

EXCELLENCE THROUGH
EDUCATION AND TRAINING

Bord Oideachais agus Oiliúna
Laoise agus Uíbh Fhailí
*Laois and Offaly
Education and Training Board*

SERVICE PLAN 2021

CONTENTS

Message from the Cathaoirleach of LOETB	4
Foreword by the Chief Executive	5
Profile / Background of LOETB	6
Geographical Map of LOETB	7
Strategy Statement	8
Statement of Services 2021	10 - 19
Overview of Services 2021 (ETB Specific)	20
Major Capital Projects	20
Projected Receipts and Expenditure 2021	21 - 23
Glossary	24

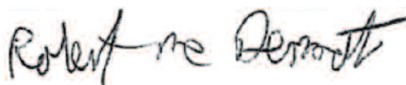
MESSAGE FROM THE CATHAOIRLEACH OF LAOIS AND OFFALY EDUCATION AND TRAINING BOARD

It is with great pleasure that I welcome the 2021 Service Plan on behalf of Laois and Offaly Education and Training Board (LOETB). The work of LOETB as a statutory organisation is wide-ranging with responsibility for post-primary schools, further education and training provision and services, youth services, and community programmes across Laois and Offaly.

The needs of our students have always been central to the service provided by LOETB and it is this focus that will enable us to continue to meet the changing education and training needs of the region as we move forward.

The Service Plan sets out the comprehensive range of activities to be undertaken by the Schools, Further Education and Training (FET), and Organisation Support and Development Directorates in 2021. The Service Plan also sets out the related financial information as well as Key Performance Indicators to help monitor and evaluate its implementation. In 2021 the focus of the organisation remains constant as we strive to provide the highest quality lifelong education and training opportunities for all communities across Laois and Offaly.

I would like to thank our Chief Executive, Joe Cunningham, his management team, and all the staff at LOETB for their continued commitment and dedication to excellence through education and training. Finally, I would like to acknowledge, with sincere thanks, the work of my fellow Board members who give so diligently and selflessly of their time in their contribution to the governance of LOETB.

A handwritten signature in black ink, reading "Robert McDermott", is positioned above a horizontal line.

Cllr. Robert McDermott

Chairperson

FOREWORD BY THE CHIEF EXECUTIVE

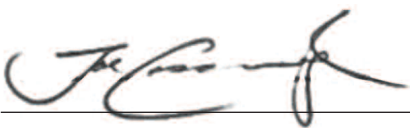
The Service Plan has been developed to support the implementation of our Strategy Statement 2018–2022. While the Strategy Statement sets out our priorities and aims over a 5-year period, it is important to have a process in place to support their delivery through the lifetime of the strategy. In developing the Service Plan a consultation process was undertaken with senior management across all areas of provision to ensure that the actions set out for delivery during the Service Plan cycle are appropriate and commensurate with the overall priorities and aims set out in our Strategy Statement. The consultation process also ensures that the outcomes set out for 2021 are achievable and are owned by senior management in their respective areas of service provision.

The increasing number of students attending our Schools and FET Centres is testament to the ongoing success of our work and therefore careful consideration and prudent financial planning is required to ensure that the necessary resources are in place to successfully deliver the planned activity in an effective and efficient manner.

I wish to convey my thanks and appreciation to:

- The Chairperson and members of the Finance Committee for their recommendation of the plan,
- The Chairperson and Board members of LOETB for their consideration and approval of the plan,
- The Chairpersons and members of committees of LOETB who give so generously of their time in promoting the work of the Board.

Finally, I wish to thank the management and staff of our schools, centres, services, and administrative offices for their continued commitment and dedication to LOETB and I look forward to working with them to ensure the implementation of the plan.



