasacha rialaithe a thuairisciú agus a chinntiú go ndéantar beart ceartaitheach cuí
- cultúr láidir de chuntasacht a fhorbairt ar gach leibhéal den eagraíocht
- Cód Cleachtais um Chomhlachtaí Stáit a Rialú a ghlacadh chugainn féin agus cloí leis
- athbhreithniú a dhéanamh ar éifeacht an Bhoird
- a chinntiú go bhfuil Coiste Iniúcháireachta agus Riosca atá gníomhach mar chuid den timpeallacht rialaithe, chomh maith le feidhm Iniúcháireachta Inmheánaigh, tuarascálacha rialta an Phríomhoifigigh Feidhmiúcháin don Bhord agus go gcuirfi faoi bhráid an Bhoird torthaí

gníomhaíochta agus airgeadais - an mhí reatha agus an bhliain go dtí seo ag gach cruinniú.

Tá an córas rialaithe inmheánaigh bunaithe ar chreat bainistithe faisnéise, beartas agus nósanna imeachta roinnte ar bhonn rialta lena n-áirítear dualgais a scaradh, agus córas cuntasachta ina bhfághtar freagrachtaí faoi dhaoine áirithe Go háirithe i measc seo tá:

- príomhrioscaí a aithint agus rialuithe bainteach leo a chur i bhfeidhm chomh maith le monatóireacht leanúnach a dhéanamh ar an oibríocht i gcás ina dtuairiscítear aon easnaimh aitheanta do Choiste Feidhmiúcháin um Riosca a Bhainistiú de chuid SOLAS agus don ARC.
- córas buiséadaithe cuimsitheach a chur ar bun agus buiséad bliantúil lena chois, buiséad a ndearna an Bord athbhreithniú air agus gur tháinig siad ar chomhaontú faoi. Mar chuid de seo tá próiseas pleanála gnó atá thar a bheith mionsonraithe
- spriocanna a shocrú chun feidhmíocht airgeadais agus feidhmíocht eile a mheas
- athbhreithnithe ag an mBord ar Thuarascálacha Airgeadais míosúla agus bliantúla a léiríonn gníomhaíocht agus feidhmíocht airgeadais i leith na mbuiséad
- nósanna imeachta soláthair seanbhunaithe faoina ndéantar earraí agus seirbhísí a fháil i gcomhréir le ceanglais soláthair an AE agus náisiúnta
- go mbeidh aon iarratas ar thaisteal thar lear faoi réir formheas ag an bPríomhoifigeach Feidhmiúcháin
- nósanna imeachta chun infheistíocht chaipitil a rialú atá de réir na dTreoirí um Thograí Cainteachais Chaipitil a Mheasúnú agus a Bhainistiú, arna eisiúint ag an Roinn Airgeadais i mí Feabhra sa bhliain 2005

- Téarmaí agus coinníollacha maoinithe i bhfeidhm do gach Bord Oideachais agus Oiliúna, cáipéis maidir le paraiméadair a dhéanamh a leagann amach an próiseas pleanála gnó lena n-áirítear cuspóirí do gach bliain agus plean seirbhíse gnó cuimsitheach a ndéantar athbhreithniú air dhá uair sa bhliain
- Cuireadh críoch le Comhaontuithe um Fheidhmíocht Straitéiseach idir SOLAS agus na Boird Oideachais agus Oiliúna (BOOnna) in 2022 agus tá siad i bhfeidhm anois don tréimhse 2022-2024.

> Tionchar COVID-19

Tháinig laghdú ar COVID-19 agus ar thionchar na paindéime sa dara leath de 2022 i gcomparáid leis an gcás in 2020 agus in 2021. Maidir leis an tionchar a d'fhéadfadh a bheith aige ar an timpeallacht rialaithe agus chun riosca a mhaolú, lean SOLAS ar aghaidh leis na bearta seo a leanas:

- tá sé de chead ag gach comhalta foirne obair go cianda. ní mór do 2% den fhoireann (riachtanach) a bheith lonnaithe san oifig
- a chinntiú go raibh an trealamh ag baill foirne chun dul i mbun oibre go cianda trí leas a bhaint as Office 365 (OneDrive, TEAMS, SharePoint, fóin phóca), ríomhairí glúine agus crua-earraí
- rialuithe cibearshlánda feabhsaithe a bheith curtha i bhfeidhm mar aon le hoiliúint éigeantach sa chibearshlándaíl do gach ball foirne
- MFA (Fíordheimhniú Ilfhachtóiríúil) neartaithe a chur i bhfeidhm ina gcuirtear iallach ar úsáideoirí séalái digiteacha a chur le hidirbhearta leictreonacha
- rialuithe feabhsaithe a chur i bhfeidhm i dtaca le próisis soláthair agus Acmhainní Daonna

- dualgais a scaradh óna chéile agus rinneadh cothabháil ar na rialuithe airgeadais go léir agus iad a athrú nuair ba ghá
- tugadh an t-eolas is déanaí don Bord ar bhonn rialta maidir le prótacail COVID-19
- ní raibh aon tionchar aige ar na Ráitis Airgeadais.

> Soláthair

Deimhnímid go bhfuil nósanna imeachta i bhfeidhm againn chun a chinntiú go gcomhlíontar na rialacha agus na treoirlínte reatha soláthair mar atá leagtha amach ag an Oifig um Sholáthar Rialtais. Tá SOLAS go hiomlán comhlíontach maidir le Soláthar.

> Athbhreithniú ar Éifeachtacht

Tá monatóireacht agus athbhreithniú an Bhoird ar éifeachtacht an Chórais Rialaithe Inmheánaigh bunaithe ar obair na nithe seo a leanas:

- Stiúrthóirí Feidhmeannacha/Stiúrthóir/Bainisteoirí laistigh de SOLAS, atá freagrach as an gcreat rialaithe airgeadais a fhorbairt agus cothabháil a dhéanamh air
- Ceannasaí Iniúcháireachta Inmheánaigh
- an ARC, a dhéanann maoirsiú ar obair an Iniúcháireachta Inmheánaigh agus a dhéanann athbhreithniú ar an Ráiteas ar an gCóras Rialaithe Inmheánach
- na ráitis curtha amach ag Oifig an Aird-Reachtair Cuntas agus Ciste ina litir bhainistíochta nó i dtuarascálacha eile; agus
- rinne an Bord athbhreithniú ar éifeachtacht rialaithe a mheas faoin gCreat um Rialú Inmheánach ar an 27 Aibreán, 2023.
- Dhirigh an t-athbhreithniú seo ar thorthaí an iniúchta inmheánaigh, ar an gClár Rialachais Chorparáidigh agus ar dhiúscairt sócmhainní seasta.

> Fadhbanna maidir le Rialú Inmheánach

Níor sainithníodh aon sárú ábhartha ar rialú inmheánach, cailiteanais ábhartha nó calaoisí i gcaitheamh na bliana.

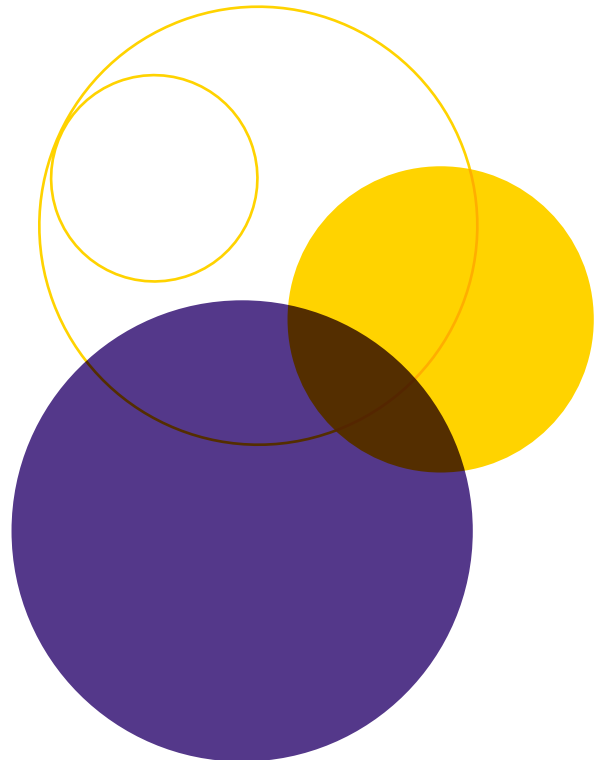
Sínithe ag:



Seán Aylward

Cathaoirleach, SOLAS

Dáta: 25 Bealtaine 2023



SOLAS

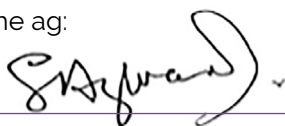
Ráiteas faoi Ioncam agus Caiteachas maidir leis an mbliain dar críoch an 31 Nollaig 2022

	Nóta	2022	2021
		€'000	€'000
Ioncam	2	976,610	833,698
Caiteachas			
Costais Phárolla	5	15,204	14,164
Forchostais	5	6,915	6,168
Costais Oibriúcháin SOLAS		22,119	20,332
Costais Shocair Scoir	5	10,360	6,690
Costais na gClár	6	9,009	9,000
Deontais do Bhoird Oideachais agus Oilíúna	7(a)	893,305	759,182
Deontais do MDPSC*	7(b)	4,210	3,966
Deontais d'Eagraíochtaí san Earnáil Bhreisoideachais agus Oilíúna	7(c)	12,656	10,256
Deontais Phrintíseachta d'Fhostóirí	7(d)	10,816	10,389
Deontais do Chuibhreannais & Comhlachtaí Comhordúcháin	7(e)	2,811	3,466
Deontais san Iomlán		923,798	787,259
Caiteachas Iomlán		965,286	823,281
Barrachas don bhliain		11,324	10,417

Tá Nótai 1 go 20 mar dhlúthchuid de na Ráitis Airgeadais seo.

* Meánscoileanna Deonacha, Pobalscoileanna agus Scoileanna Cuimsitheacha

Sínithe ag:



Seán Aylward
Cathaoirleach, SOLAS
Dáta: 25 Bealtaine 2023



Andrew Brownlee
Príomhoifigeach Feidhmiúcháin, SOLAS
Dáta: 25 Bealtaine 2023

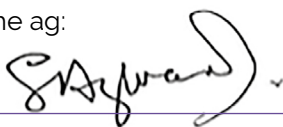
SOLAS

Ráiteas faoi Ioncam Cuimsitheach maidir leis an mbliain dar críoch an 31 Nollaig 2022

	Nóta	2022	2021
		€'000	€'000
Barrachas don bhliain		11,324	10,417
Gnóchan/(Caillteanas) a bheith i gceist maidir le hoibleagáidí Shochair Scoir		(2,064)	2,316
Athruithe ar na toimhdí atá mar bhonn de luach na Dlíteanas Shochair Scoir mar atá sé faoi láthair		151,080	(10,574)
Gnóchan/(Caillteanas) Achtúireach ar Dhlíteanas Shochair Scoir	12 (a)(v)	149,016	(8,258)
Coigeartú ar Mhaoiniú Shochair Scoir atá Curtha Siar		(149,016)	8,258
An Barrachas Iomlán Aitheanta don Bhliain		11,324	10,417

Tá Nótaí 1 go 20 mar dhlúthchuid de na Ráitis Airgeadais seo.

Sínithe ag:



Seán Aylward
Cathaoirleach, SOLAS
Dáta: 25 Bealtaine 2023



Andrew Brownlee
Príomhoifigeach Feidhmiúcháin, SOLAS
Dáta: 25 Bealtaine 2023

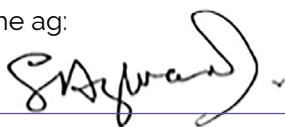
SOLAS

Ráiteas ar Staid an Airgeadais amhail ar an 31 Nollaig 2022

	Nóta	2022		2021	
		Amhail ar an 31 Nollaig 2022		Amhail ar an 31 Nollaig 2021	
		€'000	€'000	€'000	€'000
Sócmhainní Neamhreatha					
Maoin, Gléasra & Trealamh	8		422		647
Sócmhainní Reatha					
Infháltais	9	1,767		760	
Airgead Tirim		13,917		11,632	
		15,684		12,392	
Dliteantais a thiocfaidh chun bheith dlite faoi cheann bliana					
Billí Iniochta	10	(3,738)		(1,535)	
Glansócmhainní reatha			11,946		10,857
Sócmhainní Iomlána Lúide Dliteanais Reatha roimh Oibleagáidí Shocair Scoir a Chur san Áireamh			12,368		11,504
Dliteanais Shocair Scoir de chuid SOLAS	12(a)(ii)	(513,930)		(685,750)	
Maoiniú Shocair Scoir atá Curtha Siar	12(a)(ii)	513,930	0	685,750	0
Sócmhainní Iomlána			12,368		11,504
Caipiteal agus Cúlchistí					
Cúlchiste Caipitil		422		647	
Cuntas Caipitil		600	1,022	418	1,065
Cúlchiste Ioncaim			11,346		10,439
			12,368		11,504

Tá Nótaí 1 go 20 mar dhlúthchuid de na Ráitis Airgeadais seo.

Sínithe ag:



Seán Aylward
Cathaoirleach, SOLAS
Dáta: 25 Bealtaine 2023



Andrew Brownlee
Príomhoifigeach Feidhmiúcháin, SOLAS
Dáta: 25 Bealtaine 2023

SOLAS

Ráiteas faoi Sreabha Airgid maidir leis an mbliain dar críoch an 31 Nollaig 2022

	Nóta	2022	2021
		€'000	€'000
Sreabhadh Airgid ó Gníomhaíochtaí Oibriúcháin			
Barrachas don bhliain		11,324	10,417
Úis Íochta/(Faighte)		84	107
Aisiocáíocht déanta leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta & Eolaíochta		(10,417)	(10,093)
Coigeartú ar nithe neamhairgid			
(Méadú)/Laghdú ar an bhFardal			5
(Méadú)/Laghdú ar Líon na nInfháltas	9	(1,007)	1,145
Méadú/(Laghdú) ar Shuimeanna Iníochta	10	2,203	(271)
Glan-Insreabhadh/(Eis-sreabhadh) Airgid ó Gníomhaíochtaí Oibriúcháin		2,187	1,310
Sreabhadh Airgid ó Gníomhaíochtaí Infheistíochta			
Íocaíochtaí chun Sócmhainní Seasta a Fháil	8	(220)	(124)
Deontais Chaipitil Faighte	3	44,296	21,053
Deontais Chaipitil le BOOanna	7(a)	(43,896)	(20,622)
Deontais Chaipitil tugtha do Sholáthraithe de Bhreisoideachas & Oideachas eile		0	0
Slánú		2	
Sreabhadh Airgid ó Gníomhaíochtaí Airgeadais			
Úis Íochta/(Faighte)		(84)	(107)
Glan-Insreabhadh/(Eis-sreabhadh) Airgid ó Gníomhaíochtaí Infheistíochta/Airgeadais		98	200
Méadú/(Laghdú) ar Airgead i Rith na Bliana		2,285	1,510
Méid airgid ag tús na Bliana		11,632	10,122
Méid airgid ag deireadh na Bliana		13,917	11,632

Cuirtear an Barrachas in iúl nuair atá an dimheas agus amúchadh ar Dheontas Caipitil curtha san áireamh.

Tá Nótáí 1 go 20 mar dhlúthchuid de na Ráitís Airgeadais seo.

SOLAS

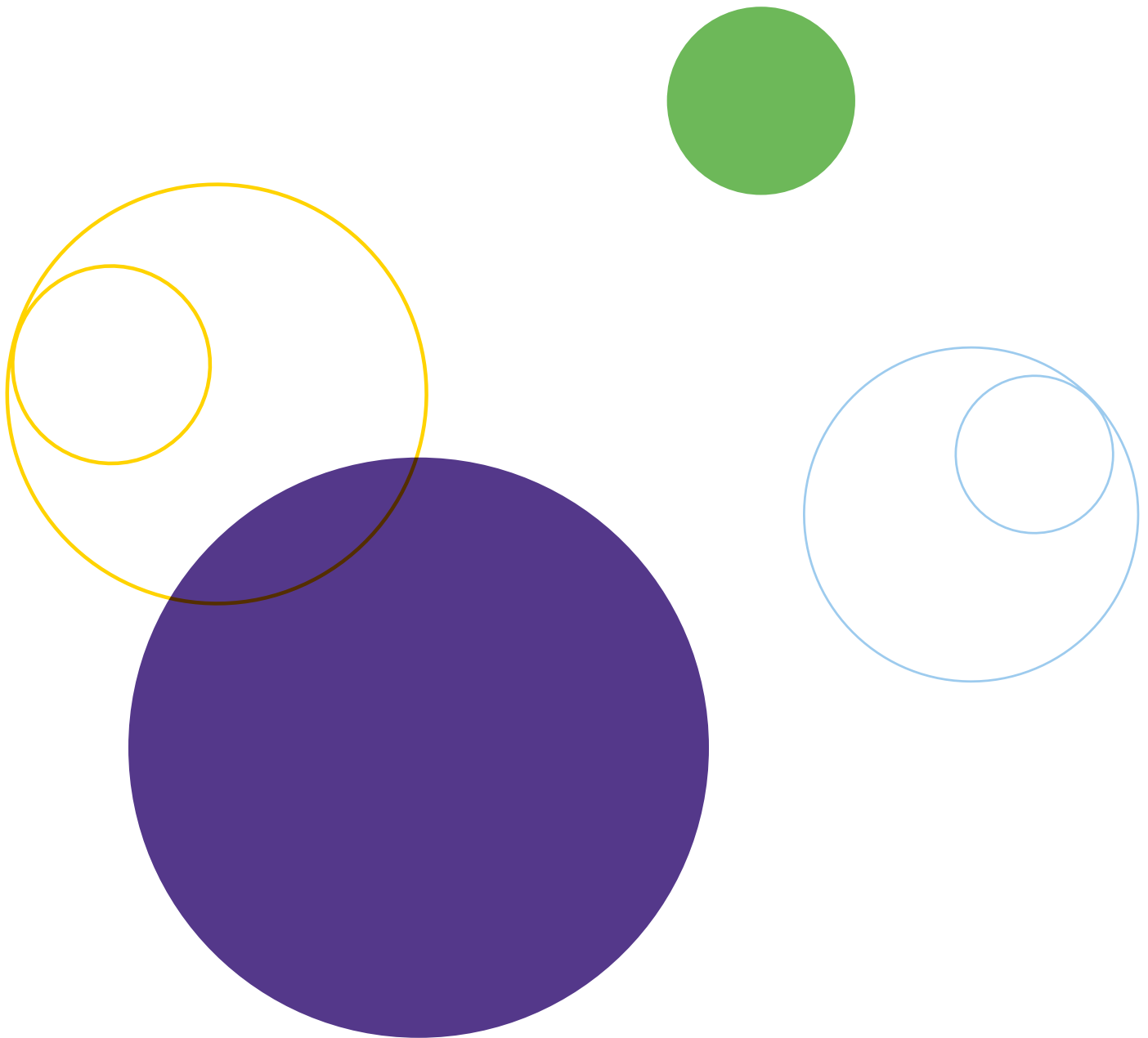
Ráiteas ar athruithe ar an gcuntas caipitil agus cúlchistí, maidir leis an mbliain dar críoch 31 Nollaig 2022

	Nóta	Cúlchiste Ioncainm	Cuntas Caipitil	Cúlchistí Caipitil	Iomlán
		€'000	€'000	€'000	€'000
Amhail ar an 31 Nollaig 2020		10,115	111	924	11,150
Barrachas don bhliain		10,417	0	0	10,417
Aisiocaíocht déanta leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta & Eolaíochta #		(10,093)	0	0	(10,093)
Deontais Chaipitil Faighte	3	0	21,053	0	21,053
Deontais Chaipitil le BOOanna	7(a)	0	(20,622)	0	(20,622)
Deontais Chaipitil tugtha do Sholáthraithe de Bhreisoideachas & Oideachas eile		0	0	0	0
Íocaíochtaí chun Sócmhainní Seasta a Fháil	8	0	(124)	124	0
Amúchadh ar Dheontas Caipitil - Dímhéas	2 & 8	0	0	(401)	(401)
Costais Shocair Scoir					
Gnóchan/(Cailteanas) Achtúireach ar Dhliteanais Shocair Scoir	12(a)(v)	(8,258)	0	0	(8,258)
Coigeartú ar Mhaoiniú Sochair Scoir ón Státhchiste atá Curtha Siar		8,258	0	0	8,258
Amhail ar an 31 Nollaig 2021		10,439	418	647	11,504
Barrachas don bhliain		11,324	0	0	11,324
Aisiocaíocht leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta & Eolaíochta #		(10,417)	0	0	(10,417)
Talamh barrachais a aistriú go dtí an Roinn Oideachais~	8	0	0	(120)	(120)
Deontais Chaipitil Faighte	3	0	44,296	0	44,296
Deontais Chaipitil le BOOanna	7(a)	0	(43,896)	0	(43,896)
Íocaíochtaí chun Sócmhainní Seasta a Fháil	8	0	(220)	220	0
Amúchadh ar Dheontas Caipitil - Dímhéas	2 & 8	0	0	(325)	(325)
Slánú			2		2
Costais Shocair Scoir					
Gnóchan/(Cailteanas) Achtúireach ar Dhliteanais Shocair Scoir	12(a)(v)	149,016	0	0	149,016
Coigeartú ar Mhaoiniú Sochair Scoir ón Státhchiste atá Curtha Siar		(149,016)	0	0	(149,016)
Amhail ar an 31 Nollaig 2022		11,346	600	422	12,368

Tá Nótaí 1 go 20 mar dhlúthchuid de na Ráitis Airgeadais seo.

