

Promoting Further  
Education and Training  
provision that is relevant  
to individual learner needs  
and national skills needs.

Annual Report 2016

SOLAS

An tSeirbhís Oideachais Leanúnaigh agus Scileanna  
Further Education and Training Authority



EUROPEAN UNION  
Investing in your future  
European Social Fund



## **ANNUAL REPORT 2016**

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 Education and Skills, its Annual Report and Financial Statements for the 12 month period from 1st January, 2016 to 31st December, 2016.

## **Official Languages Act, 2003**

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 programmes and is co-funded by the Irish Government and the European Union under the provisions of Ireland's EU Structural and Investments Funds Programmes 2014-2020.

## **SOLAS - An tSeirbhís Oideachais Leanúnaigh agus Scileanna**

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# SOLAS

**An tSeirbhís Oideachais  
Leanúnaigh agus Scileanna**

**Further Education and  
Training Authority**

**ANNUAL REPORT 2016**



**An tSeirbhís Oideachais Leanúnaigh agus Scileanna**  
Further Education and Training Authority



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# Chairman's foreword



I am pleased to submit SOLAS' third Annual Report covering the period from 1st January 2016 to 31st December 2016, to the Minister for Education and Skills in accordance with Section 32(1) of the Further Education and Training Act, 2013.

During this reporting period, significant progress was made towards creating a contemporary, agile and well-respected further education and training (FET) sector that is capable of driving continuous improvement for the benefit of learners and responding to the needs of employers.

SOLAS, with its partners – Education Training Boards Ireland (ETBI) and the 16 Education and Training Boards, played a leading role in helping to consolidate the changes and the progress that had been made since 2013. Of particular note in 2016 were a number of developments including a sector-wide FET Professional Development Strategy; the Programme Learner Support System with the user-facing website [fetchcourses.ie](http://fetchcourses.ie); and a Technology Enhanced Learning Strategy – all of which represent an important shift in FET practices. The evaluation of the PLC programme, which is due to be published in 2017, also marked another milestone in 2016.

A new government and an ever-improving economy brought with them new challenges and opportunities for FET. As the number of people on the live register decreased, FET had to re-orientate towards providing skills for people in employment, not just skills for employment, as had previously been the case. The first Action Plan for Education was published by the Minister for Education and Skills, Richard Bruton TD, and the National Skills Strategy including the regional skills fora was set up.

The expansion of apprenticeship programmes continued with two new programmes going live and many more at an advanced development stage. SOLAS played an important part in informing, influencing and supporting these developments, and in July 2016, the SOLAS Board made six Industrial Training Orders, the first time this legal power was exercised by SOLAS.

I would like to thank the Minister for Education and Skills, Richard Bruton TD and the Minister of State for Skills, Research and Innovation, John Halligan TD, and officials from the Department of Education and Skills for their guidance and support throughout the year.

I would like to acknowledge the efforts of the SOLAS CEO, Paul O'Toole, SOLAS staff, ETBI, the Education and Training Boards, government agencies and bodies and our other partners across the FET sector, to constantly strive for excellence in FET and to have it recognised as an education choice by learners and employers.

On behalf of the SOLAS Board, I wish to reiterate our commitment to guide and support SOLAS in all of its endeavours. Our collective experience and shared goals, I believe, are helping to shape a FET sector that delivers for learners, employers and communities. In particular, I wish to thank two members of the SOLAS Board, Elizabeth Cassidy and Kenneth Whyte, whose terms expired in October 2016.

The Board continues to provide strategic direction to SOLAS through its oversight of the FET Services Plan and associated funding activity, the progression of the FET Strategy 2014-2019 and the implementation of the SOLAS Corporate Plan 2014-2016. On behalf of the Board, we look forward to guiding and supporting SOLAS in the coming years.

**Patrick Delaney**  
Chairman



# CEO's foreword





The need to develop the right skills for Ireland's workforce was a prevailing theme across Government and the education sector in 2016 with the publication of the National Skills Strategy and the Action Plan for Education, as well as the Action Plans for Jobs and Pathways to Work. At the same time, the need to support social or active inclusion for people with disabilities, people who were experiencing socio-economic disadvantage for a variety of reasons and people with literacy and numeracy difficulties, remained as important as ever.

FET, for its part, provided over 300,000 learning opportunities in programmes from level one to level six on the National Framework for Qualifications through the ETBs and other partners. We worked closely with the ETBs and the Regional Skills Managers to ensure that FET provision is responsive to the needs of local learners, local business and local communities using data generated by the SOLAS Skills and Labour Market Research Unit and the SOLAS Planning Unit.

SOLAS continued to support all relevant government policies and initiatives, including the expansion of the apprenticeship system in 2016. With the ongoing expansion of apprenticeship, a supporting communications campaign will be rolled-out to promote apprenticeship as an excellent career option. Significant progress was also made in the development of career traineeship through the ETB network.

The implementation of the FET Strategy, including the Adult Literacy Strategy, continued apace. A campaign to promote the importance of literacy and numeracy skills was commissioned by SOLAS and managed by the National Adult Literacy Agency (NALA) on our behalf. The Programme and Learner Supports System (PLSS) data infrastructure continued to progress led by a steering group of SOLAS, ETBI and ETBs. The public facing element of the national course database, [fetchcourses.ie](http://fetchcourses.ie), went live in August 2016 and a supporting national and local communications campaign resulted in 2.6 million page views. [Fetchcourses.ie](http://Fetchcourses.ie) is the first website to include all SOLAS funded FET courses in Ireland.

The SOLAS Skills and Labour Market Research Unit continued to contribute to the Expert Group on Future Skills Needs and a number of reports were published in 2016 – Monitoring Ireland's Skills Supply 2016; Regional Labour Markets Bulletin 2016; National Skills Bulletin 2016; Future Skills Needs of the Biopharma Industry in Ireland 2016; and the Annual Vacancy Overview.

As part of its contribution to public sector reform, SOLAS completed a workforce plan which set out a framework for the organisation and identifying the right skill sets required to fulfil our business objectives. This plan was submitted to the Department of Education and Skills and was approved and is now being implemented.

The term of the first SOLAS Corporate Plan expired in December 2016. The development of a new plan began in 2016 and has included internal and external stakeholder consultations, and consideration by the Strategic Planning Committee of the SOLAS Board and subsequently the full Board. The SOLAS Corporate Plan 2017-2019 will be completed and published in the first part of 2017.

SOLAS has made significant progress as an organisation and as a partner in the FET sector. I would like to take this opportunity to thank my dedicated team at SOLAS, the SOLAS Board, and the Minister for Education and Skills and the Minister of State for Skills, Research and Innovation and officials at the Department of Education and Skills; ETBI, ETBs and other partners. We collectively seek to create better FET experiences and outcomes for learners, for businesses and local communities. We strive to achieve a FET sector that is recognised for excellence and ambition and that genuinely and positively contributes to all learners no matter where they are on their learning journey.

**Paul O'Toole**  
**Chief Executive Officer, SOLAS**

# Board of SOLAS

# An tSeirbhís Oideachais Leanúnaigh agus Scileanna Further Education and Training Authority

The Board of SOLAS was appointed on 27th October, 2013 by the then Minister for Education and Skills. The Board comprises a Chairman and 12 ordinary members, including the Chief Executive Officer – SOLAS (ex-officio).



**Patrick Delaney, Chairman**  
Formerly of Irish Business and Employers' Confederation (IBEC)  
Former Director – Small Firms Association (SFA)



**David Barrett**  
Founder and Managing Director  
at MBCS – an Enterprise Ireland  
supported Export Company



**Bernadette Brady**  
Adult Learner representative  
Former CEO – AONTAS – National  
Adult Learning Organisation



**Seán Burke**  
Former Chief Executive Officer  
Limerick and Clare Education and  
Training Board



**Elizabeth Cassidy**  
Managing Director  
Irish Time Design Limited



**Patricia Carey**  
Former President  
Skerry's Business College, Cork



**William Egerton**  
Managing Director  
Dromone Engineering Limited



**Cathriona Hallahan**  
Managing Director  
Microsoft Ireland



**Darragh J. Loftus**  
Core Technology Account Manager  
Oracle EMEA Limited



**Cecilia Munro**  
Principal  
Dun Laoghaire Further Education  
Institute  
Dublin and Dun Laoghaire ETB



**Paul O'Sullivan**  
Former Dean and Director  
College of Business, Dublin Institute  
of Technology



**Paul O'Toole (ex-officio)**  
Chief Executive Officer  
SOLAS, the Further Education and  
Training Authority



**Kenneth Whyte**  
Principal  
Presentation Brothers College, Cork

### **Changes to the Board of SOLAS**

In 2016, the three-year Term of Office concluded for Elizabeth Cassidy, Darragh J. Loftus and Kenneth Whyte. The period of their term ran from 27th October, 2013 to 26th October, 2016.

Darragh J. Loftus was reappointed to the Board of SOLAS on 27th October, 2016 for a period of five years.

## Board of SOLAS

**Period Covered – 12 months**  
January to December 2016

### Board of SOLAS Meetings Held (9)

A total of nine (9) SOLAS Board Meetings were convened during the 12 month period 1st January to 31st December, 2016.