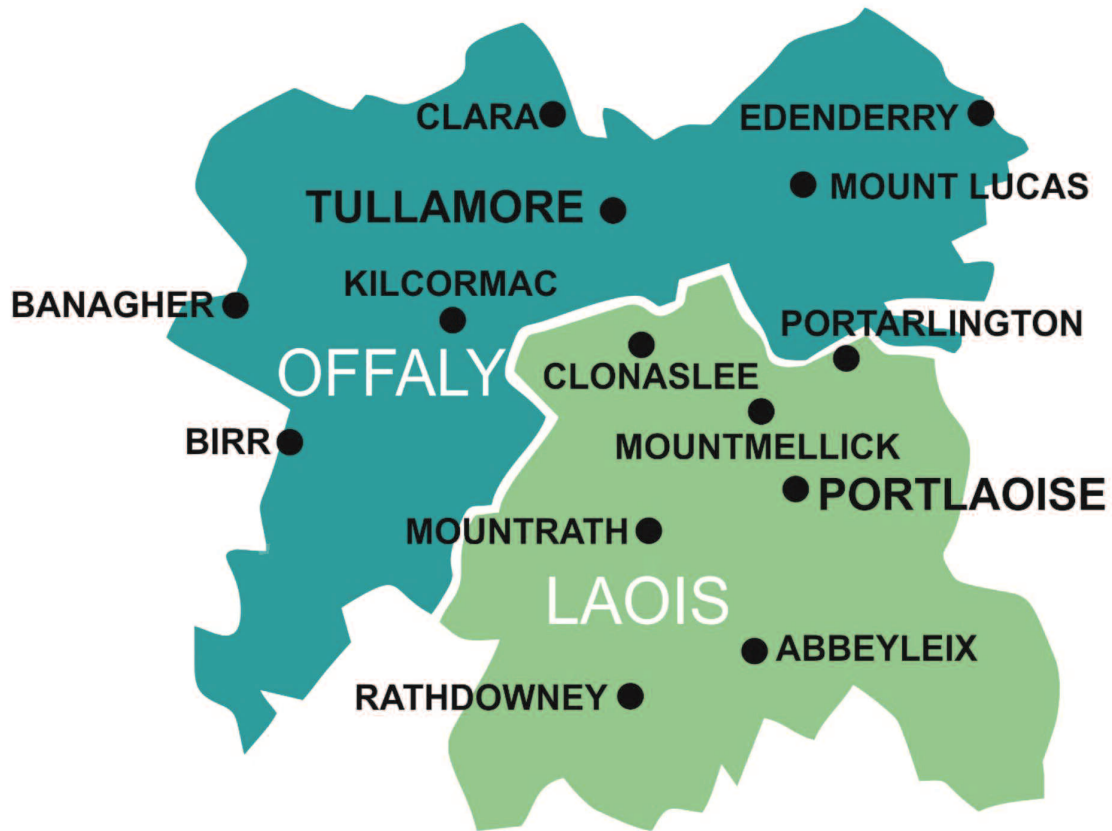
Joe Cunningham

Chief Executive

PROFILE OF LOETB

LOETB was established on 1 July 2013 and is the statutory provider of education and training services for Laois and Offaly. The overall aim of LOETB is to enable our students reach their potential. We strive to offer learning experiences that respond to the needs of students of all ages and abilities. We make guidance and supports available to our students to help them attain their learning goals and qualifications. We include transfer and progression options for our students to maximise their chances of pursuing further education and training and securing employment. We acknowledge the importance of suitable premises and resources for our students in our commitment to inclusive education. We are mindful of our responsibilities in relation to human rights and equality, both as a service provider and employer. We understand the importance of technology as a means of enhancing learning, collaboration and communication among our students and stakeholders. To this end, we are working to ensure our digital systems are accessible, reliable, and protected. We aspire to continue to grow as a learning organisation and we ensure that our staff have access to continuing professional development opportunities. This includes enabling staff to become reflective practitioners, enhance their skills, and collaborate with colleagues. We recognise that professional development can be facilitated in a variety of ways, from accredited programmes to workshops and professional learning networks. We appreciate that much of the work of our organisation is made possible by the support and administrative staff in our schools, centres, and services and by the key support functions at Head Office. We place a very high value on the contribution made by the various committees which support LOETB at organisational level and in our schools and centres. We also work in partnership with key organisations and agencies at local and national level in pursuit of a quality service for our students.