Le ceadú ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta & Eolaíochta, choinnigh SOLAS aisiocaíochtaí dlite don Roinn le blianta beaga anuas. Tá cuntas tugtha ar na haisiocaíochtaí coinnithe in ioncam na bliana seo.

~ D'aistrigh Oifig Luachála talamh i mBiorra dar luach €0.120m chuig an Roinn Oideachais le haghaidh foirgneamh scoile ar luach NÁID. Cuireadh nósanna imeachta maidir leis an aistriú seo i gcrích de réir chiorcláin 11/15 na Roinne Caiteachais Phoiblí agus Athchóirithe '*Prótacail le haghaidh aistriú sócmhainní réadmhaoinne an stáit' agus 17/16 'Polasaí chun réadmhaoin a fháil agus chun réadmhaoin barrachais a dhiúscairt'* agus coigeartaíodh an méid seo faoi Chúlchistí Caipitil.



Nótaí leis na Ráitis Airgeadais

> 1 Beartais Chuntasaíochta

Is é seo a leanas bunús na cuntasaíochta agus na mbeartas suntasach cuntasaíochta ar ghlac SOLAS chuige féin:

Bunú SOLAS

Bunaíodh SOLAS an 27 Deireadh Fómhair 2013 i gcomhréir leis an Acht Breisoideachais agus Oiliúna 2013.

Leagtar amach sna ráitis airgeadais seo torthaí SOLAS don bhliain dar críoch 31 Nollaig 2022 mar aon le comparáidí don tréimhse ón 1 Eanáir 2021 go dtí an 31 Nollaig 2021.

Leagtar amach feidhmeanna SOLAS in ailt 7 go 9 den Acht Breisoideachais agus Oiliúna 2013.

Eolas Ginearálta

Ráiteas um Chomhlíonadh

Tá ráitis airgeadais faoi leith de SOLAS don bhliain dar críoch 31 Nollaig 2022 ullmhaithe de réir FRS 102, an caighdeán tuairiscithe airgeadais is infheidhme sa RA agus i bPoblacht na hÉireann arna eisiúint ag an gComhairle um Thuairisciú Airgeadais sa RA.

Airgeadra

Ullmháitear na ráitis airgeadais in EURO agus déantar iad a shlánú go dtí an €'000 is gaire. Mar an gcéanna, is é an t-airgeadra feidhmiúil atá ag SOLAS ná an Euro.

Foirm Dhlíthiúil

Is Eintiteas Leas an Phobail é SOLAS i bPoblacht na hÉireann a bhfuil oifig chláraithe aige i mBloc 1, Teach an Chaisleáin Fhoirbis, Bóthar an Chaisleáin Foirbis, Baile Átha Cliath 1, Éire.

Soláthraíonn Eintiteas Leas an Phobail earraí nó seirbhísí ar mhaithe leis an bpobal i gcoitinne, leis an bpobal nó le leas sóisialta. I gcás ina gcuirtear caipiteal gnáthscaireanna ar bith ar

fáil, is ar mhaithe le tacú le príomhchuspóirí an eintitis a chur i gcrích a dhéantar é sin seachas ar mhaithe le toradh airgeadais a thabhairt do sholáthraithe de chaipiteal gnáthscaireanna, do scairshealbhóirí nó do chomhaltaí.

Ní bhfuair SOLAS acmhainní ó idirbhearta neamh-mhalartaithe sa bhliain reatha.

Beartais Chuntasaíochta Shuntasacha

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the financial statements of SOLAS.

Bonn an Ullmhaithe

Ullmhaíodh na ráitis airgeadais faoi choinbhinsiún an chostais stairiúil leasaithe agus le Caighdeán Tuairiscithe Airgeadais (FRS) 102 i bhfoirm faofa ag an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus le toiliú an Aire Caiteachais Phoiblí agus Athchóirithe faoin Acht Breisoideachais agus Oiliúna 2013.

Ullmhaíodh na ráitis airgeadais trí úsáid a bhaint as modh fabhráithe na cuntasaíochta ach amháin mar a shonraítear thíos agus de réir an chleachtais chuntasaíochta a nglactar go ginearálta leis in Éirinn. Is iad na caighdeáin chuntasaíochta a nglactar leo go ginearálta in Éirinn ó thaobh ráitis airgeadais á n-ullmhú a thugann léargas fíor agus cothrom ná na cinn a fhoilsíonn Institiúid na gCuntasóirí Cairte in Éirinn agus na cinn a eisiúint an Chomhairle um Thuairisciú Airgeadais.

De réir Chiorclán 21/2015 ón DPER a bhaineann le FRS 102, cuimsíonn na ráitis airgeadais seo an Ráiteas Ioncaim agus Caiteachais, an Ráiteas ar Ioncam Cuimsitheach, an Ráiteas ar an Staid Airgeadais, an Ráiteas ar Shreabhadh Airgid agus an Ráiteas ar Athruithe ar Chúlchistí agus ar Chuntas Caipitil. Ina theannta sin, tá Nótaí 1 go 20 mar dhlúthchuid de na Ráitis Airgeadais seo.

Ullmhaítear ráitis airgeadais SOLAS de réir na gcaighdeán cuntasáiochta infheidhmithe agus d'údaraigh Bord SOLAS iad lena n-eisiúint ar 27 Aibreán 2023.

Maoin, Gléasra & Trealamh

Caipitliú

Luaitear Maoin, Gléasra agus Trealamh ag costas stairiúil lúide dimheas carntha. Luaitear talamh ag an méid athluacháilte.

Tá costas sócmhainne comhdhéanta de phraghas ceannaigh na sócmhainne móide aon chostais atá inchurtha go díreach i leith an tsócmhainn a thabhairt i riocht oibre dá húsáid bheartaithe.

Muirearaítear daingneáin agus feistis faoi bhun na tairisí caipitlithe ar an Ráiteas Ioncaim agus Caiteachais sa bhliain inar ceannaíodh iad. Is é an tairseach caipitlithe ná €1,000 agus CBL san áireamh. Déantar gach trealamh ríomhaireachta a chaipitliú beag beann ar luach.

Dímheas

Riomhtar dímheas chun costas bunaidh na sócmhainne nó an tsuim athluacháilte a dhíscríobh lúide an luach iarmharach measta ar bhonn an mhéid chothroim thar a saolré eacnamaíoch úsáideach mheasta mar a leanas:

- Talamh – Neamhni;
- Feabhsúcháin ar an Réadmhaoin ar Léas (thar théarma an léasa);
- Trealamh agus Troscán – 5 bliana (20%); agus
- Ríomhairí agus trealamh ríomhaireachta eile – 3 nó 5 bliana (33^{1/3}% nó 20%)

Ní dhéantar aon soláthar le haghaidh dímheasa maidir le talamh ruilse. Déantar dímheas ar shócmhainní caipitil a mheaitseáil le haistriú ón gCúlchiste Caipitil.

Déantar luach (tugtha) anonn na sócmhainní seasta inlámhsithe a athbheithniú le haghaidh bearnaithe má thugann imeachtaí nó athruithe

ar chúinsí le fios nach bhféadfaí luach (tugtha) anonn a aisghabháil.

Cúlchiste Caipitil

Léiríonn an cúlchiste caipitil an méid glan a caitheadh ar shócmhainní inlámhsithe, arna mhaoiniú ag Deontais Státchiste. Déantar na deontais seo a amúchadh go hioncam thar shaolré ionchais na sócmhainní ar aon dul leis an dímheas, lagaithe sócmhainní inlámhsithe agus díscríobh sócmhainní inlámhsithe.

Airgead Tirim

Chun críche na ráiteas sreafa airgid, séard is brí le hairgead tirim ná airgead ar láimh agus taiscí inaisíochta ar éileamh.

Infháltais

Taifeadtar Trádáil agus Infháltais eile ag praghas an idirbhirt. Aithnítear aon chaillteanais a eascraíonn as bearnú sa ráiteas ioncaim i gcostais riaracháin.

Billí Iníochta

Taifeadtar Trádáil agus Billí Iníochta eile ag praghas an idirbhirt. Aithnítear aon chaillteanais a eascraíonn as bearnú sa ráiteas ioncaim i gcostais riaracháin.

Cúlchiste Ioncaim

Léiríonn an Cúlchiste Ioncaim barrachas coinnithe de chuid SOLAS.

Soláthar

Aithnítear foráil sa Ráiteas ar an Staid Airgeadais nuair a bhíonn oibleagáid dhlíthiúil nó inchiallaithe reatha ag SOLAS agus gur dócha go mbeadh eis-sreabhadh de shochair eacnamaíocha de dhith chun an dualgas a réiteach.

Ioncam

Maoiniú Stáit

Aithnítear deontais reatha ar bhonn airgead tirim faighte. Mar sin féin, coinníonn SOLAS barrachais a d'eascair i mblianta roimhe seo le cead na

Roinne. Mar thoradh air sin, cuireann an méid atá aitheanta sa ráiteas ioncaim agus caiteachais san áireamh an méid airgid a fuarthas i ndáiríre agus barrachas coinnithe ón mbliain roimhe sin, rud a chuirtear in aghaidh na gcúlchistí sa ráiteas athruithe ar chúlchistí.

Tugtar cuntas ar dheontais chaipitiúla ar bhonn airgead tirim faighte agus aithnítear iad sa ráiteas ioncaim thar shaolré ionchais na sócmhainní ag teacht le dímheas agus díscríobh sócmhainní inláimhsithe.

Ioncam Eile

Go ginearálta, tugtar cuntas ar ioncam eile ar bhonn airgead tirim faighte ach amháin nuair a eisítear sonraisc. Sa chás seo, tugtar cuntas ar ioncam de réir mar a sonraíodh sa sonrasc.

Airgeadra Eachtrach agus Airgeadra Feidhmiúil

Cuirtear na míreanna atá san áireamh sna ráitis airgeadais i láthair in Euro, airgeadra na príomhthimpeallachta eacnamaíocha ina n-oibríonn SOLAS (an "airgeadra feidhmiúil").

Tá idirbhearta ainmnithe in airgeadra eachtrach le linn na tréimhse aistrithe ag an ráta malairte ar dháta an idirbhirt. Aistrítear sócmhainní agus dliteanais atá ainmnithe in airgeadraí eachtracha go Euro ag na rátaí malairte ar dháta an Ráitis ar an Staid Airgeadais. Déantar na brabúis nó cailteanais a d'eascair as a chioradh sa Ráiteas Ioncaim agus Caiteachais.

Deontais

Maidir le deontais reatha agus chaipitiúla a íocadh le Boird Oideachais agus Oiliúna, Scoileanna Deonacha, Pobail agus Meánscoileanna, gníomhaireachtaí agus comhlachtaí éagsúla eile, tugtar cuntas orthu ar bhonn airgid más chun críocha Breisoideachas agus Oiliúna a bhí siad. Tá sé seo comhsheasmhach leis an gcaoi a dtugann SOLAS cuntas ar mhaoiniú Stáit.

Deontais Chaipitiúla chuig Bhoird Oideachais agus Oiliúna

Cuirtear Deontais Chaipitiúla a eisiótar chuig Boird Oideachais agus Oiliúna san áireamh sa Ráiteas Ioncaim agus Caiteachais. Scaoiltear ioncam ón gCuntas Caipitil chun deontais dá leithéid a mhaoiniú.

Drochfhiacha

Nochtar féichiúnaithe ag méid bunaidh an tsonraisc lúide liúntas le haghaidh fiacha nach féidir a bhailiú seans. Tá soláthar faoi réir nuair atá fianaise oibiachtúil ann nach mbeidh SOLAS in ann na fiacha atá bainteach leis a bhailiú. Déantar drochfhiacha a dhíscríobh chuig an Ráiteas Ioncaim agus Caiteachais a luaithe agus a tugtar faoi deara iad.

Léasú

Gearrtar cíosanna maidir le léasanna oibriúcháin ar an Ráiteas Ioncaim agus Caiteachais ar bhonn an mhéid chothroim thar théarma an léasa. Ní raibh aon léasanna airgeadais i bhfeidhm. Baineann léasanna oibriúcháin le foirgnimh ina bhfuil SOLAS lonnaithe iontu.

Cásanna Dlí

Aithnítear costais dlí sna ráitis airgeadais de réir mar a thabhaítear iad. Tá soláthar faoi réir don mheastachán is fearr ag an mBord ar chostas aon tsocraithe nuair a mheastar gur dócha go dtarlóidh socraíocht sa chás agus gur féidir costas an tsocraithe a thomhas go hiontaoifa.

Costais Shocair Scoir

Feidhmíonn SOLAS an Scéim Pinsin Seirbhíse Poiblí Aonair (Scéim Aonair) arb í an scéim pinsin le sochar sainithe í do sheirbhísigh phoiblí atá in aois an phinsin arna gceapadh an 1 Eanáir 2013 nó dá éis. Íoctar ranniocaíochtaí bhall na Scéime Aonair chuig an Roinn Caiteachais Phoiblí agus Athchóirithe.

Lena chois sin, feidhmíonn SOLAS dhá scéim sochair scoir a cuireadh ar bun i bhfad siar mar seo a leanas:

- Scéim le sochar sainithe a thugann sochair scoir d'iarbhaill foirne AnCO. Dúnadh an scéim seo do chomhaltaí nua ar 1 Eanáir 1988. Ar 31 Nollaig 2009 aistríodh sócmhainní na scéime chuig an gCúlchiste Náisiúnta Pinsean de réir an Achta um Bearta Airgeadais (Foráil Ilghnéitheach) 2009. Íoctar ranníocaíochtaí ó SOLAS agus ó bhaill foirne sa scéim seo lenár máthair-Roinn gach bliain.
- Is scéim le sochar sainithe nach bhfuil maoinithe í a n-íoctar a sochair as an maoiniú a sholáthraíonn ár máthair-Roinn go bliantúil. Íoctar ranníocaíochtaí ó bhaill foirne sa scéim seo lenár máthair-Roinn gach bliain.

Léiríonn costais sochair scoir na sochair scoir a thuill fostaithe le linn na tréimhse sin.

Léirítear gnóthachain nó cailteanais achtúireacha a eascraíonn as dliteanais scéime sa Ráiteas ar Ioncam Cuimsitheach agus aithnítear coigeartú ar aon dul leis sa mhéid ar féidir a aisghabháil ónár máthair-Roinn.

Tá dliteanais sochair scoir mar ionadaí do luach reatha na n-íocaíochtaí sochair scoir amach anseo atá tuillte ag an bhfoireann go dtí seo. Tá maoiniú sochair scoir atá curtha siar mar ionadaí don tsócmhainn cosúil leis atá le haisghabháil i dtréimhsí amach anseo ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.

Meastacháin Chuntasaíochta agus Breithiúnais

Agus ráiteas airgeadais á ullmhú, caithfidh an lucht bainistíochta breithiúnais, meastacháin agus toimhdí a dhéanamh a mbíonn tionchar acu ar chur i bhfeidhm beartas chomh maith leis na méideanna sócmhainní a thuairiscítear, dliteanas, ioncain agus costais. Tá na meastacháin agus na toimhdí bainteach leo bunaithe ar thaithí stairiúil agus ar fhachtóirí éagsúla eile a chreidtear a bheith réasúnach faoi mar a sheasann cúrsaí ag aon am faoi leith, agus is iad na torthaí seo atá mar bhonn chun breithiúnais

a dhéanamh ar luachanna (tugtha) anonn de shócmhainní agus dliteanas nach bhfuil soiléir ó fhoinsí eile. D'fhéadadh torthaí iarbhir a bheith difriúil ó na meastacháin.

Déantar athbhreithniú ar bhonn leanúnach ar na meastacháin agus ar na toimhdí ar a bhfuil siad bunaithe. Déantar athbhreithnithe ar mheastacháin chuntasaíochta a shainaithint le linn na tréimhse a ndéantar an meastachán a athbhreithniú, sa chás go mbíonn tionchar ag an athbhreithniú ar an tréimhse sin amháin, nó le linn na tréimhse athbhreithnithe agus na dtréimhsí amach anseo sa chás go mbíonn tionchar ag an athbhreithniú ar thréimhsí reatha agus amach anseo. I measc na réimsí ina bhfuil breithiúnais nó castacht nach beag i gceist, nó réimsí ina bhfuil toimhdí nó meastacháin suntasach do na ráitis airgeadais, tá:

Lagú Réadmhaoine, Gléasra agus Trealaimh

Déantar athbhreithniú ar luach (tugtha) anonn de mhíreanna talún agus foirgneamh, trealaimh agus troscáin le haghaidh táscairí lagaithe ag gach dáta tuairiscithe agus tá siad faoi réir tástála lagaithe nuair a thugann imeachtaí nó cúinsí athraithe le fios gur seans nach féidir an luach tugtha anonn a aisghabháil.