	Meetings attended
Patrick DELANEY – Chairman	(9)
David BARRETT	(4)
Bernadette BRADY	(9)
Seán BURKE	(9)
Patricia CAREY	(9)
Elizabeth CASSIDY	(6/8)
William EGENTON	(7)
Cathriona HALLAHAN	(6)
Darragh J. LOFTUS	(7)
Cecilia MUNRO	(9)
Paul O'SULLIVAN	(6)
Paul O'TOOLE	(9)
Kenneth WHYTE	(5/8)

## SOLAS Board Committees

### Audit and Risk Management Review Committee(ARMRC) Meetings Held (5)

Cathriona Hallahan	Chairperson + SOLAS Board Member
Seán Burke	SOLAS Board Member
Robert Chestnutt	External appointee
Paul O'Sullivan	SOLAS Board Member

### Strategic Planning Committee Meetings Held (3)

Elizabeth Cassidy	Chairperson + *SOLAS Board Member
David Barrett	SOLAS Board Member
Berni Brady	SOLAS Board Member
Cecilia Munro	SOLAS Board Member
Darragh J. Loftus	SOLAS Board Member**
Fiona Hartley	(SOLAS) Further Education and Training Authority
Bryan Fields	(SOLAS) Further Education and Training Authority

Note:

\* Ms E. Cassidy – Term of Office as SOLAS Board Member and Chair of Strategic Planning Committee concluded 26th October, 2016

\*\* Mr D. J. Loftus – Term of Office as SOLAS Board Member concluded 26th October, 2016. Mr. Loftus was reappointed to the Board on 27th October, 2016 for a five year term.

## Workforce and Organisational Development Committee Meetings Held (1)

Patrick Delaney	Chairperson + Chairman – Board of SOLAS
Patricia Carey	SOLAS Board Member
Kenneth Whyte	*SOLAS Board Member

\* (Term of Office as SOLAS Board Member concluded 26th October, 2016)

Members of the SOLAS Board were also members of the following Advisory Committee during 2016:

- National Apprenticeship Advisory Committee (NAAC)

(See Appendices for further information)

## Board Review

In accordance with section 4.6 of the Code of Practice for Governance of State Bodies 2016, the SOLAS Board undertook a review of its performance at the end of 2016. This review was discussed at the Board's annual strategy and planning day in January 2017.

## Schedule of Matters Reserved for the Board of SOLAS

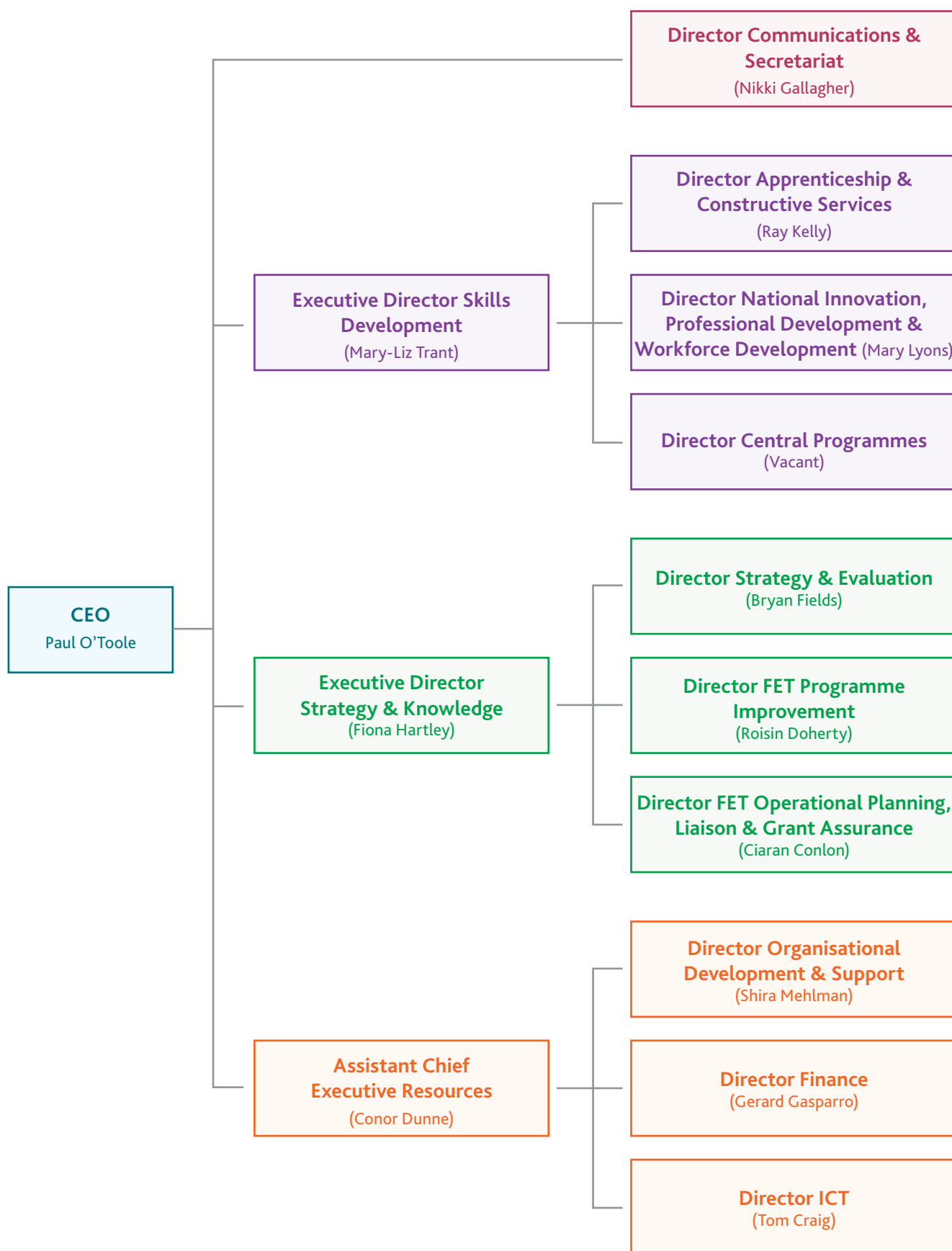
In accordance with section 4.7 of the Code of Practice for Governance of State Bodies 2016, the Board formally adopted a Schedule of Matters which outlines the decision making role of the Board.

The matters that are reserved for the Board for its collective decision are the following:

- Strategy and Management
- Structure and Organisation
- Financial Reporting and Controls
- Internal Controls
- Contracts
- Appointments and Remuneration
- Corporate Governance Matters



# Organisational Structure





# Further Education and Training in 2016



## Improving Economy

In 2016, the Irish economy continued to expand with strong employment growth in many sectors. The outcome of the Brexit referendum and its potential ramifications for Irish economic and labour market growth, began to impact business confidence somewhat towards the latter part of 2016. Nevertheless, the seasonally adjusted unemployment rate for December 2016 was 7.2%, down from 8.9% in December 2015. Some commentators such as the Economic and Social Research Institute forecast that the unemployment rate is expected to reach 6.8% by the end of 2017.

Against this improving environment, SOLAS, together with its Further Education and Training (FET) partners, continues to play a central role in advancing the Government's economic, social and educational priorities. Participation in SOLAS-funded FET has a range of benefits for both the learner and employers and the wider community, including many disadvantaged individuals. A significant portion of SOLAS-funded FET provision primarily imparts skills to strengthen individual capacities which lead to educational advancement and increased social inclusion and mobility. The effectiveness of other FET provision is primarily assessed on how well it equips its learners with the skills for work in an improving economy and to enable them to compete in a tightening labour market.

## Policy Initiatives

The contribution of the FET sector to improving economic and social wellbeing was clearly endorsed during 2016 when the government launched several policy initiatives, including Ireland's National Skills Strategy 2025 – Ireland's Future as part of the government's plan to maintain economic recovery, build sustainable economic growth and increase social inclusion. A significant commitment among others in the strategy is to provide 50,000 apprenticeship and traineeship places to 2020. SOLAS leadership is central to achieving this milestone.

In addition, 2016 also saw the launch of the first Action Plan for Education aimed at making the Irish education and training service the best in Europe by 2026. Increased well paid employment opportunities and tackling disadvantage are at its core.

The Action Plan also incorporates the Department of Education and Skills' Strategy Statement and outlines actions and sub-actions to be implemented across 2016-

2019, with timelines and lead responsibility assigned. FET again provides key lead and support roles in advancing many of the thematic goals set out in the Statement.

Another important policy initiative published in 2016 was the Pathways to Work 2016-2020 Strategy launched by the Department of Social Protection. The Department of Education and Skills committed to ongoing collaboration with the DSP on the implementation of this strategy aimed at giving jobseekers the opportunity to upskill and reskill and to take advantage of the economic recovery. SOLAS, its FET partners and ETBs in particular are regarded as pivotal players, together with the higher education sector and employers in delivering these skills. The government also launched the Action Plan for Jobs 2016, the fifth in the annual series of jobs plans, aimed at building a new, sustainable economy based on enterprise, exports and innovation. Again, SOLAS, together with its partners welcomes its role in the delivery of many commitments in areas such as Apprenticeship, 'Skills for Work', FET Workforce Development Strategy and the Strategy for Technology Enhanced Learning

## New Skills Identification Infrastructure

The national and regional structures for identifying skill needs were set out in the new National Skills Strategy. It set out how a new National Skills Council will be appointed, how the mandate of the Expert Group on Future Skills Needs (EGFSN) is to be refreshed and how the new Regional Skills Fora will have an important role to play in engagement between employers and education and training providers to meet regional skills needs. As part of this new infrastructure, these fora were established during 2016 in nine regions and a regional skills manager appointed to lead the activities of each forum. A regional skills website [regionalskills.ie](http://regionalskills.ie) was launched as a communication tool for regional employers and education and training providers. By using the data and other supports from the SOLAS Skills and Labour Market Research Unit, the website provides access to a detailed profile for each of the nine regions drawn from all relevant skills research and datasets to provide the basis for informed dialogue on skills needs.

ETBs are represented on and participating in the skills fora as well as Local Community Development Committees at local level. ETB protocols with Local Enterprise Offices are also in place.