GEOGRAPHICAL MAP OF LOETB LOCATIONS



STRATEGY STATEMENT

Our vision is to actively lead the provision of high-quality education and training in Laois and Offaly. Our mission is excellence through education and training. We put learning at the heart of everything we do through the provision of a wide range of education and training programmes, services, and supports to young people and adults across the LOETB region.

We believe that lifelong learning is key to personal development and wellbeing, social inclusion, and economic prosperity. Our core values as a service provider are as follows:

Equality

Fairness, respect, and inclusion in the treatment of our students, stakeholders, and staff and a culture where diversity is welcomed and valued.

Collaboration

Working in partnership with our students, stakeholders and staff to facilitate the sharing of knowledge, expertise and skills.

Innovation

Remaining a leader in the provision of education and training by encouraging new ideas, trying out different approaches and responding to change.

Professionalism

Courtesy, efficiency and excellence in our dealings with our students, stakeholders and staff and working to the highest standards in education and training.

Integrity

Honesty, transparency, and confidentiality and meeting our responsibilities as a provider of lifelong learning in a consistent and ethical fashion.

The LOETB Statement of Strategy sets high level objectives for the organisation under four Strategic Goals:

1. Excellent education and training

2. Excellent experience for students

3. Organisation Transformation

4. Staff Development

The goals refer not only to teaching and learning but also to the enhancement of our support services and our organisation services. Underpinning each goal is a set of strategic priorities. These priorities are designed to assist LOETB to address the opportunities and challenges facing the organisation over the next five years. With a complex range of services delivered to a broad section of the community, it is vital that LOETB continues to build its strategic capacity organisationally and more importantly as a provider of lifelong learning. A focus within the Strategy is equality and active social inclusion. LOETB has responsibilities in relation to human rights and equality, both as a service provider and employer. To this end, we continue to develop practices and procedures to eliminate discrimination, to promote equality of opportunity and treatment for our students and staff, and to protect the human rights of all those we serve and employ.

STATEMENT OF SERVICES

GOAL 1 EXCELLENT EDUCATION AND TRAINING

PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Provide a positive learning experience for all students/learners, including learners from marginalised groups.	Schools and Centres to continue to provide and further develop inclusive, quality teaching, learning, and assessment experiences for all students and learners.	Ongoing review and culture of continuous improvement in all schools and centres.	Q1 - Q4
	Enhance feedback opportunities to and from students and parents.	Regular feedback from students and parents.	Q1 - Q4

GOAL 2 EXCELLENT EXPERIENCE FOR STUDENTS

PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Promote a student /learner voice approach in identifying areas that are working well and areas in need of improvement.	In the context of Covid-19, LOETB will implement Emergency Remote Teaching and Learning as required.	Continue to provide training and collaborative opportunities for staff in Remote Teaching and Learning.	Q1 - Q4
	Facilitate learner participation in QQI Inaugural Review.	Learner participation in QQI Review Panel meetings.	Q2
	Encourage learner participation in AONTAS Learner Forum in 2021.	Increased learner participation in AONTAS Learner Forum 2021.	Q4
	Expand the FET Centre model of integrated provision of programmes and services on single sites.	New FET Centre to open in Birr.	Q2