Costais Shocair Scoir

Is achtúirí cáilithe a dhéanfaidh measúnú ar na dliteanais agus na costais bainteach leis na scéimeanna sochair scoir atá sainaitheanta mar leagáid (idir mhaoinithe agus neamh-mhaoinithe) agus is ar bhonn mhodh chreidiúint réamh-mheasta an aonaid a dhéantar iad a mheas agus trí thoisíochtí achtúireacha bunaithe ar ionchais an mhargaidh ar an dáta tuairiscithe airgeadais a ríomhtar iad. Cinntear na rátaí lascaine a úsáidtear chun luachanna dliteanais na scéimeanna mar atá siad faoi láthair a shocrú trí thagairt a dhéanamh do thorthaí an mhargaidh ar an dáta tuairiscithe airgeadais ar bhannaí corparáideacha ardcháilíochta airgeadra agus téarma atá comhsheasmhach le hairgeadra agus téarma oibleagáidí an tsochair iarfhostaíochta a bhaineann leo.

Léirítear an glanbharrachas nó an t-easnamh a eascraíonn as na scéimeanna sochair scoir sainithe, mar aon leis na dliteanais a bhaineann leis na scéimeanna neamh-mhaoinithe, laistigh de shócmhainní neamhreatha nó de dhliteanais neamhreatha sa Ráiteas ar an Staid Airgeadais.

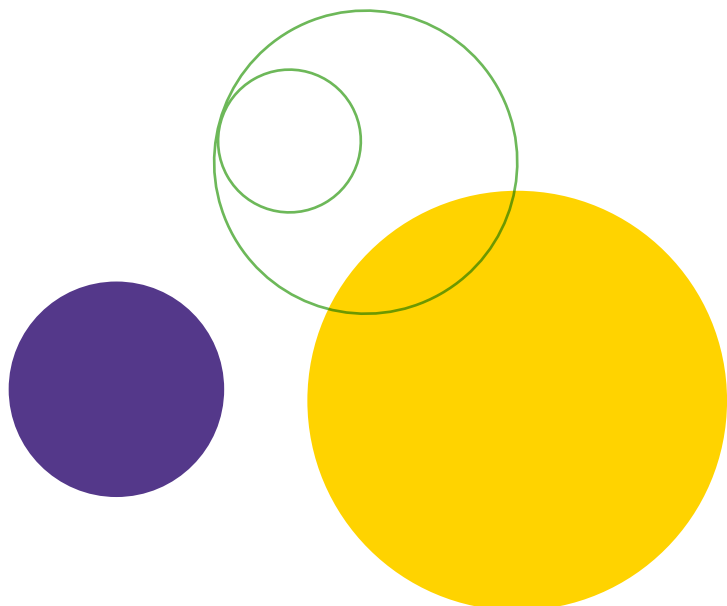
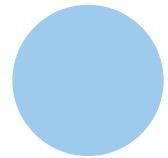
Toimhdí

Déantar na toimhdí is bun leis na luachálacha achtúireacha óna gcinntear na méideanna a aithnítear sna ráitis airgeadais (lena n-áirítear rátaí lascaine, rátaí ardaithe ar leibhéal cúitimh amach anseo, rátaí básmhaireachta agus rátaí maidir le treochtaí sa chostas cúram sláinte) a nuashonrú go bliantúil bunaithe ar dhálaí eacnamaíocha reatha agus ar aon athrú ábhartha ar théarmaí agus ar choinniollacha an tsochair scoir agus na bpleananna iar-scoir.

Seans go mbeidh na toimhdí seo curtha as a riocht ag:

- i. An ráta lascaine, athruithe ar an ráta toraidh ar bhannaí corparáideacha ardcháilíochta;
- ii. Leibhéal cúitimh amach anseo, coinniollacha an mhargaidh shaothair amach anseo; agus
- iii. reochtaí sa chostas cúram sláinte, an ráta boilscithe costais leighis sna réigiúin ábhartha.

Tá na meán-thoimhdí achtúireacha ualaithe a cuireadh i bhfeidhm chun sochar scoir agus dliteanais iar-scoir eile a shocrú le fáil i Nóta 12. Cé go gcreideann an bhainistíocht go bhfuil na toimhdí a úsáidtear oiriúnach, d'fhéadfadh tionchar a bheith ag difríochtaí i dtaitní iarbhir nó athruithe ar thoimhdí ar na hoibleagáidí agus na costais a aithnítear i dtréimhsí cuntasaíochta amach anseo. D'fhéadfadh luaineacht shuntasach tréimhse ar thréimhse a bheith i gceist le sócmhainní agus dliteanais scéimeanna sochair scoir sainithe, a bhfuil athruithe ar thorthaí bannaí agus fad saoil mar bhunús léi. Le cois ranníocaíochtaí seirbhíse amach anseo, seans go n-éileoidh an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta ranníocaíochtaí airgid nach beag chun easnaimh seirbhíse san am a chuaigh thart a leigheas.



SOLAS – An tÚdarás Breisoideachais & Oiliúna

Nótaí leis na Ráitis Airgeadais (ar lean)

> 2 Ioncam

	Nóta	2022	2021
		€'000	€'000
Maoiniú Stait - Neamh-Chaipitiúil	3	949,470	833,120
Maoiniú Stáit i dtaca le Deontais Chaipitiúla BOO	7(a)	43,896	20,622
Maoiniú Sochair Scoir atá Curtha Siar	12(a)(iii)	(22,804)	(24,367)
Ioncam Eile	4	5,723	3,922
Amúchadh ar Dheontas Caipitil - Dímhéas	5 & 8	325	401
Ioncam Iomlán		976,610	833,698

> 3 Maoiniú Stáit

	2022	2021
	€'000	€'000
Fuarthas Maoiniú Stáit faoi na ceannteidil seo a leanas:		
Neamh-Chaipitiúil		
Vóta 45 (Fo-Cheanteidil A3, A5 & A7) - an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta & Eolaíochta		
Riarachán agus Costais Ghinearálta		
Costais Foirne agus Forchostais (A3.1)	21,624	18,758
Lúide: Ranníocaíochtaí shochair scoir ó fhostaithe íoctha leis an Stáit	(671)	(733)
Lúide: Ranníocaíochtaí shochair scoir ó fhostóirí íoctha leis an Stáit	(75)	(102)
	20,878	17,923
Cláir Oiliúna SOLAS (A3.1)	3,617	5,558
Deontais Pá Bhreisoideachais & Oiliúna (A5.1.1)	288,650	262,463
Deontais Neamh-Phá Bhreisoideachais & Oiliúna (A5.1.2)	296,864	257,490
Maoiniú Shochair Scoir (A7.1.1)	34,000	32,000
Vóta 45 san Iomlán - Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta & Eolaíochta	644,009	575,434

SOLAS – An tÚdarás Breisoideachais & Oiliúna

Nótaí leis na Ráitis Airgeadais (ar lean)

> 3 Maoiniú Stáit (ar lean)

	2022	2021
	€'000	€'000
Oireachtas Eile		
An Ciste Náisiúnta Oiliúna †	305,461	257,686
Maoiniú Stáit Iomlán - Neamh-Chaipitiúil #	949,470	833,120
Caipiteal		
Vóta 45 (Fo-Cheannteidil A3.1 & A5.1) - an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta & Eolaíochta	44,296	21,053
Maoiniú Stáit Iomlán - Caipitiúil	44,296	21,053
Maoiniú Stáit Iomlán	993,766	854,173

† Fuarthas suim de €305.461m (2021: €257.686m) i rith na bliana ón gCiste Náisiúnta Oiliúna. Úsáideadh na cistí seo chun páirtmhaoiniú a dhéanamh ar réimse de Chláir Bhreisoideachais agus Oiliúna do dhaoine fostaithe agus do dhaoine dífhostaithe araon lena n-áirítear Printiseacht, Forbairt Fostaithe, Oiliúint i Sainscileanna, Socrúchán Oibre, an Scéim Deiseanna Oiliúna Gairmoideachais agus an tAonad um Anailís ar Scileanna.

Tuairiscítear maoiniú Stáit Neamh-Chaipitiúil glan ó bharrachais a gnóthaíodh ó BOOnna arbh fhiú €32.015m iad bainteach le blianta roimhe sin. Agus an gnóthú seo fágtha as an áireamh, bheadh maoiniú Stáit Neamh-Chaipitiúil dar luach €981.485m i gceist do ghníomhaíochtaí BOO in 2022 agus bheadh ioncam iomlán dar luach €1,008.625m i gceist.

Mar chuid den mhaoiniú stáit tá réamhiocaíocht de mhaoiniú ó Chiste Sóisialta na hEorpa (CSE).

I gcomhréir le ciorclán 13/14 ón Roinn Caiteachais Phoiblí agus Athchóirithe agus le cead na Roinne, coinníodh barrachas 2021 de €10.417m agus tugadh cuntas air in ioncam na bliana reatha mar chuid den deontas iomlán a bhí dlíthe do SOLAS in 2022. San áireamh leis an deontas dar luach €949.470m ón Roinn le haghaidh gnóthaí neamhchaipitil tá airgead tirim dar luach €939.053m a fuarthas in 2022 agus an barrachas €10.417m a tugadh ar aghaidh ó 2021.

> 4 Ioncam eile

	2022	2021
	€'000	€'000
Gníomhaíochtaí Foirgníochta	5,603	3,772
Ioncam Ilghnéitheach	120	150
Iomlán	5,723	3,922

> 5 Costais Phárolla, Costais Shochair Scoir agus Forchostais

	Nóta	2022	2021
		€'000	€'000
Costais Phárolla			
Oifig an POF		316	258
Lár-Oifig na hOifige Náisiúnta Printiseachta	19	579	0
Claochlú		3,513	3,201
Seachadadh		5,740	5,865
Tacaíocht		5,056	4,840
Iomlán na gCostas Párolla *		15,204	14,164
Iomlán na gCostas Sochair Scoir	12(a)(i)	10,360	6,690
Forchostais			
Taisteal & Cothú †		170	30
Oiliúint & Forbairt Foirne		346	260
Dimheas	8	325	401
Costais Theaghlachais		2,394	2,313
Costais Forbartha Cláir		278	78
Cumarsáidí & Teicneolaíocht na Faisnéis		1,930	1,929
Árachas & Timpistí		246	239
Forchostais Eile ‡		1,226	918
Iomlán na bhForchostas		6,915	6,168
Iomlán gCostas Párolla, Sochair Scoir agus Forchostas		32,479	27,022
Táille an Ard-reachtaire Cuntas & Ciste †		51	46

* Cuimsíonn Iomlán na gCostas Párolla tuarastail agus ÁSPC an fhostóra den luach €1,186k agus liúntais den luach €161k, agus ragobair den luach €6k.

† Cuimsíonn costais Taistil & Chothaithe costais náisiúnta de €163k agus idirnáisiúnta de €7k.

‡ Cuimsítear Táille an Ard-reachtaire Cuntas & Ciste sna Forchostais Eile.

SOLAS – An tÚdarás Breisoideachais & Oiliúna

Nótaí leis na Ráitis Airgeadais (ar lean)

> 6 Costais na gClár

	Nóta	2022	2021
		€'000	€'000
ríomhCholáiste		2,156	3,027
Foghlaim le Cuidiú Teicneolaíochta		2,340	2,875
Oiliúint le haghaidh na Fostaíochta		4,496	5,902
Printiseacht Chaighdeánbhunaithe		296	790
Oifig Náisiúnta Printíseachta	19	750	0
Foirgníocht		1,619	1,475
Oiliúint le linn na Fostaíochta		2,665	2,265
Measúnachtaí ar an Earnáil Bhreisoideachais agus Oiliúna		15	0
Forbairt Fostaithe (WBEF/STA)		826	360
Cuimsiú Gníomhach		33	206
Forbairt Ghairmiúil Bord Breisoideachais agus Oiliúna		2	0
Feachtas na gConairí/an CAO		510	256
Ciste Oiliúna Debenham		398	0
Clár Inmheánach Printíseachta		64	11
Cláir Eile		1,848	833
Costais Iomlán na gClár		9,009	9,000

> **Soláthar Díreach Maoinithe**

7(a) Achoimre ar Dheontais Arna níoc le Boird Oideachais agus Oiliúna

Bord Oideachais & Oiliúna	Soláthar Breisoideachais agus Oiliúna	Caipiteal	2022	2021
			Iomlán	Iomlán
	€'000	€'000	€'000	€'000
An Cabhán & Muineachán	30,761	5,591	36,352	26,544
Cathair Bhaile Átha Cliath	131,636	1,498	133,134	118,492
Corcaigh	82,347	2,506	84,853	76,579
Dún na nGall	26,105	765	26,870	24,192
Baile Átha Cliath & Dún Laoghaire	75,255	2,756	78,011	62,802
Gaillimh & Ros Comáin	50,338	727	51,065	53,211
Ciarraí	42,745	1,138	43,883	38,696
Cill Dara & Cill Mhantáin	36,452	857	37,309	31,275
Cill Chainnigh & Ceatharlach	24,918	435	25,353	21,947
Laois & Uíbh Fhailí	41,382	435	41,817	34,161
Luimneach & An Clár	77,964	1,840	79,804	70,682
Longfort & An Iarmhí	30,222	726	30,948	24,591
Lú & An Mhí	53,649	20,508	74,157	49,908
Maigh Eo, Sligeach & Liatroim	48,575	2,130	50,705	39,094
Tiobraid Árann	30,436	1,201	31,637	25,786
Port Láirge & Loch Garman	66,624	783	67,407	61,222
Iomlán na nDeontas do Bhoird Oideachais agus Oiliúna	849,409	43,896	893,305	759,182

Nóta: B'ionann na deontais a leithdháileadh ar BOOnna in 2022 agus €925.320m – Eisiocadh deontais arbh ionann iad agus €893.305m in 2022 agus maoiníodh an t-iarhméid dar luach €32.015m trí iarmhéideanna a choimeád BOOnna ó thearc-chaitimh.

> **Soláthar Díreach Maoinithe**

7(b) Achoimre ar Dheontais Arna níoc le Meánscoileanna Deonacha, Pobalscoileanna agus Scoileanna Cuimsitheacha (MDPSC)

Scoileanna a bhfuil an Clár PLC á oibriú iontu	2022	2022	2022	2022	2021
	PLC	Deontais Eile	Aisiocáíochtaí Deontais Eile*	Iomlán	Iomlán
	€'000	€'000	€'000	€'000	€'000
Pobalscoil an Chaisleáin Riabhaigh, Co. Ros Comáin	0	0	(3)	(3)	0
Central College, Co. Luimnigh	73	35	(41)	67	(4)
Scoil Phobail, an Clochán, Co. na Gaillimhe	0	0	0	0	1
Coláiste Chiaráin, Cnoc an tSamhraidh, Baile Átha Luain, Co. Ros Comáin	27	0	0	27	3
Coláiste Mhuire, Co. na Gaillimhe	8	7	(1)	14	2
Pobalscoil Thobar an Domhnaigh, Domhnach Míde, Baile Átha Cliath 13	4	0	0	4	15
Pobalscoil an Ghleanna, Co. Ros Comáin	13	6	0	19	(8)
Pobalscoil Ghuaire, Co. Loch Garman	45	145	(41)	149	9
Meánscoil Íosa agus Muire, Co. Shligigh	51	6	(1)	56	26
Pobalscoil Chill Rois, Co. an Chláir	7	2	0	9	(30)
Scoil Mhuire Gan Smál, Co. an Chláir	2	0	(5)	(3)	27
Coláiste na Trócaire, Cnoc an tSéipéil, Co. Shligigh	7	0	(1)	6	1
Coláiste Gnó an Mhóta, Co. na hIarmhí	198	144	(2)	340	53
Meánscoil na Toirbhearta Thuaidh, Co. Chorcaigh	0	0	(4)	(4)	(20)
Coláiste Sancta Maria, Co. Mhaigh Eo	6	0	(1)	5	5
Scoil Phobail, an Clochán, Co. na Gaillimhe	0	0	0	0	(2)
Coláiste Chuáin, Co. na Gaillimhe	10	0	0	10	21
Scoil Sheosaimh, Rinn na Spáinneach, Co. an Chláir	0	2	(3)	(1)	(0)
Pobalscoil Louis, Coillte Mach, Co. Mhaigh Eo	1	0	(7)	(6)	(7)
Scoil Mhichíl, An Caisleán Riabhach, Co. Ros Comáin	0	0	(1)	(1)	(5)
Pobalscoil na Tuláí, Co. Cheatharlach	8	2	0	10	(20)
Scoileanna a bhfuil an Clár PLC á oibriú iontu	460	349	(111)	698	67

*Lena n-áirítear Aisiocáíochtaí Deontas COVID-19

> **Soláthar Díreach Maoinithe**

7(b) Achoimre ar Dheontais Arna níoc le Meánscoileanna Deonacha, Pobalscoileanna agus Scoileanna Cuimsitheacha (MDPSC)

Scoileanna a bhfuil an Tionscnamh um Fhilleadh ar an Oideachas - (TFO) á oibriú iontu	2022	2021
	€'000	€'000
Central College, Co. Luimnigh	0	28
Coláiste Mhuire	0	(2)
Pobalscoil Thobar an Domhnaigh, Domhnach Míde, Baile Átha Cliath 13	67	58
Pobalscoil Ghuaire, Guaire, Co. Loch Garman	36	120
Scoil Mhuire Gan Smál, Lios Dúin Bhearna, Co. an Chláir	169	56
Coláiste Gnó an Mhóta	0	30
Meánscoil de Nógla Rís, Dún ar Aill, Co. Chorcaigh	10	16
Meánscoil na Toirbhearta Thuaidh, Co. Chorcaigh	52	76
Coláiste Sancta Maria, Co. Mhaigh Eo	8	12
Scoil Mhuire, Inis Díomáin, Co. an Chláir	12	1
Coláiste Chuáin, Co. na Gaillimhe	0	(4)
Scoil Sheosaimh, Rinn na Spáinneach, Co. an Chláir	50	44
Pobalscoil Louis, Coillte Mach, Co. Mhaigh Eo	0	(7)
Scoil Mhichil, An Caisleán Riabhach, Co. Ros Comáin	28	25
	432	453
Aisiocaiochtaí		
An Roinn Oideachais (aisiocaiocht MBÁ) ‡	53	69
An Roinn Oideachais (Costais na gcúrsaí Iar-Ardteistiméireachta in MDPSC)-	3,027	3,377
	3,080	3,446
Iomlán na nDeontas Arna Íoc le Meánscoileanna Deonacha, Pobalscoileanna agus Scoileanna Cuimsitheacha	4,210	3,966

‡ Íocaiochtaí Measúnaithe Beartaithe go hÁitiúil (MBÁ) le haghaidh múinteoirí i Meánscoileanna Deonacha, Pobalscoileanna agus Scoileanna Cuimsitheacha, íoctha tríd an Roinn Oideachais.