## How SOLAS is Responding

In support of these and other government initiatives, SOLAS continued its work in supporting and facilitating the expansion of a renewed and expanding apprenticeship system in 2016. Through its range of apprenticeships SOLAS, in co-operation with the Department of Education and Skills, employers and unions, played a key role in 2016 in addressing the increased demand from across industry for a wide range of skilled craft workers.

In addition, SOLAS was instrumental in supporting the Apprenticeship Council to successfully launch two new apprenticeships. Both of these new apprenticeships are degree-level apprenticeships: Insurance Practice apprenticeship and Industrial/Electrical Engineer. A further 23 proposals for new apprenticeships are currently being developed. An additional 30 options are under consideration from a total of 86 possible schemes identified by the Apprenticeship Council.

Significant progress was also made with regard to advancing the Career Traineeship Programme throughout the ETB network. An engineering pilot was delivered in Cavan and Monaghan ETB and further career traineeships have commenced in the engineering sector. SOLAS worked with 14 ETBs to support them in establishing career traineeship programmes, targeting identified skills needs in relevant industry sectors such as hospitality and new traineeships in digital sales and marketing, animation and visual effects and interior fit out.

The implementation of the FET Strategy 2014-2019 under the aegis of the Department of Education and Skills and supported by SOLAS, continued apace including the Adult Literacy and Numeracy Strategy.

Key achievements in relation to the implementation of the FET Strategy 2014-2019 are outlined in the next section of this report. The FET data infrastructure incorporating a national course calendar, a national course database and a national learner database was made available to all ETBs during 2016.

The EGFSN advises the Irish government on current and future skills needs of the economy through its sectoral studies and a series of annual publications on national and regional labour markets skills supply and demand.

The SOLAS Skills and Labour Market Research Unit continued to provide a data gathering, analytical and research resource to support the work of the EGFSN. A number of important EGFSN/SLMRU supported reports were published in 2016 including; Monitoring Ireland's Skills Supply 2016; Regional Labour Markets Bulletin 2016; National Skills Bulletin 2016; Future Skills Needs of the Biopharma Industry in Ireland 2016; Lifelong Learning Participation Among Adults in Ireland; and the Annual Vacancy Overview.

The Government's Public Service Reform Plan continued to inform the work of SOLAS as part of on-going realignment of its business processes to carry out its mandate as effectively as possible. In that regard, a new process was introduced to determine staffing levels in the public sector, operating under the delegated sanction mechanism. SOLAS was required to submit a workforce development plan to DES in a particular format and SOLAS has met this requirement. Discussions with DES have been underway for some time and were concluded towards the end of 2016.

SOLAS also commenced the process of developing its second corporate plan covering the period 2017-2019. The plan is informed by and supports all of the initiatives outlined above as well as other government strategies such as the comprehensive employment framework for persons with a disability. In light of the new corporate plan which is under development, SOLAS commenced work to refine and refresh the current organisational structure to support the delivery of its new plan.







# Highlights of 2016

338,427

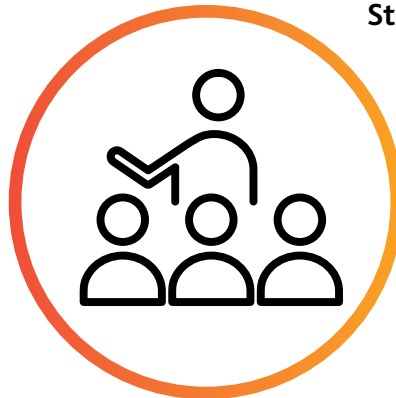
beneficiaries

€631.9m

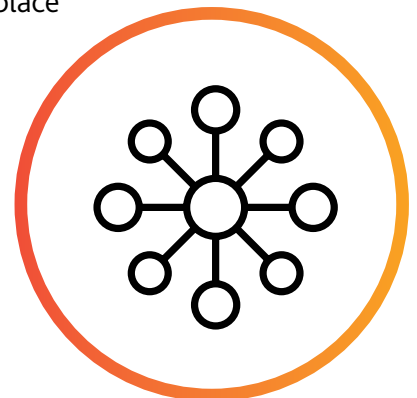
budget



FET Professional Development Strategy was published.



TEDxShannonEd took place in December 2016.



SOLAS EGF Co-ordination Unit provided services in support of **over seven hundred** redundant workers, nationally.

Launch of **two new** apprenticeships.

A further **23** proposals for new apprenticeships are currently being developed.



FET course hub,  
**fetchcourses.ie**  
went live.



10,442

craft apprentices registered.



eCollege-delivered  
training to:

8,404

jobseekers and

839

employed learners



89,167

Safe Pass cards and



17,506

CSCS/QSCS cards  
produced and distributed.



Five pilot Hospitality Career Traineeship  
Programmes and one pilot Engineering Career  
Traineeship Programme were completed in 2016.



# Overview of Activities

# Strategy and Knowledge

The SOLAS Strategy and Knowledge Division operates across three departments:

- **Strategy and Evaluation** which is responsible for the FET strategy programme, FET corporate planning, evaluation of mainline FET programmes and the Skills and Labour Market Research Unit (SLMRU)
- **Operational Planning and Stakeholder Engagement** which is responsible for planning and funding FET provision
- **FET Programme Improvement** which is responsible for the FET Literacy and Numeracy Strategy as well as programme improvement

## Progressing the FET Strategic Framework

### The Further Education and Training Strategy 2014-2019

There are five high level strategic goals at the core of the FET strategy:

1. Skills for the Economy;
2. Active Inclusion, including a Literacy and Numeracy Strategy;
3. Quality Provision;
4. Integrated Planning and Funding;
5. Standing of FET.

Significant progress was achieved in 2016 **Under Goal 1, Skills for the Economy**. Six new Industrial Training Orders for apprenticeships were developed following consultation with representatives of employers, employees and other relevant bodies and were laid before the Houses of the Oireachtas. These new orders provide enabling legislation under the 1967 Industrial Training Act for 11 proposed apprenticeships and cover sectors not previously engaged in statutory apprenticeship activities such as accountancy, bakery, culinary industry, insurance and financial services.

A strategy to develop Technology Enhanced Learning (TEL) for FET was approved by the SOLAS Board and launched within the FET sector. Implementation of the strategy commenced in 2016. With regard to research on best practice FET, a study of entrepreneurship education and training in the FET sector was commissioned by SOLAS to inform policy and practice in this regard. The report has been submitted to SOLAS who are considering the findings and will draft its response in early 2017. Research into the barriers to participation in FET, with a particular emphasis on unemployed people and other priority groups, also commenced in 2016. This is due for completion in 2017.

**Under Goal 2, Active Inclusion/Literacy and Numeracy Strategy**, the FET Strategy 2014-2019, clearly outlines an adult literacy and numeracy strategy for the FET sector and how it is to be implemented. SOLAS, ETBI and its member ETBs, NALA and AONTAS as well as a range of other key stakeholders funded by SOLAS, has again worked closely in 2016 to further develop the structures required to progress the implementation of the Literacy and Numeracy Strategy.

ETBI has agreed to progress the evidence based research projects on screening and assessment of literacy and numeracy skills in order to provide more reliable and fit-for-purpose initial and on-going assessment systems for literacy and numeracy participants. Also during 2016, NALA and ETBs hosted numeracy workshops as part of Maths Week held from 15th-23rd October, 2016. In addition, NALA organised a family literacy conference and launched a report entitled '*Making it go further*'. This report is part of a series of case studies and action-learning projects that describe a range of literacy and numeracy practices and programmes across Ireland.

A national promotional and awareness campaign steering committee for literacy and numeracy was established in 2016 and a national campaign [takefirststep.ie](http://takefirststep.ie) was launched. '*Take the First Step*' is a national campaign to support people who have difficulty with reading, writing, maths or technology, to get the help they need. The campaign included national and regional radio advertising, video on demand, outdoor advertising, digital marketing and PR. An evaluation was undertaken in 2016 and its findings are due to be issued in the early part of 2017.

**Under Goal 3, Quality Provision**, significant milestones were recorded in 2016. Funding allocations were approved by the Board of SOLAS and grantees notified, including terms and conditions of funding. The 2016 FET Services Plan was also published on schedule. The funding guidelines in respect of 2016 grant allocations by SOLAS to agencies and bodies in the FET sector, contained a new condition in relation to funding based on the achievement of stated objectives. The planning model has evolved over the last two years and was subject to a review following the successful publication of the 2016 services plan process. This will inform the continuous improvement process in respect of the annual services planning and its associated processes and documentation for 2017.

The public facing course search facility, FET course hub or fetchcourses.ie went live in 2016. It was developed by SOLAS in partnership with ETBI and other FET providers. It is an online database to provide learners with information about FET courses, associated grants and allowances, as well as any supports and guidance provided.

The FET Professional Development Strategy and its associated implementation plan was published by SOLAS and ETBI in November 2016. The plan consists of 19 separate actions and its implementation will be overseen by a national steering group, chaired by the Department of Education and Skills. It is expected that the first meeting of the steering group will take place towards the end of Q1 2017. In parallel, the FET Policy Framework for Employee Development has been drafted, in consultation with stakeholders, for agreement with DES.

ETBI is leading the development of an integrated FET Guidance Strategy with the support of the National Centre for Guidance in Education (NCGE). A draft Framework to inform and agree the parameters for the integrated FET Guidance Strategy was developed in 2016 for consideration by DES and SOLAS.

SOLAS and Quality and Qualifications Ireland (QQI) continued their work with ETBs, higher education institutes and universities on a project to ensure formalised pathways for learners are mapped within specific regions and clusters.

In that regard the FET2HE Conference 'Supporting Progression from FET to HE – Making it Happen', was hosted by the FET2HE Network on 21st October, 2016 and supported by SOLAS and the Higher Education Authority (HEA). The primary purpose of this conference was to examine how best to support progression between FET and HE and identify the next steps required to increase progression. Feedback from the conference will provide a future direction and focus for the on-going work of the network.