GOAL 2 EXCELLENT EXPERIENCE FOR STUDENTS			
PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Provide a broad-based curriculum reflective of student and learner needs and interests.	Establish relationships with other awarding bodies to better respond to local and national labour market and learner demands.	Relationships with awarding bodies (e.g., CABWI and VTCT) established.	Q3
	Support schools with SSE and continue to implement standards within LAOS framework.	Implementation of WSE-MLL and School Inspection Recommendations.	Q1 - Q4
	LOETB will continue to provide high quality learning, teaching, and assessment in schools Introduce new subjects & programmes.	Student enrolment will be maintained and increased in areas where there are opportunities for growth.	Q1 - Q4
Implement Quality Assurance Systems.	Commence development and review of QA Policies to consider new and evolving methods of delivery.	Development of Blended Learning Policy commenced	Q4
		Existing policies reviewed to take account of online exams and submission processes.	Q2
Support students/learners at risk of educational disadvantage in line with current national policy.	Develop inclusion supports across FET Service.	Place Inclusion Officers in FET Centres.	Q4
	Adopt a UDL approach to FET provision.	Increased numbers with Digital Badge in UDL and incorporate a UDL ethos into FET delivery.	Q4
	Address emerging digital divide in disadvantaged cohorts.	Introduction of basic digital programmes, digital skills integrated into existing programmes, and support for MAED funding recipients.	Q3
	Introduce programmes for specific disadvantaged groups.	Commencement of two new LTI programmes targeting youth unemployed and members of Travelling Community.	Q1 - Q2
	Continue to prioritise positive supports and interventions for all students at risk of educational disadvantage.	Continue to support DEIS targets and review in schools.	Q1 - Q4

GOAL 2 EXCELLENT EXPERIENCE FOR STUDENTS

PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Provide guidance and counselling services.	<p>Schools to continue to provide excellent guidance and counselling for students.</p> <p>Further integrate guidance model across FET Service.</p> <p>Establish Guidance Information and Support Hubs in the region.</p>	<p>All schools have access to guidance and counselling. Increased number of teachers qualified as Guidance Counsellors. Guidance input on all FET programmes. Hubs established in Portlaoise and Tullamore.</p>	Q3
Provide high quality learning/training facilities and ensure that an appropriate infrastructure is developed to make the best use of resources.	<p>Pursue approval for further capital projects which may be identified in 2021. Ensure that new school/centre building projects, extensions, and refurbishments are completed as the earliest possible dates.</p>	<p>Additional accommodation for growing schools and plans for the refurbishment of existing school and centres.</p> <p>Projects delivered on time.</p>	Q1 - Q4
Promote and develop outdoor education.	<p>Continue to support local schools, groups and organisations by providing opportunities for physical activities.</p> <p>Continue to develop activities to ensure the centre has productivity on a year-round basis.</p>	<p>Provide the opportunity for outdoor physical and recreational activity to students in Navigation Skills, Hillwalking, Mountain Biking, and Cycling.</p> <p>Commence use of newly constructed obstacle course through a 'fittest school' initiative.</p>	Q4
Plan for changing demographics.	<p>Support local businesses to understand their future skills requirements and provide appropriate upskilling and reskilling opportunities. Monitor and review local demographics.</p>	<p>Provision of a series of 'Future Proof Your Business' webinars.</p> <p>New programmes developed in response to changing demographic needs.</p>	Q1 - Q4

GOAL 2 EXCELLENT EXPERIENCE FOR STUDENTS

PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Engage effectively with employers.	Provide relevant FET Courses and upskilling/reskilling opportunities that meet local business requirements into the future.	Further development of ICT and Renewable Energies programmes.	Q1 - Q4
	To provide up-skilling, professional, and management development support required by existing employees in local enterprises.	Development of networks of local employers sharing skills needs and development of programmes to meet those needs.	Q4
Provide and develop traineeship and apprenticeship programmes.	Continuation to provide Traineeship programmes that meet current skills needs of local, regional and national enterprise. Establish Ireland's first Scaffolding Apprenticeship Programme.	Traineeship Provision in 2021 in Healthcare, Engineering, Utilities, and Hospitality. Apprenticeship programme commenced (four groups in 2021).	Q1 - Q4
	Continue to develop Future Skills Traineeship Provision to promote Green and Digital Skills that supports the Midlands transition to a Low Carbon Region.	New Traineeships in 2021 in Bicycle Mechanic, Remote Working, ICT, Peatland Rehabilitation and Sustainable Agriculture Traineeships.	Q1 - Q4
Child Protection Procedures for Primary and Post-Primary Schools 2017.	Ensure all necessary child safeguarding measures are in place. Regular Support and training for DLPs. BOM training incorporating CPOR.	Schools meet the requirements in relation to CPSI. Child Protection training completed for all School Boards of Management and all new staff. Ongoing Child Protection training for relevant FET staff.	Q1 - Q4