- Costais na gcúrsaí Iar-Ardteistiméireachta a bhaineann le pá na múinteoirí i Meánscoileanna Deonacha, Pobalscoileanna agus Scoileanna Cuimsitheacha íoctha tríd an Roinn Oideachais.

> Soláthar Díreach Maoinithe

7(c) Achoimre ar Dheontais íoctha le heagraíochtaí san Earnáil Bhreisoideachais agus Oiliúna

Breisoideachas agus Oiliúint - Eagraíochtaí Tacaíochta	2022	2021
	€'000	€'000
AHEAD - Association for Higher Education Access & Disability	244	197
AONTAS - An Eagraíocht Náisiúnta um Fhoghlaim do Dhaoine Fásta	1,591	1,353
Cumann na Scoileanna Pobail is Cuimsitheacha (CSPC)	223	109
Cónaidhm Thionscal na Foirgníochta	83	83
Down Syndrome Ireland	64	140
Pavee Point	104	0
Cumann Disléicse na hÉireann	191	103
Boird Oideachais agus Oiliúna Éireann (BOOÉ)	2,188	1,608
An Áisíneacht Náisiúnta Litearthachta d'Aosaigh (ANLA)	2,188	2,260
An Lárionad Náisiúnta um Threoir san Oideachas (LNTO)	176	277
	7,052	6,130
Breisoideachas agus Oiliúint - Eagraíochtaí na nIonadaithe Foirne		
Boird Oideachais agus Oiliúna Éireann (BOOÉ) ^	68	26
Cumann Náisiúnta na Stiúrthóirí Oideachais d'Aosaigh agus don Phobal (CNSOAP)	32	21
	100	47
Breisoideachas agus Oiliúint - Deiseanna Foghlama ar Feadh an tSaoil		
Aoisghníomhaíocht Éireann	132	67
An Cosán - The Shanty Educational Project Ltd	660	660
Bantracht na Tuaithe	21	21
An Áisíneacht Náisiúnta Litearthachta d'Aosaigh (ANLA)	43	0
Peoples College	111	112
Third Age	241	215
	1,208	1,075
Breisoideachas agus Oiliúint - Forbairt Ghairmiúil Leanúnach		
SETU (ar a dtugtaí Institiúid Teicneolaíochta Phort Láirge air roimhe seo) (ITPL/ Áisíneacht Náisiúnta Litearthachta d'Aosaigh)	525	512
An tAontas Eorpach agus Tionscadail Áirithe		
An Príomhoifig Staidrimh (CMIIA)*	1,166	169
An Roinn Gnóthaí Eachtracha agus Trádála (CMIIA)*	107	200
Modh mear isteach go Teicneolaíocht na Faisnéise (MTF)	1,244	1,260
Cumann na hÉireann um Eagraíochtaí Oiliúint Phobail (CÉEOP)	134	151
Eagraíocht na hÉireann do Dhaoine Dífhostaithe (ÉÉDD)	20	20
LEARGAS	91	0
	2,762	1,800

SOLAS – An tÚdarás Breisoideachais & Oiliúna

Nótaí leis na Ráitis Airgeadais (ar lean)

Breisoideachas agus Oiliúint - Soláthróirí Eile		
Cumann Bodhar na hÉireann	663	362
An Áisineacht Náisiúnta Litearthachta d'Aosaigh (ANLA) - Write On/Teagasc Fóin	186	170
Ionad na Tríonóide le haghaidh Daoine a bhfuil Míchumais Intleachtúla orthu	160	160
	1,009	692
Iomlán na nDeontas d'Eagraíochtaí san Earnáil Breisoideachais agus Oiliúna	12,656	10,256

* An Clár um Measúnú Idirnáisiúnta ar Inniúlachtaí Aosach (CMIIA)

^ Dáileann Boird Oideachais agus Oiliúna Éireann (BOOÉ) an deontas seo le comhlachais éagsúla foirne san earnáil BOO

> 7(d) Deontais arna n-íoc le fostóirí maidir leis na Scéimeanna Dreasaithe Printíseachta

	Nóta	2022	2021
		€'000	€'000
Scéim Dreasaithe Printíseachta*		9,925	10,389
Deontas Fostóra Printíseachta #	19	891	0
Iomlán na nDeontas d'Fhostóirí		10,816	10,389

* In 2022, íocadh deontais den luach €6.830m ar an iomlán le 2,304 fostóir (3,415 printíseach) maidir le clárú printíseach. Íocadh €3.095m breise le 1,819 fostóirí (3,095 printíseach) maidir le coinneáil printíseach. In 2021, íocadh deontais den luach €10.126m ar an iomlán le 2,630 fostóir (5,063 printíseach) maidir le clárú printíseach. Íocadh €0.263m breise le 194 fostóirí (263 printíseach) maidir le coinneáil printíseach.

In 2022, íocadh deontais den luach €0.891m ar an iomlán le 297 fostóir maidir le clárú printíseach faoin gclár seo.

> 7(e) Achoimre ar Dheontais arna n-íoc le Cuibhreannais agus Comhlachtaí Comhordaithe

Breisoideachas agus Oiliúint - Deontais do Chuibhreannais agus Comhlachtaí Comhordaithe	2022	2022	2022	2021
	Deontais Oibriúcháin	Deontais Forbartha*	Iomlán	Iomlán
	€'000	€'000	€'000	€'000
Teicneoirí Cuntasaíochta Éireann				
Printíseacht Teicneora Cuntasaíochta	823	0	823	1,418
Ollscoil Teicneolaíochta an Atlantaigh, Sligeach				
Innealtóireacht Shibhialta Leibhéal 6	0	16	16	0
Innealtóireacht Shibhialta Leibhéal 7	0	11	11	0
Innealtóireacht Shibhialta Leibhéal 8	0	21	21	0
Innealtóireacht Shibhialta Leibhéal 9	0	15	15	0
BOO Chathair Bhaile Átha Cliath				
Ceantálaíocht & Seirbhísí Réadmhaoine	0	0	0	2
Modh mear isteach go Teicneolaíocht na Faisnéise (MTF)				
Comhlach TFC - Forbróir Bogearraí/Lionra Innealtóir/Cibearshlándáil	698	0	698	796

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Breisoideachas agus Oiliúint - Deontais do Chuibhreannais agus Comhlachtaí Comhordaithe	2022	2022	2022	2021
Cumann Iompair agus Lastiompair na hÉireann				
Maoiniú Forbartha Chumann Iompair agus Lastiompair na hÉireann	0	15	15	0
Institiúid Teicneolaíochta Cheatharlach				
Printiseacht Geo-Dhruileálaí	0	0	0	25
BOO na Gaillimhe agus Ros Comáin				
Crannadóireacht - aisíoc	0	0	0	(22)
Coláiste Uí Ghríofa Baile Átha Cliath				
Cúntóir Cúram Sláinte	0	50	50	62
BOO Laoise agus Uíbh Fhailí				
Scafall	0	0	0	45
BOO Luimnigh agus an Chláir				
Gruagaireacht	0	0	0	54
BOO Lú & na Mí				
Róbataic & Uathobriú	0	18	18	0
BOO Mhaigh Eo, Shligigh & Liatroma				
Teicneolaíocht Thumthach	0	11	11	0
Bainisteoir Margaíochta & Meán	0	10	10	0
Cumann na mBialann in Éirinn				
Chef De Partie/Sous Chef	0	0	0	15
Cuibhreannas Retail Ireland Skillsnet				
Printiseacht sa Mhaoirseacht Miondíola	1,016	0	1,016	809
Ollscoil Teicneolaíochta na Sionainne: Lár Tíre, An tIarthar Lár				
Ard-Suirbhéir Cainníochta	0	27	27	0

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Breisoideachas agus Oiliúint - Deontais do Chuibhreannais agus Comhlachtaí Comhordaithe	2022	2022	2022	2021
Ollscoil Luimnigh				
Cleachtóir Cibearshlánda Leibhéal 8	0	80	80	0
Innealtóir Córas Trealamh	0	0	0	48
Priomh-Innealtóir	0	0	0	49
Comhlach, Bainisteoir agus Speisialtóir Slabhra Soláthair	0	0	0	125
Bainisteoir Lean Sigma	0	0	0	40
Iomlán	2,537	274	2,811	3,466

*Féach Nóta 19

> 8 Maoin, Gléasra & Trealamh

Nóta	2022			2021		
	Talamh & Foirgnimh	Trealamh & Troscán	Iomlán	Talamh & Foirgnimh	Trealamh & Troscán	Iomlán
Costas	€'000	€'000	€'000	€'000	€'000	€'000
Iarmhéid Tosaigh	633	3,263	3,896	599	3,733	4,332
Breiseanna le linn na tréimhse	41	179	220	34	90	124
Aistriú Talún	8(b) (120)	0	(120)	0	0	0
Diúscairtí le linn na tréimhse	8(a) 0	(668)	(668)	0	(560)	(560)
Iarmhéid ag deireadh na tréimhse	554	2,774	3,328	633	3,263	3,896
Dímheas Carnach						
Iarmhéid Tosaigh	327	2,922	3,249	270	3,138	3,408
Dímheas ar Dhiúscairtí	8(c) 0	(668)	(668)	0	(560)	(560)
Táille don tréimhse	62	263	325	57	344	401
Iarmhéid ag deireadh na tréimhse	389	2,517	2,906	327	2,922	3,249
Glanluach de réir na Leabhar ag deireadh na Bliana	165	257	422	306	341	647

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- 8(a) Ba é luach na diúscartha trealaimh agus troscáin sa tréimhse ná €0.668m (2021: €0.560m) agus bhain sé le trealamh oidhreachta a bhí dímheasta go hiomlán chomh maith le trealamh a bhí imithe as feidhm.
- 8(b) Aistríodh talamh i mBiorra, ar chuir Oifig Luachála luach €0.120m air, chuig an Roinn Oideachais le haghaidh foirgneamh scoile ar luach NÁID. Cuireadh nósanna imeachta maidir leis an aistriú seo i gcrích de réir chiorcláin 11/15 na Roinne Caiteachais Phoiblí agus Athchóirithe 'Prótacail le haghaidh aistriú sócmhainní réadmhaoine an stáit' agus 17/16 'Beartas chun réadmhaoín a fháil agus chun réadmhaoín barrachais a dhiúscairt'.
- 8(c) Déantar an dímheas, diúscairt agus díscríobh sócmhainní ar fad a mhaoiniú trí aistriú comhfhreagrach ón gCúlchiste Caipitil. Ní raibh aon díscríobh bearnúcháin ann le linn na tréimhse.

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> 9 Infháltais

	2022	2021
	Amhail ar an 31 Nollaig 2022	Amhail ar an 31 Nollaig 2021
	€'000	€'000
Trádáil agus Infháltais Eile	20	47
Réamhiocaíochtaí Ginearálta	1,747	713
Iomlán	1,767	760

> 10 Billí Iníochta

	2022	2021
	Amhail ar an 31 Nollaig 2022	Amhail ar an 31 Nollaig 2021
	€'000	€'000
Billí Iníochta Trádála	1,057	663
Fabhruithe	2,372	559
Soláthar Pá Saoire	170	134
Asbhaintí Párolla	34	18
Imréiteach Ioncaim/Cuntas Ioncaim Iarchurtha	105	161
Iomlán	3,738	1,535

> 11 Luach Saothair

> 11(a) Sochair Chomhiomlána an Fhostaí

	2022	2021
	€'000	€'000
Pá agus Tuarastail	14,018	13,083
Costais ÁSPC an Fhostóra	1,186	1,081
Costais shocair scoir	10,360	6,690
Iomlán	25,564	20,854

Cuimsíonn sochair an fhostaí tuarastal agus ÁSPC an fhostóra ach ní chuimsíonn siad ranniocaíochtaí shocair scoir an fhostóra. Bhí luach €75k ar an iomlán ar ranniocaíochtaí shocair scoir an fhostóra don eagraíocht in 2022 (2021: €102k).

Bhí 228 comhalta foirne, coibhéisi lánaimseartha (lena n-áirítear seachtar oibrithe ar iasacht) ar an iomlán á n-íoc ar 31 Nollaig 2022 (2021: 213).

I mí Iúil 2015 baineadh an moratóir ar earcaíocht sa tSeirbhís Phoiblí agus cuireadh Creat um Bainistíocht Acmhainní do Sholáthar Foirne (CBASF) in ionad an chuir chuige 'Creat Rialú Fostaíochta' maidir le soláthar foirne. Thug an cur chuige nua údarás tarmiligthe don Roinn chun earcaíocht agus arduithe foirne a cheadú gan tuairim ón Roinn Caiteachais Phoiblí agus Athchóirithe (DPER), faoi réir comhlíonta le teorann ceangailteach ar phá agus le coinníollacha eile. Ligeann an CBASF do SOLAS folúntais a líonadh suas le agus lena n-áiríonn Stiúrthóir (Grád 4) agus an choibhéis; Stiúrthóir Feidhmeannach (Grád 3) agus níos airde, faoi réir cheadú na gcásanna gnó atá ag teastáil ón Roinn.

Bhí 18 gcomhalta foirne ann nár íocadh toisc go raibh siad ar chead neamhláithreachta, sosanna gairme, ag fáil Buanárachas Sláinte, ar náidphá de bharr saoire bhreioiteachta nó ar luach saothair athshlánúcháin sealadach. (2021: 17 ball foirne).

Bhí luach €670,536 ar an iomlán maidir le ranniocaíochtaí caighdeánacha pinsin an fhostaí in 2022 (2021: €733,317).

Baineadh suim den luach €480,892 ó Phá agus Tuarastail don bhliain 1 Eanáir 2022 go 31 Nollaig 2022 maidir le Ranniocaíochtaí Breise Aoisliúntais (RBA) agus íocadh lenár máthair-rannóg an tsuim sin (2021: €442,884).

Ní dhearnadh aon íocaíocht téarfa/foirceanta in 2022 nó 2021.

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> 11(b) Tábla Shochair an Fhostaí

Banda Sochair €	Líon na bhFostaithe i 2022	Líon na bhFostaithe i 2021
20,001 - 60,000	119	134
60,001 - 70,000	44	40
70,001 - 80,000	21	21
80,001 - 90,000	21	14
90,001 - 100,000	10	6
100,001 - 110,000	0	2
110,001 - 120,000	5	3
120,001 - 130,000	0	0
130,001 - 140,000	0	0
140,001 - 150,000	1	0
150,001 - 160,000	0	0
160,001 - 170,000	0	2
170,001 - 180,000	2	0
180,001 - 190,000	0	0
190,001 - 200,000	0	1
200,001 - 210,000	1	0
Iomlán	224	223

Léiríonn an tábla thuas fostaithe ar íoc SOLAS breis agus €20k leo, bidís lánaimseartha agus páirtaimseartha araon, in 2022 agus 2021. Cuireadh fostaithe a d'fhág nó a chuaigh ar scor le linn na bliana san áireamh freisin.

Nóta: Chun críocha an nocht seo, áirítear le sochair ghearrthéarma an fhostaí maidir le seirbhísí a soláthraíodh le linn na tréimhse tuarascálaithe tuarastal, ragobair, liúntais agus iocaíochtaí eile déanta thar ceann an fhostaí, ach ní áirítear ÁSPC an fhostóra leo.

> 11(c) Sochair Ghearrthearma Foirne

	2022	2021
	€'000	€'000
Bunphá	13,681	12,850
ÁSPC an Fhostóra	1,186	1,081
Saoire Bliantúil Nár Tógadh	170	134
Liúntais	161	99
Ragobair	6	0
Iomlán	15,204	14,164

> 11(d) Príomhphearsanra Bainistíochta

Is éard atá sa príomhphearsanra bainistíochta in SOLAS comhaltaí an Bhoird, an Príomhoifigeach Feidhmeannach agus triúir Stiúrthóirí Feidhmeannacha agus Stiúrthóir na hOifige Náisiúnta Printiseachta. Leagtar costais an Bhoird amach i nóta 11(f). Leagtar amach luach iomlán na sochar fostaí le haghaidh an príomhphearsanra bainistíochta thíos:

	2022	2021
	€	€
Táillí Boird	15,390	0
Tuarastail	817,531	657,985
Liúntais (Gníomhach)	34,098	0
Iomlán	867,019	657,985

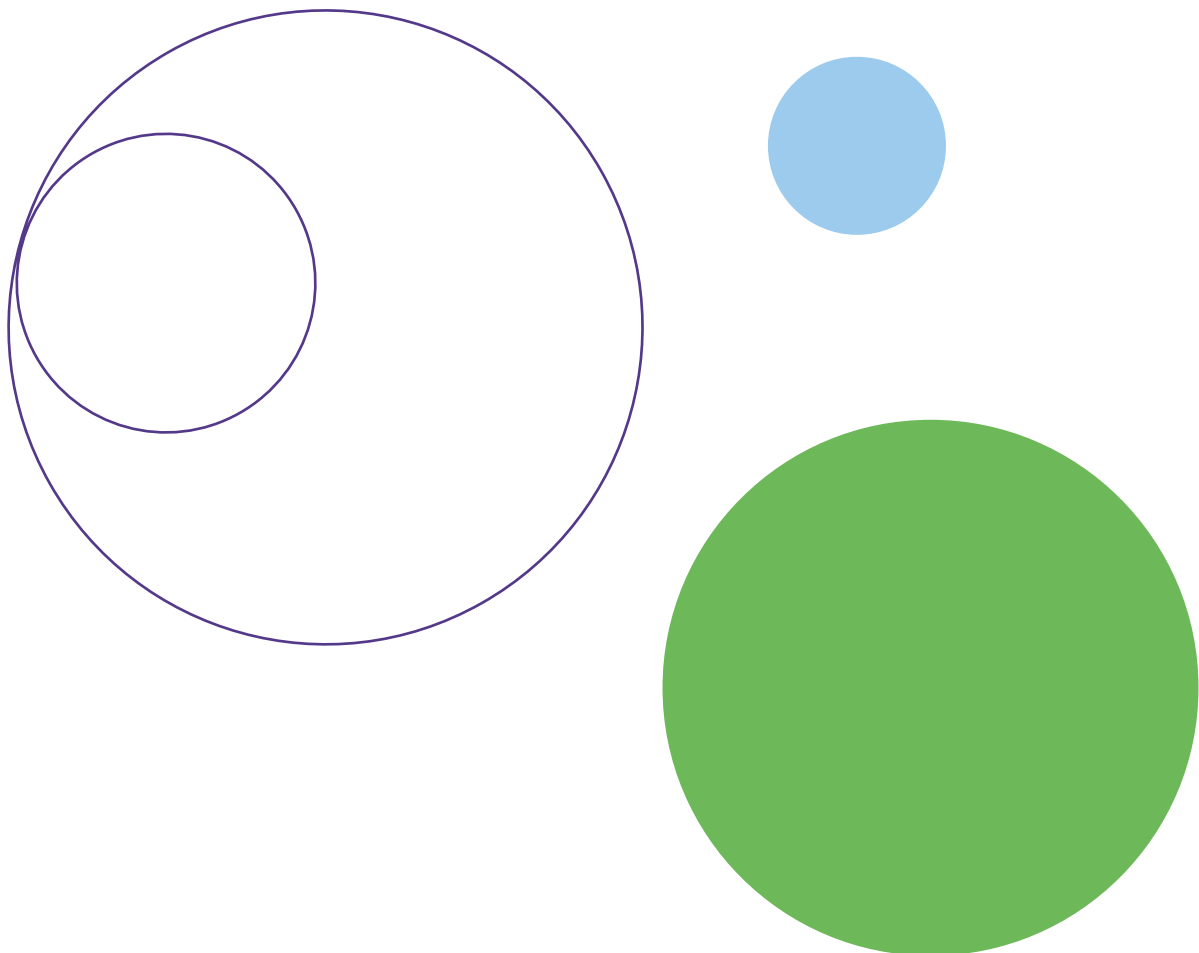
Ní chuireann seo san áireamh luach na sochar scoir arna dtuilleamh le linn na tréimhse. Is baill iad an príomhphearsanra bainistíochta de scéim pinsin SOLAS agus ní théann a dteidlíochtaí maidir leis sin níos faide ná téarmaí na scéime múnlaíthe pinsin sa tseirbhís phoiblí. Níl baill an Bhoird páirteach in aon scéim pinsin de chuid SOLAS. Bhí táillí infheidhmithe ó Shamhain 2022.