**Under Goal 4, Integrated Planning and Funding**, the concept of an outcomes-based funding model appropriate to Irish FET was considered by SOLAS during 2015 and was further developed during 2016. A review of the current integrated planning model was undertaken in 2016 and suggested improvements will be incorporated into the 2017 SOLAS/ETB annual service planning process.

A pilot project to increase strategic capacity in the ETB sector is on-going and making good progress with three ETBs (Cork ETB, Laois-Offaly ETB and Donegal ETB). These ETBs each signed a strategic framework agreement with SOLAS for one year during 2016. The agreement articulates a set of agreed expectations between SOLAS and the Education and Training Board. It is a key step in the evolving process of moving towards a more strategic outcomes-based funding and planning model. In summary, ETBs will, with support from SOLAS, transform how they plan their FET provision and associated services, taking into account local/regional/national economic and social trends. More specifically the agreement and associated implementation plan include;

- FET programme purpose and suggested refinements
- Current measures of success (in terms of placement, progression and certification completion)
- New agreed measures of success (in terms of placement progression and certification completion)
- Current FET profile by International Standard Classification of Education (ISCED) – Fields of Learning
- Agreed amended FET profile for the ETB
- New planned improvements/upgrades in FET provision and services
- Challenges and risks

A review of the pilot is expected to commence in the latter part of 2017 with a projected further roll out scheduled as part of the 2017/2018 service planning process.

The ESRI commenced an independent evaluation of the national post-leaving certificate (PLC) programme on behalf of SOLAS in the latter part of 2015. This evaluation is part of a five-year schedule of full time FET programme evaluations that SOLAS is committed to under the FET Strategy Implementation Plan. The PLC research is the first in this schedule and includes three strands; (i) Learner Survey (ii) Provider Survey (iii) Desk-Based Research. Interim findings were presented to the SOLAS Board by the ESRI in the latter part of 2016. The final evaluation report is due for submission by ESRI to SOLAS in May 2017.

Discussions on Data Sharing Agreements continue with QQI, Revenue and the HEA and follow a data exchange agreement signed off with DSP in 2016.

**Under Goal 5, Standing of FET**, a SOLAS Communications and Branding Strategy 2015 -2018 was approved by the SOLAS Board in 2015 and is being progressed. In support of fetchcourses.ie a digital media campaign was developed to reach the target audience of leaving certificate students, completers and adult learners. Social media platforms, including Facebook and Twitter were used to direct people to the website.

TEDxShannonEd took place in December 2016 bringing together a group of inspirational speakers to mark the European-wide Vocational Education and Training week. It was an independently organised TED event<sup>1</sup> by SOLAS, in partnership with Atlantic Aviation. The theme of the event was 'Many Paths to Success'.

<sup>1</sup> TED is a non-profit organisation devoted to 'Ideas Worth Spreading', usually in the form of short, powerful talks (18 minutes or fewer) delivered by leading thinkers.



## The SOLAS Corporate Plan 2014 – 2016

The SOLAS Corporate Plan elaborates on the following six high level goals:

1. Enabling delivery of skills for the economy
2. Supporting active inclusion
3. Empowering learners and employers
4. Influencing FET policy and practice through generating intelligence and supporting innovation and entrepreneurship
5. Building sector capacity and responsiveness
6. Building SOLAS capability and organisational effectiveness

The SOLAS Board Strategic Planning Committee provides oversight on the implementation of the SOLAS Corporate Plan in the context of the FET Strategy and other SOLAS responsibilities. In addition, the committee also provides assurance to the SOLAS Board concerning the SOLAS-led actions as set out in the FET Strategy Detailed Implementation Plan as well as assurance in respect of the existing plan that it is delivering the longer-range strategic priorities of SOLAS.

A comprehensive implementation plan outlines how the six high level goals above are being progressed. Quarterly progress reports continued to be provided to the SOLAS Board in 2016 for review. Individual SOLAS unit business plans for 2016 detailed specific actions that support and facilitate the implementation of the SOLAS Corporate Plan.

The majority of milestones set out in the detailed implementation plan for 2016 were achieved. Some milestones required corrective action and in most instances, appropriate corrective action has been agreed and actions are being progressed. It is worth noting that there were elements of work assigned to SOLAS since the publication of the original corporate plan that were not anticipated and are not reflected in the existing SOLAS corporate plan e.g. European Social Fund (ESF) work.

Throughout 2016, SOLAS finalised a workforce planning exercise in consultation with DES to establish the core business of SOLAS and ensure the organisation is right-sized for current and future SOLAS requirements. Following an audit of the development and implementation of the SOLAS Corporate Plan in 2016 by external consultants under the direction of the ARMRC, the SOLAS Board agreed to develop and publish a new SOLAS Corporate Plan for the period 2017-2019.

## SOLAS Research in 2016

The SOLAS Skills and Labour Market Research Unit provides research, data and analysis for SOLAS and the Expert Group on Future Skills Needs. The unit publishes research and reports that facilitates development and review of policy and practice in the further education and higher education and training sectors.

The SLMRU also manages the National Skills Database and provides labour market data and analyses, including the provision of occupational employment projections to 2020, to a range of stakeholders nationally, including the ETB sector. In that regard, management and staff in ETB centres/locations who have direct contact with learners, employers and other stakeholders were systematically briefed in 2016 by the SLMRU team on national/regional skills needs and other labour market demographics relevant to the ETB catchment area. The emphasis in the 2016 FET Services Plan, after careful consideration of likely demand, was concentrated on improving the quality and range of FET provision, rather than its expansion. Critically, the deployment of new courses in areas such as; ICT, manufacturing, engineering, tourism, international sales, entrepreneurship and management development at levels five and six on the National Framework of Qualifications or the equivalent levels on the European Qualification Framework were identified as key priority elements for planned FET provision in 2016.

In 2016, the SLMRU also undertook a comprehensive schedule of annual research and publications in collaboration with the EGFSN as well as other research work, including;

- Annual Vacancy Overview
- Life-Long Learning amongst Adults in Ireland
- Annual National Skills Bulletin
- Annual Report; Monitoring Ireland's Skills Supply
- Annual Regional Labour Markets Bulletin
- Labour Market Transitions Analysis
- Recruitment Agency Surveys (twice yearly)
- Apprenticeship Forecasts
- Skills Portal Update completed
- CEDEFOP Reports
- On-going support to Employment Permit System in Department of Jobs, Enterprise and Innovation (DJEI)
- On-going support to the Department of Education and Skills Regional Skills Fora
- Support to Department of Education and Skills evaluation data on hospitality courses
- Support to the Department of Health in respect of the development of an integrated strategic approach to workforce planning for the health and social care sector

## The 2016 Further Education and Training Services Plan

The 2016 FET Services Plan is the third annual FET services plan to be developed by SOLAS, ETBs, other FET providers and agencies and bodies. It is an integrated services plan for FET provision. The overall strategic aim is to develop an integrated system of FET in Ireland that will meet the needs of the learner, enterprise and the community. FET planning is informed by the overarching framework of the FET Strategy, stakeholder consultation, new developments such as the publication of the National Skills Strategy 2025 – Ireland's Future, the establishment of the Apprenticeship Council, the new National Skills Council and Regional Skills Fora, the Pathways to Work initiative and, by networking with local industry etc., planning is also influenced through strategies such as:

- The National Positive Ageing Strategy
- The National Disability Strategy – The National Carers' Strategy
- The National Drugs Strategy
- The Comprehensive Employment Strategy
- Pathways to Work Q4 2016
- 'Make Work Pay' (for People with a Disability)
- 'Making Integration Work' – Language Training for Adult Migrants

The planning process must be flexible and has the ability to meet the needs of changing environments such as changes in economic climate, reductions and/or increases in unemployment at local and national level, and changes in the needs of enterprise. This approach will ensure that the FET sector continues to play a vital role in ensuring the availability of a capable, appropriately skilled workforce and at the same time have the capacity to meet the needs of the learner and the community.

FET planning considers the needs of the varying cohorts of learners participating in and benefiting from FET provision. The relevant funding priorities for the Services Plan 2016 included:

- Provision of FET programmes to skill, re-skill or up-skill unemployed persons as well as other job seekers to find a job and/or progress to higher/FET that will equip them to compete in the labour market.
- Provision of FET programmes to support a diverse range of individuals seeking personal, social and developmental skills to enable them to engage or re-engage in learning, or to enable them to make a meaningful contribution to society and to their communities, or to progress to FET.
- Priority groups such as long term unemployed people and unemployed youth were identified, and target participation rates across FET provision were agreed with the DES.
- Priority had been given to expanding the existing apprenticeships in line with employer demand as well as expanding the range of new apprenticeships.
- Priority was also given to supporting the Refugee Resettlement Programme both in the Emergency Reception Orientation Centres (EROC) and when the refugees are settled in their new homes.

The 2016 FET Services Plan was developed to provide high level detail of the FET provision to be funded by SOLAS, who will deliver it, when and where it will be delivered, how much it will cost, and the estimated outputs in terms of completion and certification rates, or progression to higher education and placement into employment.

The 2016 FET Services Plan provided for a total budget allocation of €634.4m (revised mid-year to €631.9m), to be made available for SOLAS funded FET provision in 2016. There was a reported 338,427 opportunities made available to learners from SOLAS funded FET programmes and services in 2016. This figure includes 251,246 new entrants who participated in FET provision in 2015. Approximately 60% of all provision in 2016 was for individuals that require introductory level courses/ supports (across FET programmes up to level four on NFQ or equivalent) to assist them with progression back to employment over a longer timeframe.