GOAL 2 EXCELLENT EXPERIENCE FOR STUDENTS

PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Prioritise STEM/STEAM in schools.	Continue to engage with and prioritise STEM implementation plan and policy. Promote and prioritise the use of technology to enhance teaching, learning and assessment in schools.	Continue to improve and review performance in STEM/STEAM subjects. All students have access to STEAM subjects. Teachers participate in CPD in these areas.	Q1 - Q4
Provide high quality ICT learning supports in schools/centres.	Provide high quality ICT equipment and facilities. Promote continuous professional development for staff.	Continue to develop and implement digital learning plans in all schools. Provide and increase participation in collaborative opportunities for staff.	Q1 - Q4
Equality and active social inclusion.	Promote ethos of Inclusion as a responsibility for all. Continue to respond to the needs of young people, particularly those who are disadvantaged, at risk, vulnerable and marginalised.	Development of Inclusion Support Network Community of Practice and hosting of FET Inclusion Week. Enhance existing, and develop new partnerships with relevant stakeholders to meet the education, training, artistic and youth work need in Laois and Offaly Continue to develop and provide programmes through Music Generation and the Local Creative Youth Partnership.	Q3 Q1 - Q4
Protection Programmes.	Assist the DE, as needed, to meet the needs arising from the Irish Refugee Protection Programme and provision for international protection applicants.	Continued collaboration with interagency working groups and support workers to ensure refugees' educational needs are being met.	Q1 - Q4

GOAL 3 ORGANISATION TRANSFORMATION

PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Continue to develop and enhance structures across the organisation in line with the Code of Practice.	<p>LOETB will review structures to ensure that services are delivered in a cost efficient, effective and compliant manner. LOETB is a member of the IPA Governance Forum and a member of IBEC.</p> <p>Actively engage with ESBS on the roll out the Financial Services System.</p> <p>Ensure adherence with report submission to the DE.</p>	<p>Staff of Corporate Governance section attend regular meetings of the IPA Governance Forum.</p> <p>The Chairperson of the Board attends meetings organised by the IPA Governance Forum.</p> <p>New financial system processes monitored to ensure best practice.</p> <p>Reporting deadlines monitored to ensure compliance with DE requests.</p> <p>Procurement Policy and Procedures updated, and implementation communicated and monitored across the organisation.</p> <p>Expenditure monitored to identify procurement opportunities to ensure value for money across the organisation.</p>	Q1 - Q4
Be a leading provider and inculcate a culture of innovation and improvement actions.	Embed our core values and ensure that these are at the heart of all our work within the organisation.	<p>A review of the impact of our core values on operations</p> <p>Appointment of Ethos Coordinator and provision of core values CPD.</p>	Q4
Promote ethical governance to ensure accountability and value for money.	Review and evaluate policies, procedures, and systems to improve our services.	<p>Review of Policies and Procedures.</p> <p>Sign-off by schools/centres/admin on internal control documents.</p> <p>To continue the roll-out of CPP.</p> <p>Code of Practice training for staff.</p> <p>Completion of SIPO documents for Board, ARC, FC and all designated positions of employment including all staff in the Procurement Department.</p>	Q1 - Q4

GOAL 3 ORGANISATION TRANSFORMATION

PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Implement a Risk Management Framework to meet Strategic Objectives.	Maintenance of active Risk Registers. The board of LOETB will ensure that there is an ongoing process designed to identify and address significant risks including those posed by Covid-19 in achieving the entity's outcomes. The ARC will support the board in this role.	Realignment of the Risk Register with the Statement of Strategy and the Service Plan 2021. Risks monitored and reviewed. Risk Register updated and reported quarterly to the ARC.	Q1 - Q4
Internal Controls.	LOETB will ensure that it provides the ARC and Board with adequate assurance that specified controls are operating as intended. A review of recommendations made by C&AG and IAU will take place.	A review completed of compliance reports from schools, centres, and administration. A review of the controls in place presented to the ARC. A report on audit recommendations made to ARC and Audit recommendations implemented.	Q1
Board Self-Assessments.	All boards will carry out self-assessments, using the questionnaire included in the Code of Practice, to identify areas where improvements are required.	All board members will have completed the self-assessment questionnaire and feedback provided Training provided where necessary.	Q1 and Q4
Financial expertise on audit and finance committees.	Appointments to ARC and Finance committees should be made by the board in consultation with committee chairs. External members of committees should bring the required audit and financial skills and experience to the role.	Audit and financial skills experience included in the competencies for the appointment of ARC members.	Q4