> 11(e) Príomhoifigeach Feidhmeannach agus Sochair

Tá pacáiste iocaíochta an POF don tréimhse airgeadais le feiceáil thíos:

	2022	2021
	€	€
Tuarastal an POF	202,975	191,411
Iomlán	202,975	191,411

Is comhalta é an POF de scéim pinsin SOLAS agus ní théann a theidliochtaí maidir leis sin níos faide ná téarmaí na scéime múnlaithé pinsin sa tseirbhís phoiblí. Ní chuirtear san áireamh thuas luach na sochar scoir arna thuilleamh le linn na tréimhse. Íocadh €5,829 leis an POF as costais in 2022 (2021: €1,675).



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> 11(f) Táillí agus Costais Íoctha le bail an Bhoird

De réir ceangaltais Alt 1.4 (iv) den Chód Cleachtais chun Comhlachtaí Stáit a Rialú- Ceanglais Ghnó agus Thuairisciú Airgeadais 2016, nochtar costais arna íoc leis an mBord in 2022 faoi seo. Níor íocadh aon chostas in 2021.

Tugadh táillí isteach do chomhaltaí Bhord SOLAS i Samhain 2022.

	2022	2022	2022	2021
	€	€	€	€
	Táillí #	Costais	Iomlán	Costais
Seán Aylward (Cathaoirleach)	3,420	0	3,420	0
Andrew Brownlee (Príomhoifigeach Feidhmiúcháin)	0	0	0	0
Sean Burke *	0	0	0	0
Patricia Carey *	0	0	0	0
Paul Cremmins	1,995	0	1,995	0
Patrick J. Dwyer *	0	0	0	0
Yvonne McNulty	1,995	36	2,031	0
Niamh O'Reilly	0	0	0	0
Darragh J Loftus~	0	0	0	0
Cecilia Munro *	0	0	0	0
Catrina Sheridan	1,995	0	1,995	0
Orla Coughlan	1,995	3,579	5,574	0
Siobhan O'Shea	1,995	0	1,995	0
Kevin Marshall	1,995	0	1,995	0
Iomlán	15,390	3,615	19,005	0

* Tháinig tréimhsí oifige chun críche ar 26 Deireadh Fómhair 2022.

~ Tháinig tréimhsí oifige chun críche ar 26 Deireadh Fómhair 2021.

Clúdaíonn táillí an tréimhse 2 mhí Samhain agus Nollaig 2022.

> 12 Scéimeanna Aoisliúntais

Faoi Chuid 8 den Acht um Áiseanna Saothair, 1987, bhí ar An bhForas Áiseanna Saothair scéimeanna sochair scoir a ullmhú agus a riar chun teidlíochtaí sochair scoir a thabhairt dá fhoireann. D'fhaomh na hAirí Airgeadais agus Fiontraíochta, Trádála agus Fostaíochta a bhí ann ag an am na scéimeanna aoisliúntais in 1998.

Feidhmíonn SOLAS an Scéim Pinsin Seirbhíse Poiblí Aonair (Scéim Aonair) arb í an scéim pinsin le sochar sainithe í do sheirbhísigh phoiblí atá in aois an phinsin arna gceapadh an 1 Eanáir 2013 nó dá éis. Íoctar ranníocaíochtaí bhall na Scéime Aonair chuig an Roinn Caiteachais Phoiblí agus Athchóirithe.

Tá dhá scéim oidhreachta shochair scoir ann, mínithe thíos:

- i. Scéim le sochar sainithe a thugann sochair scoir d'iarbhaill foirne AnCO. Dúnadh an scéim seo do bhaill nua ar an 1 Eanáir 1988. Ar 31 Nollaig 2009 aistríodh sócmhainní na scéime den luach €364.6m chuig an gCúlchiste Náisiúnta Pinsean (CNP) de réir an Achta um Bearta Airgeadais (Forálacha Ilghnéitheacha) 2009. Ar aon dul le forálacha an Achta, tá an oibleagáid chun sochair a íoc, de réir rialacha faofa sochair an chiste sochair scoir aistrithe, i bhfeidhm tar éis dáta an aistrithe ábhartha. Íoctar sochair ón maoiniú arna sholáthair go bliantúil ag Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.
- ii. Scéim neamhshainithe sochair a n-íoctar a sochair ón maoiniú arna sholáthair go bliantúil ag Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.

Íoctar ranníocaíochtaí ó bhaill foirne atá sna scéimeanna chuig an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta gach bliain. De réir Cuid 46 den Acht Breisoideachais agus Oiliúna, 2013, rinneadh dliteanais na mBord Oideachais agus Oiliúna (BOOanna) de na híocaíochtaí sochair scoir agus dliteanais eile aoisliúntais na mball foirne arna n-aistriú chuig BOOanna ar an 1 Eanáir agus ar an 1 Iúil 2014.

De réir Cuid 46 den Acht Breisoideachais agus Oiliúna, 2013, rinneadh dliteanais na mBord Oideachais agus Oiliúna (BOOanna) de na híocaíochtaí sochair scoir agus dliteanais eile aoisliúntais na mball foirne arna n-aistriú chuig BOOanna ar an 1 Eanáir agus ar an 1 Iúil 2014.

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> 12(a) Torthaí na Luachála Achtúirí

Choimisiúnaigh SOLAS luacháil achtúireach ar na scéimeanna thuas de dhliteanas fabhraithe ag an dáta tuairiscithe airgeadais agus de chostas na sochair (costas seirbhíse) arna bhfabhrú le linn na bliana. Tá torthaí na luachála seo, agus na foshuíomhanna a úsáideadh bunaithe ar mhodh chreidiúint réamh-mheasta an aonaid, liostaithe faoi seo:

	2022	2021
(i) Costais Shochair Scoir		
	€'000	€'000
Costas Reatha Seirbhíse	3,510	3,880
Costas an Úis	6,850	2,810
Ranníocaíochtaí ó Bhaill Plean	671	733
Maoiniú In-aisghabhála maidir le Costais Shochair Scoir na tréimhse reatha	11,031	7,423
Ranníocaíochtaí sochair scoir ó fhostaithe íoctha leis an Roinn	(671)	(733)
Costais Shochair Scoir	10,360	6,690

(ii) Luach Reatha Dhliteanas Fabhraithe SOLAS ag tús na bliana	685,750	701,859
Maoiniú In-aisghabhála maidir le Costais Shochair Scoir na tréimhse reatha	11,031	7,423
(Gnóthachan)/Cailteanas ó Thaithe maidir le hoibleagáidí Sochair Scoir	2,064	(2,316)
Athruithe ar na foshuíomhanna atá mar bhonn de luach reatha na nDlitéanas Sochair Scoir	(151,080)	10,574
Sochair Íoctha	(33,835)	(31,790)
Luach Reatha Dhliteanas Fabhraithe SOLAS ag deireadh na bliana	513,930	685,750

(iii) Glanmhaoiniú Iarchurtha do Shochair Scoir le linn na Bliana

Tá an glanmhaoiniú iarchurtha do shochair scoir, arna aithint sa Ráiteas Ioncaim agus Caiteachais, mar a leanas:

		€'000
Maoiniú In-aisghabhála maidir le Costais Shochair Scoir na tréimhse reatha	11,031	7,423
Deontas Stáit á chur i bhfeidhm chun Sochair Scoir a íoc	(33,835)	(31,790)
	(22,804)	(24,367)

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Nótaí leis na Ráitis Airgeadais (ar lean)

(iv) Foshuíomhanna Airgeadais	2022	2021
Ba iad na Foshuíomhanna Airgeadais arna n-úsáid chun críocha FRS102 ná:		
Ráta Lascaine	3.70%	1.00%
Boilsciú Praghais	2.40%	1.90%
Méaduithe ar Thuarastail	2.90%	2.40%
Méaduithe ar Phinsin Stáit	2.40%	1.90%
Méaduithe pinsin ar iocaíochtaí*	2.90%	2.40%
Méaduithe pinsin ar iarchur*	2.90%	2.40%
Scor drochshláinte	Ualú 5%	Ualú 5%

* Le haghaidh ball den Scéim Pinsin Aonair sa tSeirbhís Phoiblí, tá na méaduithe pinsin roimh dhul ar scor agus ina dhiaidh ar aon dul le boilsciú praghais.

Déantar na foshuíomhanna a shocrú trí fhéachaint ar chuir toraidh ar na dátaí ábhartha cuntasaiochta agus léiríonn siad fad na Scéime. Is iad na foshuíomhanna thuas na foshuíomhanna amháin a chuireann an luach céanna ar na dliteanais sa chás a ríomhtar na figiúirí tríd na cuair toraidh mar a mhínítear thíos a úsáid.

Déantar an ráta lascaine a shocrú trí fhéachaint ar thorthaí atá ar fáil ar an dáta cuntasaiochta ar bhannaí corparáide d'ardchaighdeán, a nglacaimid leis go bhfuil ráta AA acu chun críocha FRS102, ag breathnú ar fhad dliteanais na Scéime.

Tá an foshuíomh le haghaidh boilsciú praghais na todhchaí bunaithe ar an difir idir torthaí na mbannaí úis sheasta agus innéacsna sctha amháin ar an dáta cuntasaiochta agus léiríonn sé fad dhliteanais an phinsin.

Tá foshuíomh an mhéadaithe tuarastail i gcomhréir le foshuíomh an bhoilscithe praghais. Socraíodh an ráta ginearálta méadaithe tuarastail ag 0.5% p.a. níos airde ná an ráta boilsithe praghais. Tabhair faoi deara go bhfuil méaduithe pinsin ar iocaíochtaí agus ar iarchur nasctha le méaduithe ginearálta ar thuarastail. Úsáideadh tábla méadaithe tuarastail ardtú céime ar leith le haghaidh ball gníomhach. Is tábhachtach é an foshuíomh maidir le hionchas saoil tar éis dul ar scor agus tá go leor éiginnteachta ann, ach go háirithe nuair atáthar ag plé réamh-mheastachán na n-athruithe ar rátaí báis sa todhchaí. Leagtar amach na foshuíomhanna arna a úsáideadh dár dtorthaí thíos, ó thaobh ionchas saoil ón ngnáthaois scoir de. Is ionann na táblaí báis a d'úsáideamar agus na táblaí '58.0% de ILT15' agus '62.0% de ILT15'. Glacadh le feabhsuithe ar rátaí blianachta de 0.30% p.a. d'fhir agus 0.25% p.a. do mhná ó 2014.

SOLAS – An tÚdarás Breisoideachais & Oiliúna

Nótaí leis na Ráitis Airgeadais (ar lean)

	2022	2021
(iv) Foshuíomhanna Airgeadais ar Lean		
Tá an meánionchas saoil, i mbliana, le haghaidh pinsinéir atá ag dul ar scor, mar a leanas:		
	Ag dul ar scor ag 60	Ag dul ar scor ag 60
Fir	26.9 bliain	26.7 bliain
Mná	29.3 bliain	29.2 bliain
	Ag dul ar scor ag 65	Ag dul ar scor ag 65
Fir	22.1 bliain	21.9 bliain
Mná	24.4 bliain	24.3 bliain
	Ag dul ar scor ag aois 65 bliain i gceann 10 mbliana	Ag dul ar scor ag aois 65 bliain i gceann 10 mbliana
Fir	23.3 bliain	23.1 bliain
Mná	25.4 bliain	25.3 bliain
	2022	2021
(v) Gnóthachan/(Caillteanas) Achtúireach		
	€'000	€'000
Gnóchan/(Caillteanas) a bheith i gceist maidir le hoibleagáidí Shochair Scoir	(2,064)	2,316
Athruithe ar na foshuíomhanna atá mar bhonn de luach reatha na nDlíteanas Sochair Scoir	151,080	(10,574)
Gnóthachain/(Caillteanas) Achtúireacha arna Aithint sa RIC †	149,016	(8,258)
Gnóthachain/(Caillteanas) Charnacha arna Aithint sa RIC	96,704	(52,312)

† Ráiteas ar Ioncam Cuimsitheach

> 12(b) Dlíteanas Sochair Scoir

Cuimsíonn an dlíteanas sochair scoir de €513.930m méid den luach €388.310m (75.6%) a bhaineann le dlíteanas sochair scoir d'eagraíochtaí oidhreachta atá á riar faoi láthair ag SOLAS. Tá na sochair seo á n-ioc ag an Lárionad do Sheirbhísí Comhroinnte Párolla (LSCP).

> 12(c) Maoiniú Sochair Scoir Iarchurtha

Aithníonn SOLAS, mar shócmhainn, suimeanna dlite ón Stáit don dliteanas iarchurtha neamh-mhaoinithe le haghaidh sochar scoir ar bhonn roinnt teagmhas roimhe. Áirítear leis na teagmhais seo tacú reachtúil leis scéim aoisliúntais agus an beartas agus cleachtas maidir le sochair scoir na seirbhíse poiblí, lena n-áirítear próiseas na réamh-mheastachán bliantúil, a mhaoiniú. Níl aon fhianaise ag SOLAS nach leanfaidh an beartas maoinithe ar aghaidh ag comhlíonadh na suime maoinithe seo diaidh ar ndiaidh de réir cleachtas reatha. Bhí luach €513.930m ar an tsócmhainn iarchurtha mhaoinithe do shochair scoir amhail ar an 31 Nollaig 2022 (2021: €685.750m). Is chun críocha tuairiscithe FRS102 amháin a ríomhtar na sócmhainne iarchurtha.

Ó 2010 ar aghaidh, de réir forálacha an Achta um Bearta Airgeadais (Forálacha Ilghnéitheacha) 2009, íocfar sochair scoir den chiste sochair scoir aistrithe as sin amach ar bhonn "íoc mar a úsáidtear" ón maoiniú arna soláthair go bliantúil ag an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta. Íoctar ranniocaíochtaí ón bhfoireann agus ón bhfostóir sa scéim seo chuig an Roinn ar bhonn míosúil.

> 13 Ceangaltais Léasa

Bhí na hiocaíochtaí léasa íosta don todhchaí a leanas ag SOLAS faoi léas oibriúcháin neamh-inchealaithe (go dtí clásail léas-sháraithe nuair atá siad i bhfeidhm). Is socrú é an léas oibriúcháin seo nach n-aistríonn an léasóir beagnach aon bhaol ná luach a bhaineann le húinéireacht na sócmhainne chuig SOLAS mar chuid de.

	2022	2021
	Amhail ar an 31 Nollaig 2022	Amhail ar an 31 Nollaig 2021
	€'000	€'000
Ceangaltais Léasa Oibriúcháin		
Iníochta taobh istigh de bhliain amháin	1,675	1,651
Iníochta idir 2 bhliain agus 5 bliana	825	2,476
Iníochta tar éis 5 bliana	0	0
Iomlán	2,500	4,127

Baineann na léasanna oibriúcháin le Bloc 1, Teach Chaisleán Foirbis agus Teach Regus, Ionad Fhearchair.

Ba é luach measta an cheangaltais léasa ag deireadh na bliana 2022 ná €2.5m.

Ba é luach an cheangaltais léasa ag deireadh na bliana 2021 ná €4.127m.

Ba é luach na n-íocaíochtaí léasa a aithníodh mar chostas in 2022 ná €1.7m (2021: €1.7m).

Úsáideadh na réadmhaoine in 2022. Déanann SOLAS an Léas Oibriúcháin a athbheithniú ar bhonn leanúnach.

Ceangaltais Léasa Airgeadais

Ní raibh aon Léas Airgeadais ann.

> 14 Maoiniú

Tagann an chuid is mó d'ioncam SOLAS ó dheontais de chuid na Roinne Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta & Eolaíochta a thugtar chun íoc as dliteanais a thagann in aibíocht le linn na bliana in ionad caiteachas a thabhaítear le linn na bliana. Réadaíonn SOLAS a ioncam ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta ar bhonn airgid thirim, agus réadaítear caiteachas mar thabhaítear é. Mar gheall air sin, ní léiriú iad an barrachas nó easnamh bliantúil ar an Ráiteas Ioncaim agus Caiteachais agus an barrachas nó easnamh carnach ar na gnáthbharrachais nó easnaimh ach tá siad inchurtha i leith caiteachais fhabhraithe agus maoinithe bunaithe ar airgead tirim.

> 15 Ceangaltais Chaipitil

Ar 31 Nollaig 2022, ní raibh aon cheangaltas caipitil ar SOLAS.

Bhí luach €100k ar an iomlán ar na ceangaltais chaipitil ar 31 Nollaig 2021.

> 16 Dliteanas Teagmhasach

I ngnáthchúrsa an ghnó bíonn SOLAS bainteach le caingne éagsúla dlí lena n-áirítear cur i gcrích cásanna oidhreachta. Tar éis measúnú cúramach a dhéanamh ar gach cás, tá muinín ag an mBord nach ann d'aon chaingne, ar dóigh dóibh tionchar ábhartha a dhéanamh do na ráitis airgeadais nuair a réiteofar iad.