Note: Figures are based on outturns reported from ETBs



# FET in 2016

**338,427**

BENEFICIARIES

**251,246**

NEW ENTRANTS

**118,449**

FULL TIME PLACES

**219,978**

PART TIME PLACES

**53,835**

COMMUNITY  
EDUCATION PLACES

**9,243**

ECOLLEGE PLACES

**735**

MOMENTUM PLACES

**10,442**

APPRENTICESHIPS\*

**19**  
CAREER  
CLUSTERS

**€631.9m**  
BUDGET

## DELIVERED BY

- 16 Education and Training Boards
- 32 Voluntary Secondary and Community Comprehensive Schools
- 22 State Agencies and Bodies
- 10 Grant aided consortia

\*Overall Apprenticeship Population at the end of 2016.

## Types of Programmes

Programme Type	Places
Apprenticeship Training	8,028
Blended Training	482
Bridging and Foundation Training	1,281
Community Training Centres	3,167
Justice Workshops	311
Local Training Initiatives	4,292
PLC	57,904
Specialist Training Programmes	3,687
Specific Skills Training	14,310
Traineeships Training	4,151
VTOS	8,235
Youthreach	8,542
<b>Total Full Time Programmes</b>	<b>114,390</b>
Adult Literacy	40,186
BTEI Groups	37,412
ESOL	15,584
Evening Training	14,688
FET Co-operation Hours	22,277
ITABE	3,327
Libraries Training	317
Refugee Resettlement	584
Skills for Work	2,958
Voluntary Literacy Tuition	2,160
<b>Total Part-time Programmes</b>	<b>139,493</b>
Community Education	53,835
<b>Total Community Education</b>	<b>53,835</b>
<b>Total All Programmes for ETBs</b>	<b>307,718</b>
VSCCS PLC	2,931
<b>Total All PLC</b>	<b>60,835</b>
VSCCS BTEI	1,206
<b>Total All BTEI</b>	<b>38,618</b>
Irish Deaf Society (f/t)	365
Momentum (f/t)	735
Cork Institute of Technology	28
<b>National Programmes Full Time Total</b>	<b>1,128</b>
<b>All Full Time Programmes Total</b>	<b>118,449</b>
NALA Write On (p/t)	16,201
On-line Learning (eCollege) (p/t)	9,243
<b>National Programmes Part-time Total</b>	<b>25,444</b>
<b>All Part-time Programmes Total</b>	<b>219,978</b>
<b>Total All Programmes</b>	<b>338,427</b>

# Skills Development

The Skills Development division engages with enterprise to support the FET system. The division works across three departments:

- The Innovation Unit, including Continuous Professional Development (CPD) for the FET community, and employee development in the wider workforce
- Central programmes, including the European Globalisation Fund (EGF), Momentum, eCollege and technology enhanced learning
- Apprenticeship and Construction Services

## National Programme Innovation, CPD and Workforce Development

In 2016, SOLAS' National Innovation Unit, in partnership with ETBs and enterprise, developed career traineeships in the following areas: Hospitality, Engineering, Visual Effects for Animation and Post Production and Digital Sales and Marketing for small businesses. Five pilot Hospitality Career Traineeship Programmes and one pilot Engineering Career Traineeship Programme were completed in 2016.

A career traineeship is an occupational training programme designed to offer a foothold in a career. It provides a combination of on and off the job learning and is generally of 6-18 months duration.

In addition to support materials, two training initiatives were developed to support ETB staff and company personnel with responsibility for implementation of career traineeships – one designed to assist ETB staff in identifying training needs with companies through an occupational profiling process and the other, a Workplace Supervisor training programme delivered to enhance the capacity of relevant personnel in companies offering career traineeships, to support work based learning.

An evaluation of the career traineeship pilots has commenced and will be completed in 2017. It will contribute to the review and expansion of traineeships nationally, as set out in the "Action Plan to expand Apprenticeship and Traineeship in Ireland 2016-2020".

## Workforce Development

Following publication in January 2016 of a new National Skills Strategy, SOLAS was tasked with the development of a policy framework for employee development in consultation with relevant partners.

The framework is designed to guide activity undertaken by the FET sector to support employee development in Ireland. Development of the skills of those in employment,

in terms of their adequacy and relevance, will be an important contributory factor to Ireland's social and economic growth.

The framework is being developed through extensive research and consultation with relevant stakeholders and partners. It draws on national and international policy and research on skills development and will examine the context of current policy, provision and supports for employee development in Ireland. It aims to articulate a new national policy framework to support the contribution of the ETBs in collaboration with relevant partners, to skills development of the employed, particularly those who are in lower skilled work. The framework will be published following its formal agreement with the DES and implementation of its proposals will commence in 2017 continuing through to 2019.

## FET Professional Development Strategy – 2017-2019

During 2016, SOLAS, in conjunction with ETBI, developed and published the first Professional Development Strategy 2017-2019 for FET to span 2017 – 2019. The strategy is based on stakeholder consultation and research processes and builds on the data gathered during the 2015 FET Skills Profile project. This reflects the objective set out in the FET Strategy 2014-2019 for an evidence-based approach to the professional development of all those who work in the FET sector.

The evidence set out in the FET professional development strategy shows that practitioners in the sector are highly qualified and have a strong tradition of engaging in professional development activities. The strategy aims to build on and further develop this culture, by providing future-focused, targeted professional development, while creating the supports and structures required for an integrated and consistent approach. It aims to achieve this through 19 actions grouped into three strategic goals of developing infrastructure and delivery systems, increasing FET sector capability and creating sustainable funding and resourcing for professional development activity.

The dynamic nature of FET means that ongoing and high quality professional development is vital to a workforce that has to anticipate, respond to and meet the needs of a constantly evolving economy and society.

## Central Programmes – Momentum, eCollege, European Globalisation Fund (EGF)

### Momentum

Momentum funded the provision of free education and training to over 12,500 long-term unemployed people to gain skills and access employment opportunities in growing sectors of the economy linked directly to job vacancies being offered by local employers. Participants were offered training accredited to relevant industry standards and/ or the National Framework of Qualifications (NFQ), levels four to six, followed by supported work placement.

Momentum was delivered in two phases. The first (Momentum 1) ran over the period 2013-2014. The second (Momentum 2) commenced in 2014 and will conclude in 2017.

After engagement with Momentum 2, 34% of participants had obtained fulltime employment, and a further 11% had obtained part-time employment. This is positive when viewed against recent research showing that while short-term unemployed have re-found work to reported levels in the 50% range, those who have been in long term unemployment were exiting to employment at rates closer to 10%.

### Testimonial – Helen (Momentum training on a Medical Secretary Course)

#### "FROM STAY AT HOME MUM TO TRAINING SUPERVISOR"

*I had a career as a Retail Supervisor in a retail giant in the UK for 9 years, then moved home to Ireland and worked for 3 years in Travel Insurance before things went quiet. After three years at home, I started the Pitman Training Medical Secretary Diploma through Momentum. The learning curve was challenging but the supervisor support was great. I ended up being the go to person for some of the other students when they needed help. I still socialise with 4 of the girls I met on the course regularly – we've all had a life changing experience and made the best of friends along the way! After the training I completed work experience in the University Hospital. After my work experience I got a regular update call from my Momentum Supervisor and to my surprise she then asked if I would consider interviewing for a job with Pitman Training – the rest is history. From stay at home mum to Pitman Training Momentum Supervisor this year!*

### eCollege

eCollege is the National Online Learning service delivering training, free of charge, to approximately 9,000 unemployed learners and, on a fee paying basis, to 1,000 employed learners in 2016. This represents a shift from provision for jobseekers to support for those in employment and is an indication of the changing market. eCollege courses are available on a continuous intake basis with no waiting lists. Employment Services Officers can refer learners for a course at any time. IT courses still form the bulk of the demand led provision. However, in 2016 there was an increase in demand for courses in digital marketing, creative design courses in design for the web and design for print media and in retail skills and Health and Safety training. eCollege also launched a "Speak Irish with Me Course" as part of the SOLAS response to the 1916 centenary.

Courses are delivered through state-of-the-art online learning platforms that contain the latest online communication and collaboration tools. These facilitate an active learning experience in a rich learning environment.

### Testimonials

*"I have just completed my course through eCollege, and now am in full time employment in IT. I have had a great experience through this entire experience".*

*"The tutors have been a great support to me, and the course material has been excellent. Certification really makes you stand out in a competitive market. It may be difficult to obtain but well worth it".*

*"I could fill up a few pages on why you should take this course. Previously with only primary level education I am now a certified Java Programmer. No matter what level you think you are in programming this course is a must – well structured, excellent teachers and very flexible to suit your busy schedule".*

### The European Globalisation Adjustment Fund (EGF)

The European Globalisation Adjustment Fund is a European funded programme, designed to assist EU Member States to provide labour market activation supports to those citizens who are made redundant through the effects of globalisation.



## SOLAS EGF Co-ordination Unit

In 2016, the SOLAS EGF Co-ordination Unit provided a comprehensive variety of services in support of over seven hundred redundant workers, nationally. Those programmes alternated between the Andersen Jewellery company in Rathkeale Co, Limerick to Lufthansa Airmotive Technik (LTAI) and Pratt and Whitney, both aviation companies in West Dublin. Simultaneously, the SOLAS EGF team provided specialised interventions in support of 130 NEETs (those aged between 18 – 25 years and Not in Employment, Education and Training) in Rathkeale, Co. Limerick and similarly for over 300 NEET clients in West Dublin.