GOAL 3 ORGANISATION TRANSFORMATION			
PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Self-Assessment by FC and ARC.	The chairs of both the ARC and FC will ensure that a self-assessment exercise is completed annually as required under the Code of Practice for the Governance of ETBs.	All board members completed the self-assessment questionnaire and feedback provided. Training provided where necessary.	Q1
	The chair of each board should ensure that board members are provided with written reports on the work carried out by FC and ARC as required under the Code of Practice for Governance of ETBs.	Minutes of meetings and Annual Report provided by ARC and FC to the Board of LOETB.	Q1
Attendance at board meetings.	Individual boards will re-emphasise the requirement for attendance at all board meetings as per the Code of Practice for Governance of ETBs.	Chairpersons reminded Board members of the requirement of full attendance at all meetings.	Q1 and Q4
Communicate effectively.	Develop a comprehensive Communications Strategy. Appoint a Communications Officer. Deliver on commitments in Scéim Teanga. Continue to promote the use of the Irish Language. Proactively use Social Media for the promotion of LOETB and its services.	Communications Strategy developed.	Q4
		Communications Officer appointed.	Q1
		Training in the use of Irish Language will have been provided for reception staff in all Schools/Centres/Admin Offices.	Q2
		Appropriate social media channels in place to promote services.	Q3 - Q4
Develop Service Level Agreements with external stakeholders.	Promote LOETB as a proponent of partnerships. Establish MOU with Community and Voluntary FET Providers under LOETB's QA Agreement with QQI.	Service Level Agreements in place with relevant stakeholders. FET continued active engagement with local and community development structures (e.g., LCDC, Partnership companies) MOU agreed with Providers.	Q1 - Q4

GOAL 3 ORGANISATION TRANSFORMATION

PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Ensure effective data protection.	The DPO will continue to monitor data protection to ensure compliance.	Strategies developed by DPO and Compliance Officer to ensure staff were aware of their data protection obligations. All new staff trained on data protection.	Q2 Q3
Engage effectively with stakeholders and develop partnerships.	Ensure that LOETB is represented on relevant Boards/Fora related to the provision of Education and Training.	Staff of LOETB nominated to relevant IBEC Networks and Forums.	Q1
Ensure compliance with statutory and regulatory requirements.	Continue to develop and monitor our processes to ensure compliance with statutory and regulatory requirements.	The Health and Safety Manual and Risk Assessments rolled out to all schools/centres/admin offices. Training for Safety Officers and relevant staff provided.	Q3 - Q4
Recruitment and retention of staff.	LOETB will continue to review and develop recruitment processes. LOETB will develop appropriate responses to address supply skills deficits in particular subject areas.	Selection Board members trained on WebEx. Recruitment for LOETB substitute panels continuous throughout the academic year. Targeted recruitment campaigns developed with particular emphasis where skills deficits have been identified.	Q1 - Q4

GOAL 4 STAFF DEVELOPMENT			
PRIORITY	ACTION	PERFORMANCE INDICATOR	TARGET
Support staff in ongoing professional development.	Foster a culture of professional development and support for all staff. Develop and implement training and development plans.	Ensured collaboration and sharing of best practice using SharePoint. Staff training plan operating in each OSD Unit under the direction of a Senior Manager.	Q1 - Q4
Support and develop high quality leadership at LOETB.	Establish Communities of Practice in specific subject areas.	Prioritised COPs established.	Q3
	Equip administrative staff with remote working skills and competences.	Provision of appropriate Remote Working training programme for admin staff across the ETB.	Q2
	Develop an active leadership programme for staff, to include middle and senior leaders. Provide professional development opportunities in leadership.	Training on Leading Remote Teams rolled out for line managers across the organisation.	Q1
Ensure that all staff have access to the EAP.	We will continue to promote the service particularly to raise awareness amongst non-teaching staff.	Information on EAP available to all staff on SharePoint.	Q1
Provide a positive, supportive and safe work environment and support staff wellbeing.	Target specific initiatives to promote staff wellbeing and encourage staff engagement.	A wellbeing programme delivered in all schools, centres and administrative offices.	Q1 - Q4