> 17 Nochtadh Páirtí Ghaolmhair

Is éard atá sa phearsanra páirtí ghaolmhair i SOLAS ná an POF agus comhaltaí an Bhoird Stiúrthóirí. B'ionann an cúiteamh a íocadh le pearsanra páirtí ghaolmhair, lena n-áirítear táilli agus costais chomhaltaí an Bhoird agus lucht saothair iomlán an POF, agus €221,980 (2021: €191,411). Tá miondealú ar an lucht saothair agus ar na sochair a íocadh le pearsanra páirtí ghaolmhair curtha ar fáil i nótaí 11(e) agus 11(f).

Glacann SOLAS le nósanna imeachta i gcomhréir leis na treoirlínte a d'eisigh an Roinn Caiteachais Phoiblí agus Athchóirithe maidir le leasanna pearsanta Comhaltaí Boird a chlúdach. I ngnáthchúrsa an ghnó, féadfaidh SOLAS deontais a fhaomhadh nó iontráil isteach i socruithe conarthacha eile le haonáin ina bhfostaítear comhaltaí Boird SOLAS nó ina mbíonn leas acu ar bhealach eile.

Ní raibh aon idirbheart páirtí ghaolmhair don bhliain. Le linn 2022 bhí beirt chomhaltaí Boird ag SOLAS a bhí ag obair le heagraíochtaí a raibh maoiniú SOLAS á fháil acu. Tá próisis coimhlinte leasa i bhfeidhm ag SOLAS, ina bhfanann comhaltaí ar shiúl ó chruinnithe Boird, nuair a phléitear míreanna a bhaineann le maoiniú a n-eagraíochtaí. Tá taifead déanta de sin i miontuairiscí an Bhoird.

> 18 Tionchar na Paidéime COVID-19

Bhí rath ar obair SOLAS le linn na paidéime agus suas le 98% den fhoireann ag obair go cianda agus ar a laghad 2% den fhoireann ar an láthair ar measadh gur oibríthe riachtanacha iad. Chinntigh SOLAS go raibh an teicneolaíocht, an oiliúint agus an trealamh chun ligean don fhoireann cianobair rathúil a dhéanamh a chuimsigh prótacail mhéadaithe i dtaobh na cibearshlándála.

I Ráithe 4, 2022 cuireadh tús le filleadh céimnithe ar an oifig. Thug an cur chuige seo ar chomhalta foirne freastal ar lá cultaca amháin agus lá amháin eile in aghaidh na seachtaine. Chomhaontaigh SOLAS agus a fhoireann beartas oibre hibrideach agus cianda agus cuirfear tús leis i Ráithe 2, 2023. Níl tionchar ar bith ar na Ráitis Airgeadais don bhliain 2022.

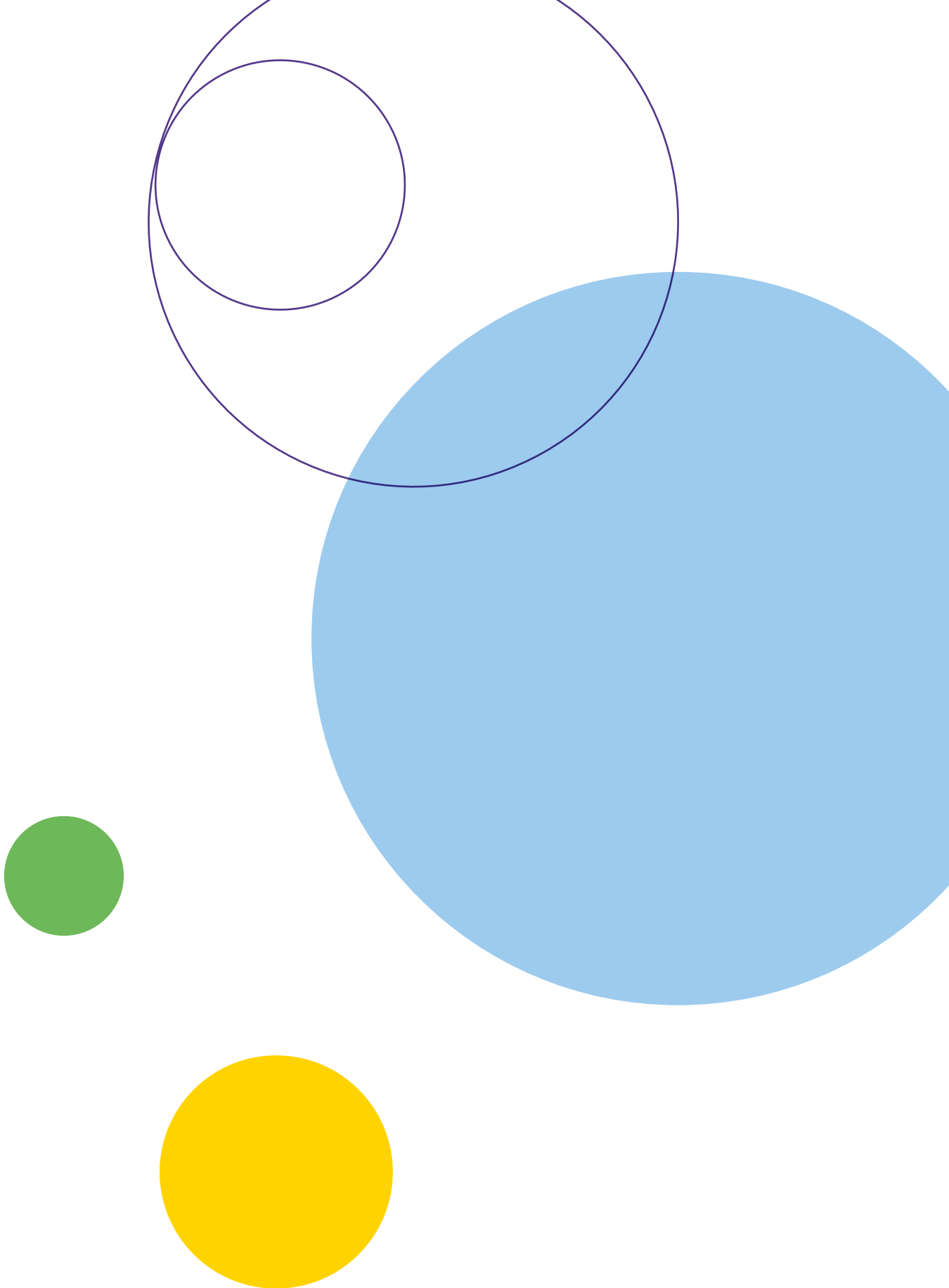
> 19 Oifig Náisiúnta Printíseachta

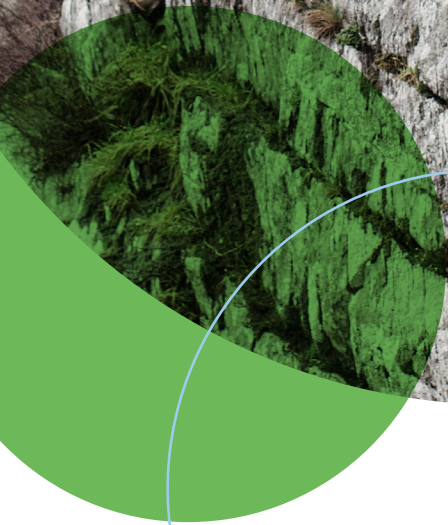
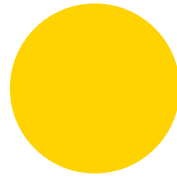
In Eanáir 2022, bhunaigh an tAire Breisoideachais agus Ardoideachais an Oifig Náisiúnta Printíseachta go foirmiúil mar chuid den Phlean Gníomhaíochta do Phrintíseacht 2021 – 2025. Taighde, Nuálaíocht agus Eolaíocht Déanann an tÚdarás um Ard-Oideachas agus SOLAS an Oifig Náisiúnta Printíseachta a chomhbhainistiú. Tugann sé na príomhghníomhaithe Stáit le chéile in Oifig Náisiúnta Printíseachta aonair agus ag an am céanna tá an cur chuige seanbhunaithe atá dírithe ar an tionscal i dtaobh printíseachtaí a fhorbairt agus a sheachadadh a dhaingniú tuilleadh. Cinntíonn sé seo go gcosnaítear cáilíocht agus sláine na bprintíseachtaí. Soláthraíonn an Oifig Náisiúnta Printíseachta pointe teagmhála amháin freisin d'fhostóirí nó do thionscail atá sásta printísigh a fhostú nó clár printíseachta a fhorbairt.

	Nóta	€'000
Párolla	5	579
Forchostais	5	86
Costais na gClár	6	750
Deontais Fostóra	7(d)	891
Deontais Forbartha	7(e)	274
Caiteachas Iomlán		2,580

> 20 Faomhadh an Bhoird

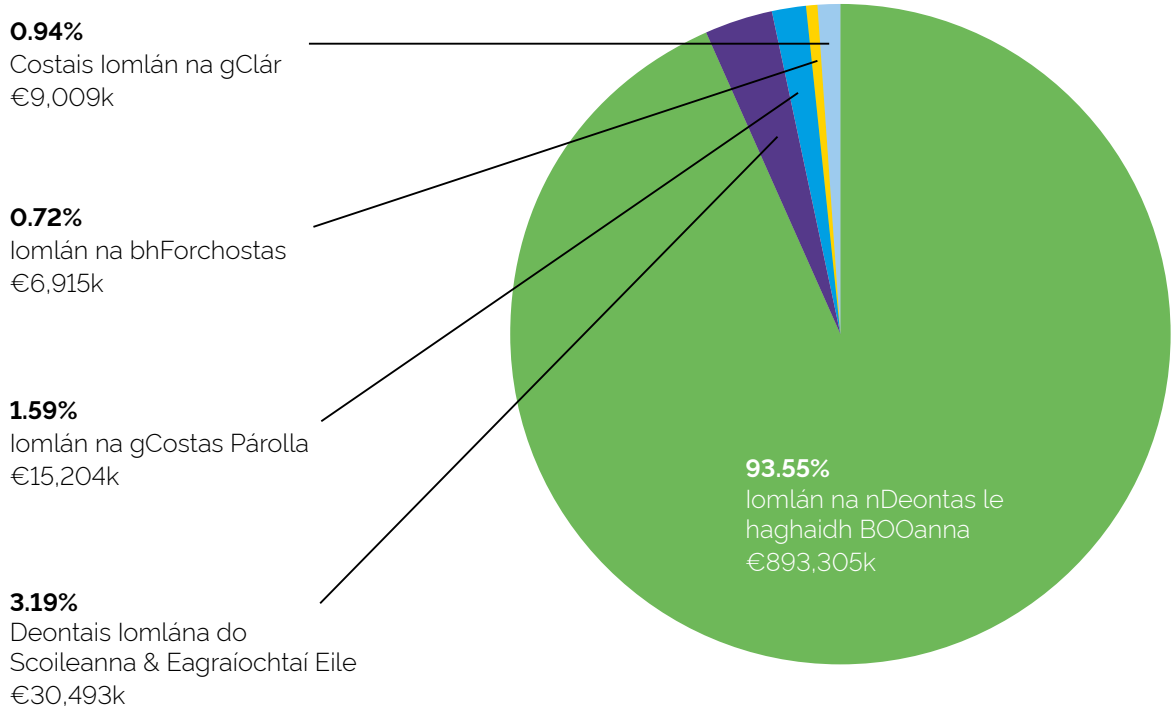
D'fhaomh an Bord na Ráitis Airgeadais ar 27 Aibreán, 2023.



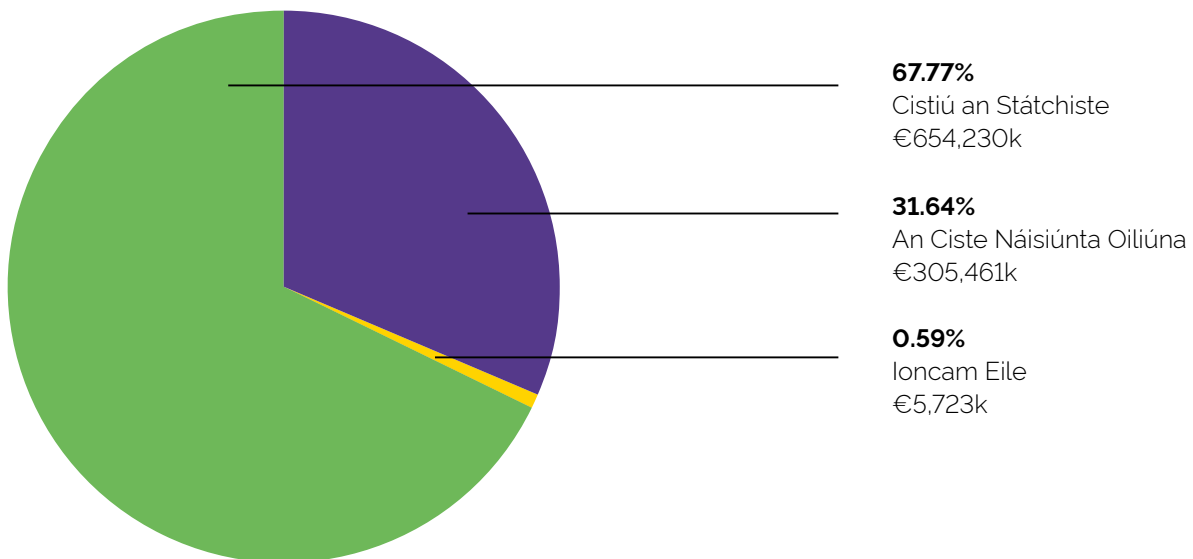


Eolas Breise

> Miondealú ar Chaiteachas Seachas Pinsin



> Foinsí Ioncaim Seachas Pinsin



➤ **Soláthar Díreach Maoinithe (Deontais Bhreisoideachais)**
Miondealú ar Dheontais de réir Cláir mar atá Tuairiscithe
ag na Boird Oideachais agus Oiliúna

Bord Oideachais & Oiliúna	An Cabhán & Muineachán	Cathair Bhaile Átha Cliath	Corcaigh	Dún na nGall	Baile Átha Cliath & Dún Laoghaire	Gaillimh & Ros Comáin
	€'000	€'000	€'000	€'000	€'000	€'000
Treoir Aosaigh	333	618	489	259	794	456
Litearthacht d'Aosaigh	86	(344)	(254)	(177)	(85)	20
Clár Dideanaí Aosaigh	(3)	0	71	(48)	0	554
Abhcóideacht	0	0	0	0	(16)	0
An Tionscnamh um Fhilleadh ar an Oideachas	1,003	1,642	1,161	1,080	3,892	3,043
Tacaíocht Bailiú Dhuibh	0	0	247	55	239	118
Breacadh	0	0	15	8	0	266
Oideachas Pobail	316	4,329	1,339	256	1,501	583
Uaireanta Comhoibrithe	861	7,919	3,133	0	1,560	3,288
Bunscileanna	0	0	0	0	0	0
Cothromaíocht Deiseanna a Sholáthar	1	0	(12)	(1)	0	0
Béarla do Chainteoirí Teangacha Eile	383	1,009	319	525	636	277
Costais Oibriúcháin Breisoideachais	715	1,880	2,072	1,075	602	1,214
Tionscadail Nuálaíochta	134	(0)	109	6	(29)	(60)
Diantheagasc Oideachas Bunata Aosach	6	(6)	(64)	(31)	(8)	(20)
Litearthacht Bhreisoideachais	1,104	5,347	3,146	862	1,954	3,045
An Ciste Rochtana	425	1,400	750	280	300	285
Maoiniú do Scoláirí faoi Mhíchumas	120	1,358	89	19	210	54
Conairí Breisoideachais ón Scoil	66	0	(50)	0	(25)	8
Iar-Ardteistiméireacht	9,187	41,206	24,438	787	16,699	7,204
Foghlaim le Cuidiú Teicneolaíochta BO	(10)	0	0	0	(32)	0
Scéim Deiseanna Gairmoiliúna	558	6,648	761	2,254	3,417	3,851
Ciste Oideachais Áit Oibre	142	120	74	113	361	68
Ógtheagmháil	3,474	9,618	6,198	2,778	7,793	5,564
Deontais Breisoideachais san Iomlán	18,901	82,742	44,031	10,098	39,761	29,817

Tá na hiarmhéideanna diúltacha atá tuairiscithe ag roinnt BOOanna ar roinnt clár mar thoradh ar bharrachais a bhí tugtha ar aghaidh ó bhlianta roimhe seo.