### CASE STUDY

*"On the wrong side of forty years of age, I had spent my entire working life employed with Lufthansa Airmotive as an aircraft engine mechanic. Never in my wildest dreams did I ever envisage the scenario which I experienced in 2014. That fateful morning, when over 400 employees received news that our company was to cease operations and that the entire workforce would be made redundant. Honestly, my life and that of my family flashed before my eyes. Shock, anxiety and fear best describe my emotional state. The sheer stress of having no employment, no means to support my family really took hold as did the desperation and my new reality. Once redundant, those pressures increased ten-fold. As reality set in, the feeling of isolation was dreadful, my confidence diminished, self-esteem went through the floor and all the time, I was trying to protect my family.*

*In September 2014, I received a letter inviting me to a European Globalisation Fund (EGF) information event in the Tallaght Training Centre. I didn't know it at the time, but this invitation was the break that I needed.*

*Having attended the EGF open day, I suddenly had choices. Those choices had not been there previously and I grasped them with both hands. The EGF team, explained the various options available to me and the specific supports that they would provide. Having someone that I could contact daily or hourly if required, allowed me to think and to bounce my ideas off was life changing. The career support services permitted me to have my own coach and mentor. That relationship was pivotal in repairing my self-belief and confidence.*

*In the period 2015 to 2016, I availed of the EGF training grants to undertake training and certification as a Bosch certified Diagnostic Technician. Upon completion of the entry modules, I progressed to complete the master technician programme in October 2016. Fast forward to January 2017, I own my own business, employ two people, more importantly, that feeling of fear, isolation and complete uncertainty experienced in 2014 is a distant memory. My confidence, self-esteem combined with the host of new skills I received from EGF have made this possible.*

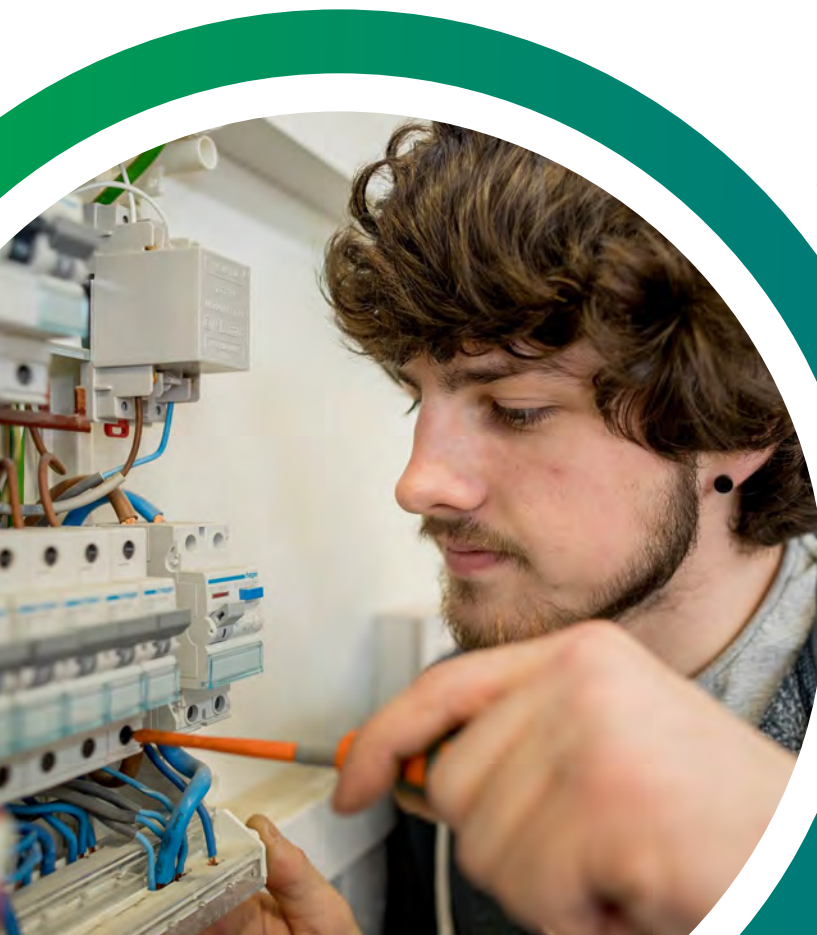
*Simply, I'd like to thank EGF and the SOLAS EGF team for their endless support through thick and thin".*

## Apprenticeship and Construction Services

### Craft Apprenticeships

SOLAS has statutory responsibility for the co-ordination and control of designated apprenticeships under the Industrial Training Act, 1967 and the Labour Services Act, 1987 for a range of apprenticeships. Craft apprenticeship is a modular standard based system which is generally comprised of seven alternating phases of on-the-job and off-the-job training and development. On successful completion of all seven phases of a four year apprenticeship, apprentices receive a QQI Advanced Certificate-Craft (Major Award Level six). The standing and value of this certificate is recognised nationally and internationally. A total of 1,220 apprentices were awarded an Advanced Certificate Craft in 2016.

The ETBs, the Institutes of Technology and the Irish School of Ferriery provided off-the-job training places for 6,043 craft apprentices in 2016. Meanwhile, SOLAS throughout 2016 registered 3,742 craft apprentices, which was up 19% on the number of registrations that occurred in 2015. The prognosis and forecast for future craft apprenticeships registrations remains strong and it is predicted that craft based apprentice registrations will continue to grow incrementally over the next three years. Table 1 below shows the number of apprentices registered in 2016.



**Table 1: 2016 Apprentice Registrations by Craft Apprenticeship**

Craft Apprenticeship	Annual Registrations
Agricultural Mechanics	43
Aircraft Mechanics	39
Brick and Stone-laying	52
Carpentry and Joinery	399
Construction Plant Fitting	59
Electrical	1343
Electrical Instrumentation	106
Electronic Security Systems	28
Farriery	5
Floor and Wall Tiling	0
Heavy Vehicle Mechanics	136
Industrial Insulation	10
Instrumentation	10
Mechanical Automation & Maintenance Fitting	163
Metal Fabrication	186
Motor Mechanics	420
Painting and Decorating	27
Pipefitting	33
Plastering	18
Plumbing	345
Print Media	4
Refrigeration and Air Conditioning	79
Sheet Metalworking	40
Stonecutting and Stonemasonry	2
Tool Making	66
Vehicle Body Repairs	58
Wood Manufacturing and Finishing	71
<b>Total</b>	<b>3,742</b>

SOLAS, through its SLMRU and its Apprenticeship Services Unit, regularly conduct evaluations on the imbalances in skills supply and demand in the workplace, including craft apprenticeship occupations and provides forecasts of the apprenticeship requirements over a five year period.

The overall craft apprenticeship registration pattern, since 2009, reflects the expected forecasts of the SOLAS SLMRU and the Apprenticeship Services Unit. Table 2 below demonstrates craft apprenticeship registrations trends in recent years, which replicates developments taking place within the Irish economy.

**Table 2: Apprenticeship Registrations: 2009- 2016**

Year	Registration Numbers
2009	1,535
2010	1,204
2011	1,307
2012	1,434
2013	1,929
2014	2,698
2015	3,153
2016	3,742

### **Craft Apprenticeship RPL and Appeals Applications**

Recognition of Prior Learning (RPL) provides apprentices with a facility to present verifiable evidence of trade related experience to enable them to meet the requirements for certification or apply for exemptions from the programme. In 2016, the Redundant Apprentice Accreditation Sub-Committee of the National Apprenticeship Advisory Committee (NAAC) approved 24 applications for the Award of the Advanced Certificate-Craft and SOLAS processed 143 applications for exemptions from the programme.

SOLAS introduced an RPL programme for the Electronic Security Industry to enable those who worked in the industry, prior to the introduction of the Electronic Security Systems apprenticeship in 2007, to validate their competence under an RPL process.

SOLAS also facilitates craftspeople that completed an apprenticeship during the 'time-served' era to validate their competence through the RPL process. During 2016, SOLAS approved 113 applicants for a Record of Attainment. The NAAC approved 46 applications from both apprentices and employers on a range of matters pertaining to apprenticeship.

## Other Craft Apprenticeship developments during this period include:

1. Version 4 Curricula Implementation: In partnership with ETBI and the ETBs, SOLAS introduced the revised version four curricula for the following apprenticeships, Electrical, Carpentry & Joinery, Metal Fabrication, Plumbing and Heavy Vehicle Mechanics.
2. Standards Development: SOLAS, in consultation with the relevant stakeholders, completed the process of developing draft occupational standards for 18 craft apprenticeship programmes.
3. Programme Review: SOLAS, in partnership with the appropriate constituents finalised a comprehensive programme review of 14 craft apprenticeships programmes.
4. Validation: SOLAS submitted 14 craft apprenticeship programmes to QQI for validation.

## New Apprenticeship Developments

SOLAS provides secretariat support to the Apprenticeship Council. In 2015, the Apprenticeship Council requested SOLAS and HEA representatives to provide successful proposers with feedback and guidance on the proposers' respective project development plans for their apprenticeship proposal.

The briefing sessions and the one-to-one engagements with the consortia representatives took place in December 2015. Following the briefing sessions, all successful proposers were invited to resubmit their project development plans to the Apprenticeship Council for final consideration by the Council. As plans were approved, the Apprenticeship Council endorsed the release of development funding, in accordance with funding protocols, through SOLAS to the respective new apprenticeship projects.