OVERVIEW OF SERVICES

LOETB is one of the main employers in the midlands with over 1,000 staff providing education and training for over 4,100 students at post-primary level and over 10,500 beneficiaries on FET programmes and services. LOETB manages nine post primary schools and twelve multi-programme FET Centres and is also joint patron of five Community Schools. LOETB has a responsibility to support the provision, coordination, administration, and assessment of youth work services in its functional area and, through co-operation with other institutions, provide support to a wide variety of programmes and agencies to deliver education and training programmes that cannot be met by mainstream educational services in Laois and Offaly. LOETB has a strong commitment to music education through Laois School of Music, Music Generation Laois, and Music Generation Offaly Westmeath. LOETB has a long history of working in partnership with various statutory, community, and voluntary groups. Management and staff of LOETB are represented on various boards and committees across the two counties of Laois and Offaly. This partnership approach provides opportunities for the various groups and organisations to share information about services and to work together to identify gaps in provision locally and provide additional services where necessary.

OVERVIEW MAJOR CAPITAL PROJECTS

In 2021 the following major Capital Projects will continue:

- **Oaklands Community College, Edenderry**

A new school on a green field site to accommodate 1,000 pupils. The DES designated this project at complexity level 3(7) with a notional capital value of €20,600,000 plus VAT. The Design Team are working on the design of the new school, with Stage 1 completed in early 2021 and progress to next stages of the design and build process.

- **Ard Scoil Chiaráin Naofa Clara**

A 3,812m² redevelopment is to commence to include a PE Hall and two SNU Classrooms. Ard Scoil Chiarain Naofa will accommodate 350 pupils when the project is complete. The Design Team have been appointed and work is underway to design, tender for Contractor and commence the process of building the school.

- **Dunamase College**

A new school on a greenfield site to accommodate 1000 pupils. The project is designated at complexity level 3(8) with a notional capital value of €24,580,000 plus VAT. The Design Team is appointed, and work will commence on the design of the new school, tender for Contractor, and commencement of the building process.

- **Portlaoise College and Institute**

A major extension (2,636m²) has been approved at Portlaoise College and Portlaoise Institute. The Design Team have been appointed and work is underway to design, tender for Contractor, and commence the proposed extension.

PROJECTED RECEIPTS AND EXPENDITURE 2021

Laois and Offaly Education and Training Board

Projected Receipts & Expenditures

RECEIPTS

Post Primary Schools & Head Office Grants	29,655,004	31,881,227
Further Education and Training Grants	33,482,196	29,308,564
Youth Services Grants	562,252	604,162
Agencies & Self-Financing Projects	1,530,282	3,055,269
Capital	4,698,933	6,273,049

Year ended
31/12/2021
€

Year ended
31/12/2020
€

69,928,667

71,122,271

PAYMENTS

Post Primary Schools & Head Office Grants	29,655,004	29,923,026
Further Education and Training	33,482,196	28,361,374
Youth Services	562,252	603,815
Agencies & Self-Financing Projects	1,530,282	2,656,084
Capital	4,698,933	6,391,241

69,928,667

67,935,540

Cash Surplus / (Deficit) For Period

0

3,186,731

Note: The 2020 outturn is subject to audit.