Ciarraí	Cill Dara & Cill Mhantáin	Cill Chainnigh & Ceatharlach	Laois & Uíbh Fhailí	Luimneach & An Clár	Longfort & An Iarmhí	Lú & An Mhí	Maigh Eo, Sligeach & Liatroim	Tiobraid Árann	Port Láirge & Loch Garman	Iomlán
€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
140	566	800	558	646	386	306	440	242	386	7,419
90	(177)	26	77	(2)	60	(145)	(47)	(79)	(140)	(1,090)
0	100	19	(6)	49	(26)	175	48	73	418	1,421
0	0	0	0	0	0	0	0	0	0	(16)
747	981	714	2,458	738	1,631	1,399	2,184	1,393	2,284	26,352
0	0	0	0	682	0	49	115	0	469	1,973
0	0	0	0	0	0	8	8	0	0	304
234	298	626	346	1,184	529	505	746	619	709	14,118
68	581	284	4,691	1,785	322	281	45	0	57	24,874
0	0	0	0	3,321	0	0	0	0	0	3,321
0	(10)	(14)	0	0	8	(12)	11	0	0	(28)
878	296	400	220	1,042	468	440	603	337	1,087	8,920
2,210	653	1,709	2,240	2,146	272	307	608	1,688	1,751	21,142
115	451	7	3	78	0	2,173	7	0	274	3,267
(5)	(10)	(6)	(7)	0	(2)	(21)	15	(10)	0	(169)
521	1,740	938	763	0	1,371	1,258	1,984	1,391	2,360	27,783
50	190	250	200	400	200	500	100	169	150	5,650
144	114	47	0	191	(4)	208	86	19	22	2,676
0	0	0	0	528	0	16	58	0	9	609
65	5,487	4,635	2,183	7,022	933	14,791	6,605	3,379	6,575	151,195
3	15	0	0	0	49	8	670	0	298	1,000
1,624	6,841	2,096	1,926	6,646	633	1,677	3,571	1,984	5,846	50,333
2	1	8	0	1,516	73	33	105	122	81	2,817
2,276	4,209	1,070	2,376	5,509	1,873	4,660	3,376	1,900	5,684	68,358
9,162	22,325	13,608	18,028	33,479	8,774	28,615	21,338	13,228	28,320	422,228

➤ **Soláthar Díreach Maoinithe (Deontais Bhreisoideachais)**
Miondealú ar Dheontais de réir Cláir mar atá Tuairiscithe
ag na Boird Oideachais agus Oiliúna

Bord Oideachais & Oiliúna	An Cabhán & Muineachán	Cathair Bhaile Átha Cliath	Corcaigh	Dún na nGall	Baile Átha Cliath & Dún Laoghaire	Gaillimh & Ros Comáin
	€'000	€'000	€'000	€'000	€'000	€'000
Printiseacht	1,993	12,797	14,114	4,147	8,126	5,863
Printiseacht 2016+	745	1,841	715	0	565	574
Bridging Foundation	0	78	0	0	0	0
Ionaid Oiliúna Pobail	0	6,597	2,292	0	2,037	627
Fostaíocht Conraithe	0	0	0	0	0	0
Fostaíocht Dhíreach	0	0	0	0	0	0
Cúrsaí Tráthnóna	190	468	87	197	472	119
Ceardlanna Dlí agus Cirt	0	150	0	0	100	117
Tionscnaimh Oiliúna Áitiúla	247	1,107	2,683	0	1,735	1,037
Foghlaim Chumaisc Ar Líne	283	0	(138)	0	898	225
Dul Chun Cinn Conraithe	0	0	0	0	0	0
Dul Chun Cinn Díreach	0	0	0	0	0	0
Aitheantas Réamhfhoghlama	3	0	(25)	60	0	0
Oiliúint Scileanna	1,671	801	1,149	2,007	3,792	2,060
Scileanna le Dul Ar Aghaidh	84	88	82	521	314	935
Soláthraithe Sainoiliúna	963	8,736	5,328	814	4,029	1,802
Foghlaim le Cuidiú Teicneolaíochta TR	(3)	22	478	122	49	221
Socrúchán Oibre	890	2,999	432	2,314	1,989	1,350
Costais Oibriúcháin Oiliúna	3,053	8,809	7,144	3,516	10,415	4,259
Deontais Oiliúna Iomlána	10,119	44,494	34,341	13,698	34,521	19,189

Ciarraí	Cill Dara & Cill Mhantáin	Cill Chainnigh & Ceatharlach	Laois & Uíbh Fhailí	Luimneach & An Clár	Longfort & An Iarmhí	Lú & An Mhí	Maigh Eo, Sligeach & Liatroim	Tiobraid Árann	Port Láirge & Loch Garman	Iomlán
€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
6,632	501	3,596	4,987	13,983	5,144	10,710	8,766	5,115	16,337	122,811
686	813	95	587	1,795	281	247	1,389	84	740	11,155
321	75	7	0	0	(0)	28	0	0	327	836
648	1,436	2,402	1,596	2,363	2,131	677	1,750	2,855	2,116	29,527
2,693	0	0	0	0	0	0	0	0	0	2,693
5,403	0	0	0	0	0	0	0	0	0	5,403
385	(3)	0	0	1,033	151	(2)	229	148	552	4,025
0	0	0	0	43	39	0	0	0	0	448
0	238	223	282	466	396	1,224	1,595	731	1,990	13,955
0	5	0	0	0	479	0	0	0	131	1,882
(75)	0	0	0	0	0	0	0	0	0	(75)
3,652	0	0	0	0	0	0	0	0	0	3,652
0	(2)	20	0	57	0	0	0	0	0	113
0	1,135	901	715	3,489	2,462	369	966	2,707	1,488	25,712
238	2,029	169	2,143	1,045	326	1,591	868	349	1,663	12,446
2,298	2,206	400	2,093	3,151	3,439	2,385	2,816	876	1,597	42,934
1	25	(23)	0	241	49	28	(31)	4	(10)	1,173
0	2,217	1,223	3,727	4,358	202	437	3,295	607	1,481	27,522
3,640	2,046	1,341	3,457	9,509	4,843	5,143	4,100	2,593	6,469	80,338
26,523	12,721	10,353	19,587	41,531	19,942	22,838	25,744	16,069	34,879	386,551

➤ **Soláthar Díreach Maoinithe (Deontais Bhreisoideachais & Oilúna - Eile) Miondealú ar Dheontais de réir Clár mar atá Tuairiscithe ag na Boird Oideachais agus Oilúna**

Bord Oideachais & Oilúna	An Cabhán & Muineachán	Cathair Bhaile Átha Cliath	Corcaigh	Dún na nGall	Baile Átha Cliath & Dún Laoghaire	Gaillimh & Ros Comáin
	€'000	€'000	€'000	€'000	€'000	€'000
Deimhniú Caighdeán Teastais	135	355	376	179	160	276
Comhthacaíocht d'Fhoghlaimoírí	282	1,615	514	210	0	213
Forbairt Curaclaim	10	0	100	54	(15)	15
Tacaíocht Síceolaíochta Sheachtrach	(10)	0	0	(30)	(5)	(60)
Deontas Faisnéise d'Fhoghlaimoírí	(13)	0	(2)	(15)	(0)	(0)
Deontais Tacaíochta d'Fhoghlaimoírí	(34)	(392)	15	(75)	(95)	52
Ionaid Oideachais Allamuigh	237	46	297	258	0	222
BOO a Chur Chun Cinn/a Fhógairt	59	16	212	67	8	58
Foghlaim le Cuidiú Teicneolaíochta FT	80	145	223	44	125	178
Costais Oibriúcháin	994	2,614	2,239	1,616	794	379
Fo-lomlán	1,740	4,399	3,975	2,308	973	1,333
Carnadh Caipitil (Breisoideachas)	4,469	709	1,890	274	1,861	212
Trealamh Caipitil (Breisoideachas)	687	209	20	56	315	7
Caipitil Déabhlóidithe	435	580	596	435	580	508
	5,591	1,498	2,506	765	2,756	727
Deontais Iomlána Eile BOO	7,331	5,898	6,481	3,073	3,729	2,060

Tá na hiarmhéideanna diúltacha atá tuairiscithe ag roinnt BOOanna ar roinnt clár mar thoradh ar bharrachais a bhí tugtha ar aghaidh ó bhlianta roimhe seo.

Ciarraí	Cill Dara & Cill Mhantáin	Cill Chainnigh & Ceatharlach	Laois & Uíbh Fhaili	Luimneach & An Clár	Longfort & An Iarmhí	Lú & An Mhí	Maigh Eo, Sligeach & Liatroim	Tiobraid Árann	Port Láirge & Loch Garman	Iomlán
€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
521	225	38	43	722	148	112	61	22	480	3,853
190	280	25	239	495	61	265	140	75	425	5,028
87	0	0	0	157	100	118	0	(2)	86	710
0	(9)	0	0	0	0	(85)	0	0	2	(197)
0	(12)	0	0	0	0	(66)	11	0	(15)	(112)
5	(71)	0	147	(119)	0	(220)	(16)	(29)	(31)	(863)
0	173	0	208	461	0	0	222	0	183	2,308
499	103	0	172	0	221	30	79	0	49	1,574
73	23	59	0	192	110	101	184	104	44	1,687
5,685	693	834	2,958	1,047	864	1,941	814	969	2,202	26,643
7,060	1,406	956	3,767	2,953	1,505	2,197	1,495	1,139	3,424	40,631
0	349	0	0	985	0	18,346	1,811	766	203	31,874
631	0	0	0	275	291	1,655	0	0	0	4,146
508	508	435	435	580	435	508	319	435	580	7,875
1,138	857	435	435	1,840	726	20,508	2,130	1,201	783	43,896
8,198	2,263	1,391	4,202	4,794	2,231	22,705	3,626	2,340	4,207	84,526

> Achoimre Cúig Bliana - Deontais Oibriúcháin do BOOanna

Bord Oideachais & Oiliúna	Deontas Oibriúcháin 2018	Deontas Oibriúcháin 2019	Deontas Oibriúcháin 2020	Deontas Oibriúcháin 2021	Deontas Oibriúcháin 2022
	€'000	€'000	€'000	€'000	€'000
An Cabhán & Muineachán	16,111	17,239	27,667	25,993	30,761
Cathair Bhaile Átha Cliath	78,424	77,666	114,897	117,142	131,636
Corcaigh	48,616	53,606	76,781	75,348	82,347
Dún na nGall	21,265	21,830	23,823	23,542	26,105
Baile Átha Cliath & Dún Laoghaire	58,776	60,215	73,379	62,328	75,255
Gaillimh & Ros Comáin	34,804	37,121	49,356	47,096	50,338
Ciarraí	27,442	29,581	33,229	37,272	42,745
Cill Dara & Cill Mhantáin	29,077	31,263	33,783	31,224	36,452
Cill Chainnigh & Ceatharlach	18,446	19,073	23,875	21,744	24,918
Laois & Uíbh Fhailí	19,056	20,705	29,258	33,516	41,382
Luimneach & An Clár	52,687	57,147	67,103	69,099	77,964
Longfort & An Iarmhí	24,275	24,769	25,865	24,059	30,222
Lú & An Mhí	29,227	29,741	46,364	46,654	53,649
Maigh Eo, Sligeach & Liatroim	31,709	33,276	42,451	37,986	48,575
Tiobraid Árann	22,181	22,287	28,402	25,454	30,436
Port Láirge & Loch Garman	51,098	58,034	61,866	60,103	66,624
Iomlán	563,194	593,553	758,100	738,560	849,409

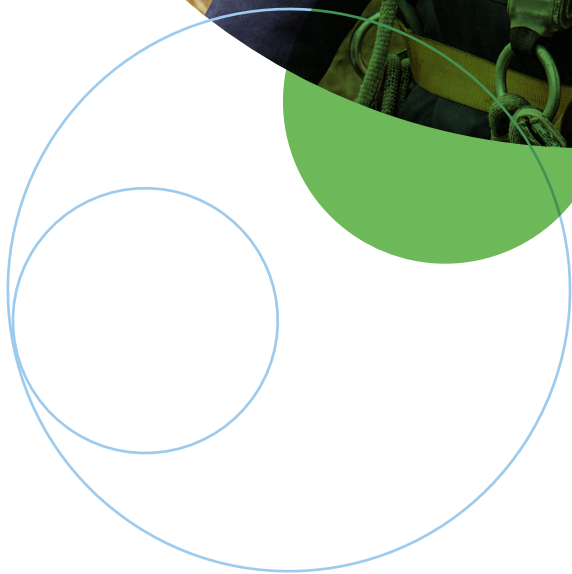
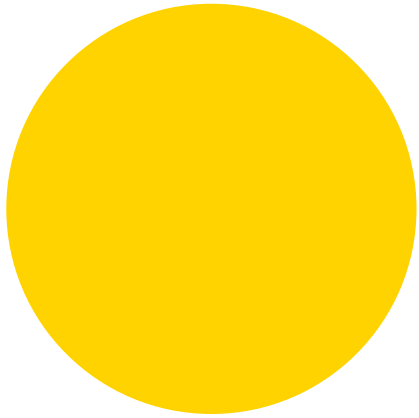
> Achoimre Cúig Bliana - Deontais Chaipitil do BOOanna

Bord Oideachais & Oiliúna	Deontas Oibriúcháin 2018	Deontas Oibriúcháin 2019	Deontas Oibriúcháin 2020	Deontas Oibriúcháin 2021	Deontas Oibriúcháin 2022
	€'000	€'000	€'000	€'000	€'000
An Cabhán & Muineachán	69	1,395	859	551	5,591
Cathair Bhaile Átha Cliath	530	868	1,312	1,350	1,498
Corcaigh	931	1,098	870	1,231	2,506
Dún na nGall	293	588	591	650	765
Baile Átha Cliath & Dún Laoghaire	561	634	1,160	474	2,756
Gaillimh & Ros Comáin	506	717	1,476	6,115	727
Ciarraí	305	746	527	1,424	1,138
Cill Dara & Cill Mhantáin	85	507	615	51	857
Cill Chainnigh & Ceatharlach	108	264	266	203	435
Laois & Uíbh Fhailí	50	1,000	719	645	435
Luimneach & An Clár	424	760	1,306	1,583	1,840
Longfort & An Iarmhí	223	787	1,301	532	726
Lú & An Mhí	350	1,038	2,018	3,254	20,508
Maigh Eo, Sligeach & Liatroim	434	792	1,007	1,108	2,130
Tiobraid Árann	184	453	1,066	332	1,201
Port Láirge & Loch Garman	471	853	1,682	1,119	783
Iomlán	5,524	12,500	16,775	20,622	43,896

> Achoimre Airgeadais Cúig Bliana SOLAS

	2018	2019	2020	2021	2022
	€'000	€'000	€'000	€'000	€'000
Ráiteas ar Ioncam agus Caiteachas					
Ioncam Iomlán	620,700	661,311	837,284	833,698	976,610
Caiteachas					
Costais Phárolla SOLAS	12,596	13,424	13,590	14,164	15,204
Forchostais SOLAS	6,822	7,309	6,824	6,168	6,915
Costais Oibriúcháin SOLAS	19,418	20,733	20,414	20,332	22,119
Costais Shocair Scoir	14,320	13,930	9,650	6,690	10,360
Costais na gClár	5,697	7,160	8,240	9,000	9,009
Deontais do Bhoird Oideachais agus Oilúna	568,718	606,053	774,875	759,182	893,305
Deontais do MDPSC *	661	598	1,471	3,966	4,210
Deontais d'Eagraíochtaí san Earnáil Bhreisoideachais agus Oilúna	6,364	7,543	8,489	10,256	12,656
Deontais Phrintíseachta d'Fhostóirí			2,090	10,389	10,816
Deontais do Chuibhreannais & Comhlachtaí Comhordúcháin	2,378	1,773	1,962	3,466	2,811
Caiteachas Iomlán	617,556	657,790	827,191	823,281	965,286
Barrachas	3,144	3,521	10,093	10,417	11,324
Ráiteas maidir leis an Staid Airgeadais					
Sócmhainní Seasta	911	1,017	924	647	422
Glansócmhainní reatha	3,396	3,768	10,226	10,857	11,946
	4,307	4,785	11,150	11,504	12,368
Maoinithe ag:					
Cuntas Caipítíl	230	225	111	418	600
Cúlchistí Caipítíl	911	1,017	924	647	422
Cúlchiste Ioncaim	3,166	3,543	10,115	10,439	11,346
Iomlán	4,307	4,785	11,150	11,504	12,368

* Meánscoileanna Deonacha, Pobalscoileanna agus Scoileanna Cuimsitheacha



Aguisíní

> Aguisín 1

Coistí Bhord SOLAS 2022

Achainíochta Printiseachta Náisiúnta agus Aitheantas maidir le Réamhbhallraíocht an Choiste Foghlama (5 chruinniú sa bhliain 2022)

Patricia Cassells	Cathaoirleach
Paddy Kavanagh	An Ceardchumann Innealtóireachta Teicniúla & Leictrigh (TEEU)
David Nicholson	Institiúid Breisoideachais Dún Laoghaire
Tommy Flaherty	Grúpa BAM
Trevor Sinnott	Bord Oideachais & Oiliúna Phort Láirge-Loch Garman (WWETB)
Bryan Redmond	Ionadaí Neamhspleách (SOLAS roimhe seo – imithe ar scor)
Owen O'Donnell	Bord Oideachais & Oiliúna Chiarraí (KETB)
Sinead O'Neill	SOLAS
Joanne Morrissey	SOLAS (ón Márta 2019)
Kim Mulcahy	Rúnaíocht SOLAS (ó 3ú Samhain 2021)

Athruithe le linn 2022

- Ms. S. O'Neill ó 1 Eanáir 2022.

> Aguisín 2

Tábla 1

Printiseachtaí atá ar fáil in Éirinn ag deireadh 2022	
Crannadóireacht	
1	Crannadóireacht
Bithchógaisíocht	
2	Anailísí Saotharlainne
3	Teicneoir Saotharlainne
Foirgníocht	
4	Briceadóireacht agus Clochadóireacht
5	Cearpantóireacht agus Siúinéireacht
6	Geo-Druileálaí
7	Péinteáil agus Maisiúchán
8	Plástráil
9	Pluiméireacht
10	Scafalra
11	Gearradh Cloch agus Saoirseacht Chloiche
12	Déantúsaíocht Adhmaid agus Bailchríochnú
Leictreach	
13	Meicnic Aerárthaí
14	Leictreach
15	Ionstraimaíocht Leictreach
16	Córais Slándála Leictreonacha
17	Innealtóireacht Leictreach Tionsclaíoch
18	Ionstraimaíocht
19	Cuisniúchán agus Aerchóiriúchán
Innealtóireacht	
20	Bainistíocht Seirbhísí Innealtóireachta
21	Innealtóir Córas Trealaimh
22	Crúdóireacht
23	Inslíú Tionsclaíoch
24	Bainisteoir Lean Sigma
25	M.A.M.F
26	Innealtóireacht Déantúsaíochta

27	Teicneolaíocht Déantúsaíochta
28	Oibriú Miotail
29	Innealtóir OEM
30	Feistiú Piobáin
31	Príomh-Innealtóir
32	Teicneolaíocht Próiseála Polaiméire
33	Príomh-Innealtóir
34	Oibriú Miotail Leatháin
35	Uirliseoireacht
36	Teicneoir Cothabhála Turbíní Gaoithe
Airgeadas	
37	Teicneoir Cuntasaíochta
38	Comhlach Seirbhísí Airgeadais Idirnáisiúnta
39	Speisialtóir Seirbhísí Airgeadais Idirnáisiúnta
Gruaig	
40	Gruagaireacht
Cúram Sláinte	
41	Ardchleachtóir Cúnta Cúraim Sláinte
Fáilteachas & Bia	
42	Bainisteoir Beáir
43	Búistéir
44	Chef de Partie
45	Commis Chef
46	Sous Chef
TFC	
47	Ealaíontóir Teicniúil Íomhánna Ríomhghinte (Beochan, Cluichí, FX Físe)
48	Cibearshlándáil
49	Comhlach Innealtóra Líonra
50	Comhlach Forbróra Bogearraí
51	Teicneoir Innealtóireachta Teileachumarsáide agus Líonra Sonraí
Árachas	
52	Cleachtóir Árachais

Lóistíocht

- 53 Comhlach Lóistíochta
- 54 Comhlach Shlabhra an tSoláthair
- 55 Bainisteoir Shlabhra an tSoláthair
- 56 Speisialtóir Shlabhra an tSoláthair
- 57 Oibríochtaí Iompair agus Tiomáint Tráchtála

Mótar

- 58 Meicnic Talmhaíochta
- 59 Feistiú Gléasra Thógála
- 60 Meicnic Feithiclí Troma
- 61 Mótarmheicnic
- 62 Deisiú Creatlaí Feithicle