## Approval for Development Funding

Eighteen proposed apprenticeship projects were approved by the Apprenticeship Council for development funding. SOLAS, on behalf of the Council, issued Memoranda of Funding (MOF) and associated documentation to the following consortia:

1. Insurance Practitioner
2. Polymer Processing Engineer
3. International Financial Services (IFS) Associate
4. Manufacturing Technician
5. IFS Specialist
6. Manufacturing Engineer
7. IFS Advanced Specialist
8. 8) Commis Chef
9. Accounting Technician
10. ICT Network Engineer
11. HGV Driver

12. ICT Software Developer
13. Baker
14. Industrial Electrical Engineer
15. Travel and Tourism Professional
16. Craft Butchery
17. Original Equipment Manufacturing
18. Chef de Partie

## Occupational Profile Approval

The Apprenticeship Council agreed the template and process for Occupational Profile approval in April 2016. Occupational profiles which have been approved by the Apprenticeship Council in 2016 include the following occupations:

1. Insurance Practitioner
2. Industrial Electrical Engineer
3. International Financial Services Associate
4. International Financial Services Specialist
5. International Financial Services Advanced Specialist
6. Accounting Technician
7. Original Equipment Manufacturer (OEM) Engineer
8. HGV Driver
9. Commis chef
10. Baker
11. Telecom Field Technician
12. Polymer Processing Engineer
13. Manufacturing Technician
14. Manufacturing Engineer
15. ICT Network Engineer, ICT Software Developer
16. Craft Butchery

## Industrial Training Orders

To facilitate the roll out of new, approved and validated apprenticeships, six new Industrial Training Orders were developed following consultation with representatives of employers, employees and other relevant bodies. The proposed Industrial Training Orders were approved by the Board of SOLAS on 12th July, 2016 and laid before the Oireachtas on 20th July, 2016. The new Industrial Training Orders provide enabling legislation under the 1967 Industrial Training Act for 11 proposed apprenticeships and cover sectors not previously engaged in statutory apprenticeship activities and include:

1. INDUSTRIAL TRAINING (ACCOUNTANCY INDUSTRY) ORDER 2016 S.I. NO. 377 OF 2016
2. INDUSTRIAL TRAINING (BAKERY INDUSTRY) ORDER 2016 S.I. NO. 378 OF 2016
3. INDUSTRIAL TRAINING (CULINARY INDUSTRY) ORDER 2016 S.I. NO. 379 OF 2016



4. INDUSTRIAL TRAINING (FINANCIAL SERVICES INDUSTRY) ORDER 2016 S.I. NO. 380 OF 2016
5. INDUSTRIAL TRAINING (HEAVY GOODS INDUSTRY) ORDER 2016 S.I. NO. 381 OF 2016
6. INDUSTRIAL TRAINING (INSURANCE INDUSTRY) ORDER 2016 S.I. NO. 382 OF 2016

### **Validation of New Apprenticeship Programmes**

The following new approved apprenticeship programmes were validated in 2016:

1. Insurance Practice validated May 2016, programme launched in September 2016
2. Industrial Electrical Engineering validated June 2016, programme launched in November 2016

The Insurance Practice programme was validated in May 2016 and was formally launched in September 2016. The first tranche of Insurance Practice apprentices commenced their apprenticeship training under the auspices of Sligo Institute of Technology and their respective employers. Similarly, the Industrial Electrical Engineering apprenticeship was validated in June, 2016 and officially launched in Limerick Institute of Technology in November, 2016.

### **Safe Pass, Construction Skills Certification Scheme and Quarrying Skills Certification Scheme**

The range of programmes managed by the SOLAS Construction Services Unit includes 21 Construction Skills programmes, 14 Quarrying Skills programmes and the Safe Pass programme. These programmes are available to the construction industry to ensure the industry has the required leading edge construction skills, quarrying skills and competences for success.

#### **Safe Pass Programme**

The Safe Pass Programme is a one day health and safety awareness training programme aimed primarily at construction sector workers, including new entrants and is covered under the provisions of Schedule 4 of the Safety, Health and Welfare at Work (Construction) Regulations 2013.

#### **Construction Skills Certification Scheme**

The Construction Skills Certification Scheme (CSCS) programme provides for the training, assessment, certification and registration of non-craft operatives within the construction sector and is covered under the provisions of Schedule 5 of the Safety, Health and Welfare at Work (Construction) Regulations 2013.

### **Quarrying Skills Certification Scheme**

The Quarrying Skills Certification Scheme (QSCS) programme provides for the training, assessment, certification and registration of non-craft operatives within the quarrying sector and is covered under the provisions of Schedule 1 of the Safety, Health and Welfare at Work (Quarry) Regulations 2008.

Each programme is based on an ethos of first class customer service which ensures employees, potential employees and employers are given primary consideration in the delivery of all aspects of the CSCS/QSCS schemes. Upon completion of CSCS/QSCS training and assessment, a QQI certificate and a SOLAS registration card is issued.

#### **Key achievements during 2016 included:**

1. Review of the Basic and Advanced Scaffolding programmes along with the Mobile Tower programme
2. Review of CSCS/QSCS card renewal process ensuring equity of treatment for all card holders
3. Introduction of a new equitable and transparent scheduling system for the monitoring of CSCS/QSCS Approved Training Organisations and approved tutors
4. The production and distribution of 89,167 Safe Pass cards
5. The production and dissemination of 17,506 CSCS/QSCS cards
6. The dissemination of programme cards has been reduced from 3 months to 10 days
7. Introduction of Approved Training Organisation and approved trainer registration fees
8. A seventh version of the Safe Pass programme was successfully implemented
9. Harmonisation agreed programme with Construction Industry Training Board (CITB) UK
10. Card validation process introduced for the construction industry to ensure compliance with legislative requirements



# Resources

## Organisational Support

The SOLAS Resources Division operates across three departments:

- Finance which incorporates FET Funding, staff payments, Management Accounting/Accounts Department, EU Finance, General Ledger/Statutory Accounts, Procurement and SAP Support
- ICT which manages all internal ICT functions including the development of bespoke in-house systems as well as providing on-going supports to ETBs and the Department of Social Protection
- Organisational Development and Support which incorporates Human Resources and Staff Relations, Legal and Audit services, Risk and Record Management, Facilities Services and the Programme and Learner Support System (PLSS).

The SOLAS Resources Division is a key component of the organisation which enables it to deliver on its corporate plan and commitments under the FET Strategy whilst also supporting ETBs and the wider FET sector.

Under a SOLAS transitions supports plan relating to the incorporation of the former FÁS training centre network and associated provision and staff into the ETB network, on-going assistance continued to be provided by the division in relation to a range of activities including trainee and apprentice payroll.

## Organisational Development and Support Unit

In 2016, the unit continued to support management and staff in improving SOLAS' capability; strengthening its corporate governance framework and mechanisms, and the provision of facilities services.

### Staff Relations and Human Resources

The Staff Relations and Human Resources Unit manages Human Resources and Pension Administration and Performance Management and Development System (PMDS). 2016 saw the unit continue with its management of staff development policies, staff relations matters, and assistance in SOLAS achieving its corporate objectives through workforce planning.

### Facilities Services

Throughout 2016, Facilities Services provided support services across the organisation, including in-house printing, managed print, postal, telephone, catering, cleaning, meeting room and audio visual requirements. The unit also has responsibility for ensuring that SOLAS meets or exceeds its statutory responsibilities under Environmental and Health and Safety legislation.

### Legal and Audit Services

In 2016, Legal and Audit Services provided a range of legal services, including the management of legal actions, the provision of legal advice, compliance with data protection legislation, managing insurances, complaints, and processing certificates of experience. It also provided a range of audit and governance related support services, including the management and execution of the annual risk based audit plan; Head of Internal Audit services; the management of key corporate governance requirements in relation to the SOLAS annual accounts and liaison with the SOLAS ARMRC.

## Programme and Learner Support System (PLSS)

The PLSS is a joint initiative between SOLAS and the ETBs. Commenced in the second half of 2013, its purpose is to build an information technology system comprising three databases providing an integrated approach to the collection of key data on FET programme outputs, outcomes and performance.

Within PLSS there are three unified databases, which require data exchange and sharing to varying degrees between various public bodies including SOLAS, ETBs, DES, DSP, QQI, HEA and Revenue. Both the NPD and National Course Calendar (NCC) have been in operation within FET programmes, funded by SOLAS, since October 2016.

At the end of 2016, 910 national programmes (consisting of 2,025 modules) were published on the NPD, covering the diversity of awards available through FET provision including, QQI Awards, ACCA, Accounting Technicians of Ireland, CITAC, City and Guilds, CompTIA, Irish Computer Society (ICS), ITEC, Microsoft, Oracle and Pearson. At the end of 2016, ETBs scheduled 28,167 courses, 12,219 in 2017, through PLSS, resulting in a total learner capacity of 174,387 in 2017 and rising.

Since August 2016, the public facing course search facility, fetchcourses.ie, has had 155,849 users using 303,623 sessions generating 2.989m page views. In addition, a widget has been developed to support the principle of one point entry facilitating fetchcourses.ie content for use on the providers' website, brochures and other marketing materials, providing real time information. It also means that national portals may display available courses in real time, for example, Careers Portal and DSP Intreo Services.

The pilot for the Learner Database (LDP) was completed in June 2016. The national rollout of the commenced in October 2016 and is available for use within most FET provision, funded by SOLAS. At the end of 2016, there were 37,117 learners within the system.

# Communications & Secretariat

SOLAS has a statutory obligation under Section 7 (1)(b) of the Further Education and Training Act, 2013 to promote an appreciation of the value of further education and training and also has responsibilities under Goal 5 of the Further Education and Training Strategy 2014-2019 to promote the standing of FET.

In addition to leading on the SOLAS Communications and Branding Strategy, in 2016 the Communications team undertook a programme of activities to promote the standing of FET with key stakeholders.

Two events were held with enterprise partners: firstly a breakfast briefing by Ireland Rugby coach, Joe Schmidt, themed – **The Right Skills for a Winning Team**. The briefing was an opportunity to showcase the many benefits that skills developed through FET can bring to business. SOLAS also hosted a very successful TEDx Talk in Shannon, Co. Clare in December 2016. SOLAS worked closely with Atlantic Aviation, Shannon Training Centre and Limerick and Clare ETB in bringing this event to Shannon. Eight speakers took to the stage with their interpretation of the theme, **Many Paths to Success – Re-imagining Further Education and Training**, and helped ignite a conversation around this theme among an audience of employers and education providers.