Laois and Offaly Education and Training Board Projected Expenditures – Schools & Head Office

PAY

Instruction	22,926,033	24,135,557
Administration	2,103,586	2,196,957
Maintenance	639,838	567,866
	25,669,457	26,900,380

NON-PAY

Administration	874,542	935,547
Maintenance	492,232	526,569
Instruction	462,322	494,573
	1,829,096	1,956,689

ASSOCIATED PROGRAMMES

School Services Support	741,456	229,875
CL 46/20 COVID 19 – Hand Sanitisers	34,875	136,815
CL 46/20 COVID 19 – Enhanced Supervision	44,156	97,979
Digital Strategy	404,667	97,592
Book Grant Needy Pupils	207,317	92,903
DEIS	343,307	82,239
Additional ICT Grant	11,889	72,461
Transport	89,386	70,850
Other - 18 programmes	279,398	185,243
	2,156,451	1,065,957
	29,655,004	29,923,026

Breakdown of spend of any project with a spend in excess of €50K.
The remainder are represented under the heading 'Other'.

Laois and Offaly Education and Training Board Projected Expenditures – Further Education & Training

Further Education Programmes

	Year ended 31/12/2021 €	Year ended 31/12/2020 €
Co-Operation Hours	4,030,893	3,539,838
FET Payroll Costs	4,679,031	3,439,740
FET Operational Costs	2,721,337	2,726,946
VTOS	2,827,900	2,492,328
Youthreach	2,407,246	2,226,145
PLC	1,695,123	1,634,229
Back to Education	1,499,756	1,410,863
Adult Literacy	508,177	757,043
FET Provision Support	1,147,151	311,165
Mitigating Against Educational Disadvantage	180,673	267,128
Community Education	164,000	163,628
Refugee Programme	82,629	106,858
Special Needs Initiative	117,000	94,024
Solas Secondment	71,266	73,678
ESOL	70,420	60,015
Locally Devised Assessment	60,000	54,281
Other – 4 programmes	63,809	75,494

22,329,369

19,430,145

Training

Traineeships	3,124,926	2,447,963
Specialist Training Providers	2,265,000	2,320,469
Electrical Apprenticeship	1,774,500	1,354,015
Community Training Centres	1,375,000	1,319,247
Skills to Advance	487,845	745,199
Local Training Initiatives	875,429	510,907
Skills Training	1,250,127	233,429

11,152,827

8,931,229

Breakdown of spend of any project with a spend in excess of €50K.
The remainder are represented under the heading 'Other'.

GLOSSARY

AONTAS	National Adult Learning Organisation
ARC	Audit and Risk Committee
BOM	Board of Management
C&AG	Comptroller and Auditor General
CABWI	Certification and Assessment Board
COP	Communities of Practice
CPD	Continuing Professional Development
CPOR	Child Protection Oversight Report
CPP	Corporate Procurement Plan
CPSI	Child Protection and Safeguarding Inspections
DE	Department of Education
DEIS	Department of Education and Skills
DES	Department of Education and Skills
DLP	Designated Liaison Person
DPO	Data Protection Officer
EAP	Employee Assistance Programme
ESBS	Education Shared Business Services
ESOL	English for Speakers of Other Languages
ETB	Education and Training Board
FC	Finance Committee
FET	Further Education and Training
IBEC	Irish Business and Employers Confederation
ICT	Information and Communications Technology
IPA	Institute of Public Administration
IAU	Internal Audit Unit
LAOS	Looking at Our School
LGDC	Local Community Development Committees
LTI	Local Training Initiative

MAED	Mitigating Against Educational Disadvantage
MOU	Memorandum of Understanding
OSD	Organisation Support and Development
PLC	Post Leaving Certificate
QA	Quality Assurance
QQI	Quality and Qualifications Ireland
SIPO	Standards in Public Office Commission
SNU	Special Needs Unit
SSE	School Self-Evaluation
STEAM	Science Technology Engineering Art and Mathematics
STEM	Science Technology Engineering and Mathematics
UDL	Universal Design for Learning
VTCT	Vocational Training Charitable Trust
WSE – MLL	Whole School Evaluation - Management, Leadership, and Learning

SERVICE PLAN 2021



Rialtas na hÉireann
Government of Ireland



Có-mhaoinithe ag an
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