Seirbhísí Réadmhaoine

- 63 Ceantálaíocht & Seirbhísí Réadmhaoine

Earcaíocht

- 64 Feidhmeannach Earcaíochta

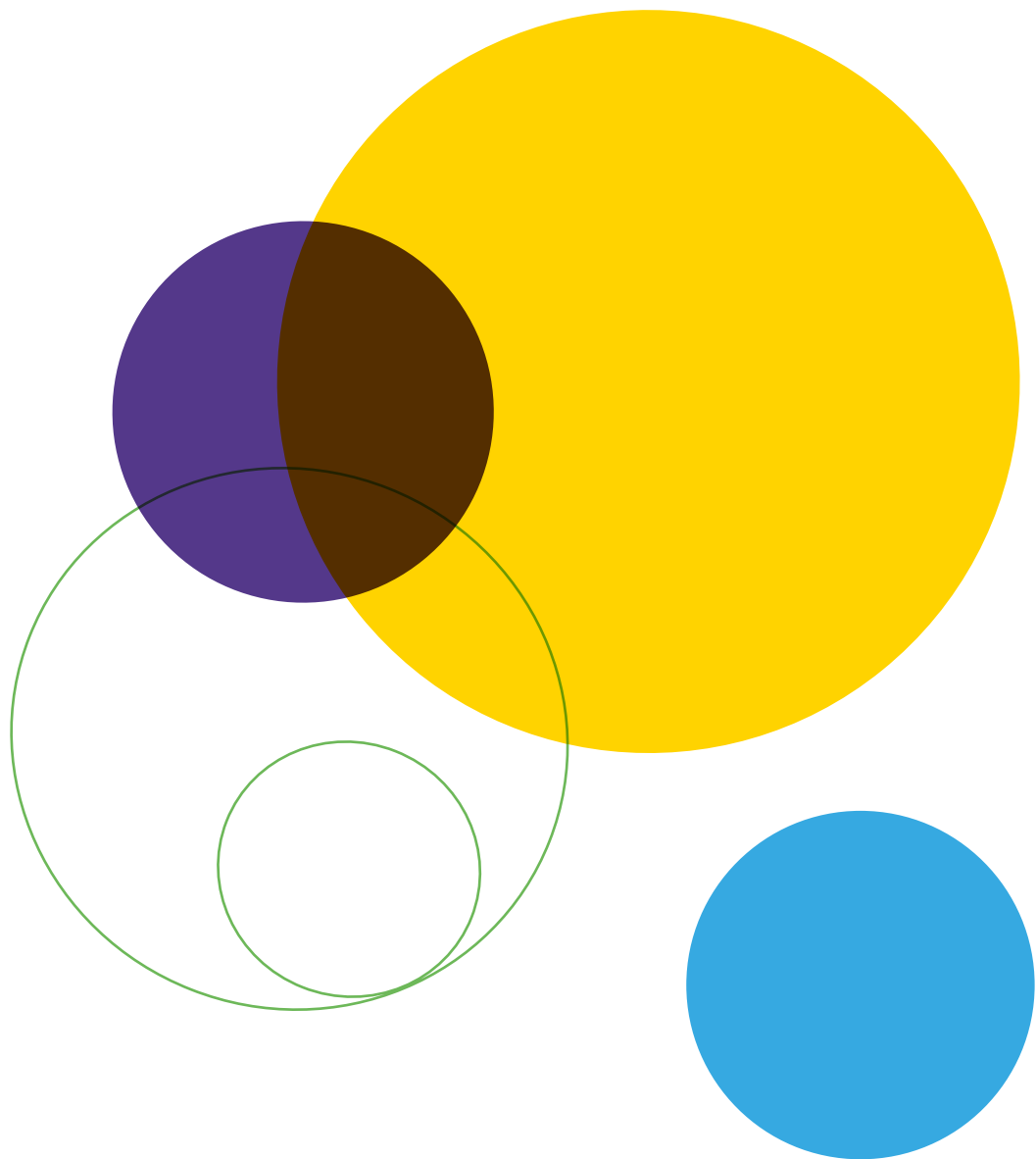
Díolacháin

- 65 Maoirseacht Miondíola
- 66 Díolacháin

Tábla 2

Clárúcháin Printiseachta 2022 Printiseachtaí Roimh 2016	
	Nollaig-22
Ceirdeanna	YTD
Foirgníocht	
Bríceadóireacht agus Clochadóireacht	72
Cearpantóireacht agus Siúinéireacht	713
Péinteáil agus Maisiúchán	23
Plástráil	31
Pluiméireacht	792
Gearradh Cloch agus Saoirseacht Chloiche	8
Déantúsaíocht Adhmaid agus Bailchríochnú	144
Iomlán	1,783
Leictreach	
Meicnic Aerárthaí	62
Leictreach	2,648
Ionstraimaíocht Leictreach	120
Córais Slándála Leictreonacha	86
Ionstraimaíocht	13
Cuisniúchán agus Aerchóiriúchán	152
Iomlán	3,081
Innealtóireacht	
Crúdóireacht	8
Insiú Tionsclaíoch	16
M.A.M.F	203
Oibriú Miotail	252
Feistiú Píobáin	114
Oibriú Miotail Leatháin	42
Uirliseoireacht	48
Iomlán	683

Mótar	
Meicnic Talmhaíochta	58
Feistiú Gléasra Thógála	73
Meicnic Feithiclí Troma	162
Mótarmheicnic	431
Deisiú Creatlaí Feithicle	28
Iomlán	752
Móriomlán	6,299



Tábla 3

Clárúcháin Printiseachta 2022 2016+ Printiseachtaí	
Printiseachtaí	Nollaig-22
Crannadóireacht	
Crannadóireacht	13
Iomlán	13
Bithchógaisíocht	
Anailísí Saotharlainne	14
Teicneoir Saotharlainne	37
Iomlán	51
Foirgníocht	
Geo-Druileálaí	8
Scafalra	29
Iomlán	37
Leictreach	
Innealtóireacht Leictreach Tionsclaíoch	42
Iomlán	42
Innealtóireacht	
Bainistíocht Seirbhísí Innealtóireachta	22
Innealtóir Córas Trealaimh	5
Bainisteoir Lean Sigma	43
Innealtóireacht Déantúsaíochta (Leibhéal 7)	48
Teicneolaíocht Déantúsaíochta (Leibhéal 6)	90
Innealtóir OEM	20
Teicneolaíocht Próiseála Polaiméire	17
Príomh-Innealtóir	4
Teicneoir Cothabhála Tuirbíní Gaoithe	14
Iomlán	263

Airgeadas	
Teicneoir Cuntasaíochta	170
Comhlach Seirbhísí Airgeadais Idirnáisiúnta	34
Speisialtóir Seirbhísí Airgeadais Idirnáisiúnta	21
Iomlán	225

Gruaig	
Gruagaireacht	213
Iomlán	213

Cúram Sláinte	
Ardchleachtóir Cúnta Cúraim Sláinte	7
Iomlán	7

Fáilteachas & Bia	
Bainisteoir Beáir	115
Búistéir	27
Chef de Partie	9
Commis Chef	102
Sous Chef	1
Iomlán	254

TFC	
Ealaíontóir Teicniúil CGI	0
Cibearshlándaíl	53
Cleachtóir Cibearshlándála	2
Comhlach Innealtóra Líonra	33
Comhlach Forbróra Bogearraí	148
Teicneoir Innealtóireachta Teileachumarsáide agus Líonra Sonraí	29
Iomlán	265

Árachas	
Cleachtóir Árachais	105
Iomlán	105

Lóistíocht	
Comhlach Lóistíochta	79
Comhlach Shlabhra an tSoláthair	15
Bainisteoir Shlabhra an tSoláthair	6
Speisialtóir Shlabhra an tSoláthair	15
Oibríochtaí Iompair agus Tiomáint Tráchtála	21
Iomlán	136

Seirbhísí Réadmhaoine	
Ceantálaíocht & Seirbhísí Réadmhaoine	140
Iomlán	140

Earcaíocht	
Feidhmeannach Earcaíochta	37
Iomlán	37

Díolacháin	
Maoirseacht Miondíola	161
Díolacháin	38
Iomlán	199
Móriomlán	1,987

Tábla 4

Clárúcháin Printiseachta Printiseachtaí Roimh 2016, 2013-2022										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Foirgníocht										
Bríceadóireacht agus Clochadóireacht	3	20	26	52	60	81	80	56	148	72
Cearpantóireacht agus Siúinéireacht	99	185	291	399	443	591	597	563	847	713
Péinteáil agus Maisiúchán	8	11	19	27	44	30	31	24	43	23
Plástráil	8	9	7	18	34	29	36	20	38	31
Pluiméireacht	241	318	289	345	532	653	628	560	875	792
Gearradh Cloch agus Saoirseacht Chloiche		16	13	2	8	7	3	3	9	8
Déantúsaíocht Adhmaid agus Bailchríochnú	21	23	48	71	59	95	102	75	155	144
Iomlán	380	582	693	914	1,180	1,486	1,477	1,301	2,115	1,783
Leictreach										
Meicnic Aerárthaí	40	33	34	39	53	74	72	50	55	62
Leictreach	522	845	956	1,343	1,705	1,841	1,949	1,740	2,748	2,648
Ionstraimaíocht Leictreach	46	85	83	106	120	108	125	62	103	120
Córais Slándála Leictreonacha	12	16	28	28	72	65	76	45	61	86
Ionstraimaíocht	6	10	8	10	20	17	16	11	12	13
Cuisniúchán agus Aerchóiriúchán	49	62	75	79	106	119	122	73	142	152
Iomlán	675	1,051	1,184	1,605	2,076	2,224	2,360	1,981	3,121	3,081

Innealtóireacht										
M.A.M.F.	127	174	153	163	183	180	199	142	221	203
Crúdóireacht	5	4	7	5	6	9	5	0	6	8
Insiú Tionsclaíoch	5	10	13	10	21	19	20	23	22	16
Oibriú Miotail	145	176	198	186	224	234	266	198	340	252
Feistiú Píobáin				33	25	49	76	52	98	114
Oibriú Miotail Leatháin	18	23	38	40	53	70	57	41	63	42
Uirliseoireacht	81	66	62	66	65	79	61	48	52	48
Iomlán	381	453	508	503	577	640	684	504	802	683

Mótar										
Meicnic Talmhaíochta	36	38	59	43	45	41	44	52	90	58
Feistiú Gléasra Thógála	54	56	77	59	86	71	73	63	81	73
Meicnic Feithiclí Troma	101	145	154	136	143	176	174	135	194	162
Mótarmheicnic	267	325	423	420	353	380	408	310	502	431
Deisiú Creatlaí Feithicle	27	40	47	58	46	40	51	31	50	28
Iomlán	485	604	760	716	673	708	750	591	917	752
Móriomlán	1,929	2,698	3,153	3,742	4,508	5,058	5,271	4,377	6,955	6,299

Tábla 5

Clárúcháin Printiseachta 2016 Printiseachtaí 2016 – 2022							
Printiseachtaí	2016	2017	2018	2019	2020	2021	2022
Crannadóireacht							
Crannadóireacht					3	31	13
Iomlán				-	-	3	31
Bithchógaisíocht							
Anailísi Saotharlainne			2	21	18	18	14
Teicneoir Saotharlainne			14	10	12	10	37
Iomlán			16	31	30	28	51

Foirgníocht							
Geo-Druileálaí				2	18	7	8
Scafalra						37	29
Iomlán				2	18	44	37

Leictreach							
Innealtóireacht Leictreach Tionsclaíoch							
	12	19	25	28	30	20	42
Iomlán	12	19	25	28	30	20	42

Innealtóireacht							
Bainistíocht Seirbhísí Innealtóireachta				10	17	34	22
Innealtóir Córas Trealamh						6	5
Bainisteoir Lean Sigma					39	52	43
Innealtóireacht Déantúsaíochta (Leibhéal 7)		36	20	27	20	53	48
Teicneolaíocht Déantúsaíochta (Leibhéal 6)		40	34	29	30	42	90
Innealtóir OEM				11	16	14	20
Teicneolaíocht Próiseála Polaiméire		25	15	13	11	14	17
Príomh-Innealtóir					5	8	4
Teicneoir Cothabhála Tuirbíní Gaoithe							14
Total		101	69	90	138	223	263

Airgeadas							
Teicneoir Cuntasaíochta		71	88	124	96	163	170
Comhlach Seirbhísí Airgeadais Idirnáisiúnta		15	11	9	17	16	34
Speisialtóir Seirbhísí Airgeadais Idirnáisiúnta		18	10	12	18	23	21
Iomlán		104	109	145	131	202	225

Gruaig							
Gruagaireacht				14	84	182	213
Iomlán				14	84	182	213

Cúram Sláinte						
Ardchleachtóir Cúnta Cúraim Sláinte					68	7
Iomlán					68	7

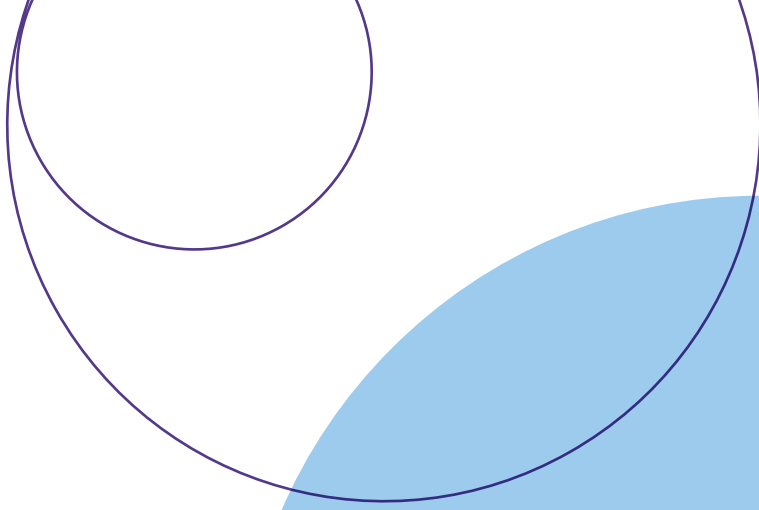
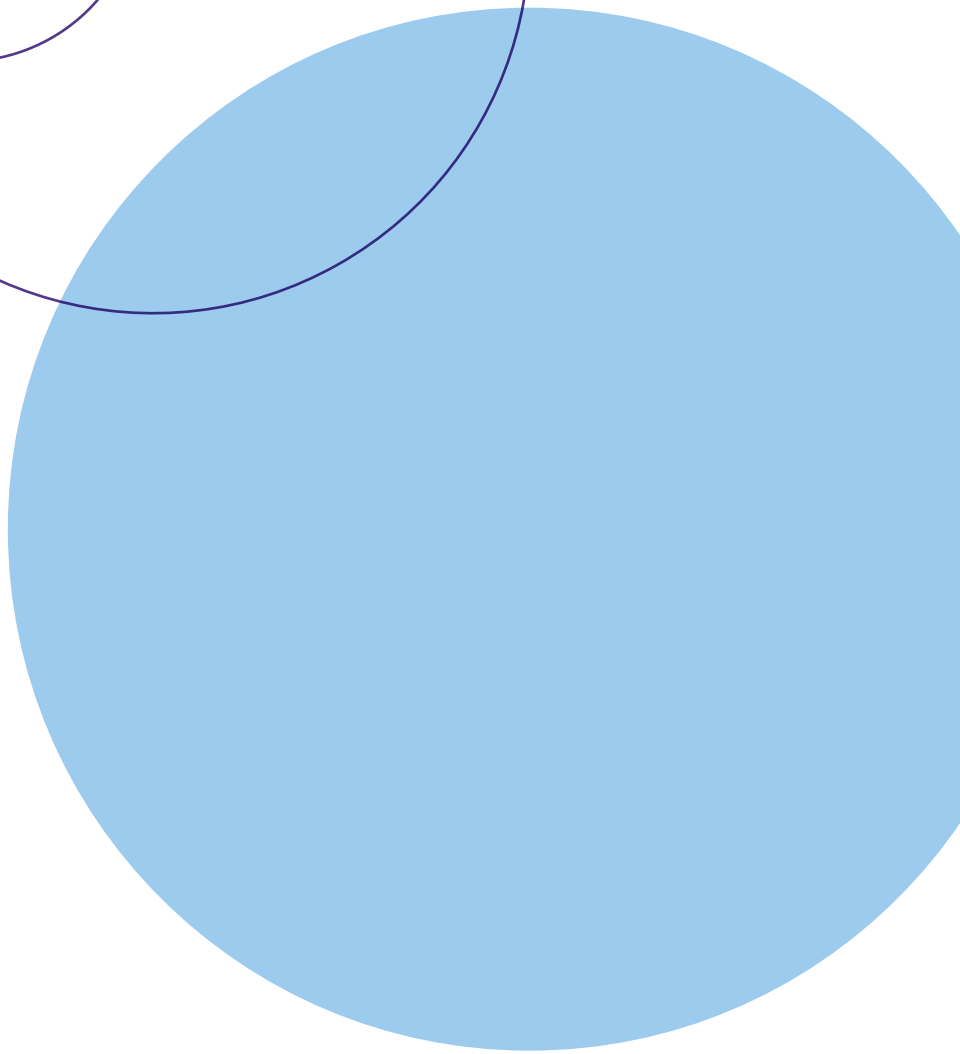
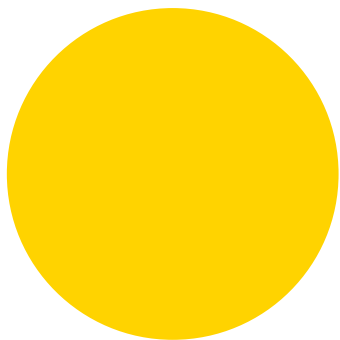
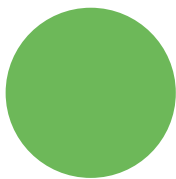
Fáilteachas & Bia						
Bainisteoir Beáir						115
Búistéir		7	37	10	51	27
Chef de Partie		31	40	5	35	9
Commis Chef	25	112	62	16	75	102
Sous Chef			5	3	11	1
Iomlán	25	150	144	34	172	254

TFC						
Ealaíontóir Teicniúil CGI			7			
Cibearshlándaíl			13	30	6	53
Cleachtóir Cibearshlándaála						2
Comhlach Innealtóra Líonra		22	44	22	11	33
Comhlach Forbróra Bogearraí		39	66	42	53	148
Teicneoir Innealtóireachta Teileachumarsáide agus Líonra Sonraí			50	31	37	29
Iomlán		61	180	125	107	265

Árachas							
Cleachtóir Árachais	67	86	80	70	49	75	105
Iomlán	67	86	80	70	49	75	105

Lóistíocht						
Comhlach Lóistíochta		27	34	53	74	79
Comhlach Shlabhra an tSoláthair					13	15
Bainisteoir Shlabhra an tSoláthair				11	36	6
Speisialtóir Shlabhra an tSoláthair				10	22	15
Oibríochtaí Iompair agus Tiomáint Tráchtála						21
Iomlán		27	34	74	145	136

Seirbhísí Réadmhaoine							
Ceantálaíocht & Seirbhísí Réadmhaoine							
			53	92	75	138	140
Iomlán			53	92	75	138	140
Earcaíocht							
Feidhmeannach Earcaíochta					27	24	37
Iomlán					27	24	37
Díolacháin							
Maoirseacht Miondíola				76	101	142	161
Díolacháin					30	51	38
Iomlán				76	131	193	199
Móriomlán	79	335	590	906	949	1,652	1,987



**SOLAS – An tSeirbhís Oideachais
Leanúnaigh agus Scileanna**
An tÚdarás Breisoideachais agus
Oiliúna

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