On International Women's Day 2016, SOLAS hosted an event to celebrate women in FET with the message that education can empower women and help advance gender parity. The keynote speaker was Anne-Louise Gilligan, co-founder of An Cosán, Ireland's largest community education organisation.

Given the success of these events and briefings it is planned to host similar events in 2017.

A digital campaign for eCollege, SOLAS' online learning platform, was launched in March 2017 to promote flexible learning for people in employment, a departure for FET following the recession. Targeted LinkedIn and Twitter campaigns, as well as features in the Sunday Business Post, resulted in an increase in queries and traffic to ecollege.ie. The purpose of the campaign was to build awareness of eCollege courses among people in employment who wish to upskill.

Fetchcourses.ie, the FET course hub, was launched by the Minister for Education and Skills, Richard Bruton TD, in August 2016. A multi-platform campaign across radio, Facebook, Twitter and press was rolled out nationally and locally to promote over 4,000 FET courses available throughout the country. An online mailshot was sent via email to all members of the Institute of Guidance Counsellors and printed collateral including mailshots and posters, which were distributed to the DSP and Intreo offices around the country. This activity resulted in a significant increase in traffic to fetchcourses.ie.

Apprenticeship is a central plank of FET, and increasing registrations to over 30,000 by 2020 is a government priority. As the range of apprenticeship programmes is expanding, it was agreed that a fresh new brand identity for apprenticeship would be created. A new apprenticeship website incorporating the new brand was developed in 2016 for launch in early 2017. The website apprenticeship.ie will provide information for individuals interested in becoming an apprentice and employers considering recruiting an apprentice, as well as information for current apprentices. This, along with a communications campaign for apprenticeships currently in development, will be rolled out through 2017.

In 2016, for the first time, SOLAS supported and participated in the national College Awareness Week campaign, and the Europe-wide Vocational Education and Training Week (VET) campaign. The purpose of these campaigns was to showcase the diversity of FET to post-primary students. More than 45 FET events took place around the country during the week of the campaigns, due to SOLAS' involvement.

# Corporate Governance

The background of the slide features a series of overlapping circles in various shades of green and yellow. The circles are of different sizes and are positioned in a way that they create a sense of depth and movement. The colors range from a deep forest green to a bright, almost white yellow, with many intermediate shades. The overall effect is a modern, organic, and professional-looking design.

# 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 Education and Skills 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 Education and Skills 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.

On-going assistance is provided by SOLAS to the ETBs on a range of transition and other supports. SOLAS also continues to provide IT supports to the Department of Social Protection arising from the transfer of former FÁS Employment Service Offices and related staff to that Department in 2012.

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

## **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.

## **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.



## 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. The Board has delegated authority to the ARMRC with regard to the on-going oversight and assurance 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 ARMRC four times yearly and presented to the Board for review twice yearly.

## Data Protection Acts, 1988 and 2003

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.

## Protected Disclosure Act 2014

In 2016, SOLAS dealt with one matter under Protected Disclosure. The disclosure was raised originally in late 2015 and was fully investigated in 2016. As a result of the investigation a number of changes to a SOLAS programme were initiated.

## 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 33% in the Public Sector by 2020 in line with the National Energy Efficiency Action Plan 2009-2020. 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. In addition, SOLAS has implemented energy usage reduction projects including the introduction of an energy efficient Managed Print Service resulting in significant energy savings.

SOLAS relocated from Baggot Court, Dublin 4 (G BER rating) in 2014 to a new main office premises at Castleforbes House, Dublin 1, providing an opportunity to achieve significant energy efficiencies. Castleforbes House has a current B2 BER Rating.

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 2016 will carry into 2017 and will include 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.



## Irish Human Rights and Equality Commission Act, 2014

SOLAS recognises how services will change with the emergence of positive duty as set out in section 42 of the Irish Human Rights and Equality Commission Act 2014. SOLAS met with Irish Human Rights and Equality Commission (IHREC) on a number of occasions in 2016 to ensure that it is managing its public duty obligations in the best way possible.

SOLAS is committed to a policy of equal opportunity and adopts a positive approach to equality in the organisation. SOLAS develops and implements appropriate policies and programmes that address the labour market needs of socially excluded people and incorporates a proactive equality perspective into all SOLAS supported services and programmes. All SOLAS services are open to men and women equally and to all citizens of the European Union and the European Economic Area.

SOLAS is an equal opportunities employer. To this end, SOLAS is committed to ensuring that no staff member, or applicant for employment to SOLAS, receives less favourable treatment than any other on grounds of gender, marital status, family status, sexual orientation, religion, age, disability, race, membership of the Traveller community or on any other grounds not relevant to good employment practice.

The organisation's continued focus is to develop and encourage an equality culture and attitude within SOLAS. The objective is to ensure that all staff are treated fairly and are provided with equal opportunities for development and career progression.

This involves integrating equality into day-to-day performance management and staff development programmes, so that it becomes part of the culture of the organisation and a core management practice – encouraged by all managers and adopted by all staff throughout the organisation.

## 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 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 2016, SOLAS received 34 requests for information under the FOI Act.

## Official Languages Act, 2003

SOLAS engaged with the Department of Arts, Heritage and the Gaeltacht to develop an Official Languages Scheme in 2015 and is currently awaiting confirmation of the scheme. In the meantime, SOLAS' Annual Reports, its Financial Statements and other relevant documents are published simultaneously in both official languages, in compliance with the general provisions of the Act. The SOLAS website will be accessible in Irish and English.

## 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 2016, SOLAS complied with the provisions of the Act in all material respects. In total, a sum of €2,135 was paid in relation to late payment interest penalties.



# Financial Statements

For the year 1 January 2016  
to 31 December 2016



# 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 Education & 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 Education and Skills 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 25 April, 2017.



**Patrick Delaney**  
Chairman, SOLAS

Date: 23 May 2017



**Paul O'Toole**  
Chief Executive Officer,  
SOLAS

Date: 23 May 2017

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



**Comptroller and Auditor General**

**Report for presentation to the Houses of the Oireachtas**

## **An tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS)**

I have audited the financial statements of SOLAS for the year ended 31 December 2016 under 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. The financial statements have been prepared in the form prescribed under Section 31 of the Act, and in accordance with generally accepted accounting practice.

### **Responsibilities of SOLAS**

SOLAS is responsible for the preparation of the financial statements, for ensuring that they give a true and fair view and for ensuring the regularity of transactions.

### **Responsibilities of the Comptroller and Auditor General**

My responsibility is to audit the financial statements and to report on them in accordance with applicable law.

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation.

My audit is carried out in accordance with the International Standards on Auditing (UK and Ireland) and in compliance with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements, sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of

- whether the accounting policies are appropriate to SOLAS's circumstances, and have been consistently applied and adequately disclosed
- the reasonableness of significant accounting estimates made in the preparation of the financial statements, and
- the overall presentation of the financial statements.

I also seek to obtain evidence about the regularity of financial transactions in the course of audit.

In addition, I read SOLAS's annual report to identify material inconsistencies with the audited financial statements, or any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by

me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies, I consider the implications for my report.

### **Opinion on the financial statements**

In my opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of SOLAS as at 31 December 2016 and of its income and expenditure for 2016; and
- have been properly prepared in accordance with generally accepted accounting practice.

In my opinion, the accounting records of SOLAS were sufficient to permit the financial statements to be readily and properly audited. The financial statements are in agreement with the accounting records.

### **Matters on which I report by exception**

I report by exception if I have not received all the information and explanations I required for my audit, or if I find

- any material instance where money has not been applied for the purposes intended or where the transactions did not conform to the authorities governing them, or
- the information given in SOLAS's annual report is not consistent with the related financial statements or with the knowledge acquired by me in the course of performing the audit, or
- the statement on the system of internal financial control does not reflect SOLAS's compliance with the Code of Practice for the Governance of State Bodies, or
- there are other material matters relating to the manner in which public business has been conducted.

I have nothing to report in regard to those matters upon which reporting is by exception.

**Seamus McCarthy**  
**Comptroller and Auditor General**

**26 May 2017**

# Statement on Internal Control

## Governance and Financial Controls

On behalf of the Board of An tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS) I acknowledge our responsibility for good governance 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.

The system of internal control can only provide reasonable and not absolute assurance that assets are safeguarded, transactions 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.

## Financial Control Environment

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

- clearly defining and documenting management responsibilities and powers;
- 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 adherence to the Code of Practice for the Governance of State Bodies;
- ensuring the control environment includes an active Audit & Risk Management Review Committee (ARMRC), an Internal Audit function, the Chief Executive Officer's monthly report to the Board and the presentation to the Board of activity and financial results, current month and year to-date, on a monthly basis.

## Risk Management

SOLAS' Executive Risk Management Committee, whose membership comprises 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 appointed a Director as Risk Co-ordinator. The Risk Co-ordinator is responsible for supporting the work of the Risk Management Committee

and for compiling and preparing reports for the Audit and Risk Management Review Committee (ARMRC). The Board and the ARMRC 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;
- plans to manage the identified risks;
- monitoring and reporting on the process.

## Key financial control processes and procedures

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:

- 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 each foreign travel request is 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.

## Internal Audit

SOLAS has an internal audit function, which operates in accordance with the Framework Code of Best Practice set out in the Code of Practice for the Governance of State Bodies. 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 plans of Internal Audit are approved by the ARMRC, on behalf of the Board. During 2016, 14 Internal Audit Reports were issued covering areas of finance, governance, operations and IT.

The ARMRC 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 ARMRC provides the Board with a report on the internal audit activity for the year.

Developments during the year included SOLAS becoming a member of the Internal Audit Unit ETB Steering Committee. Discussions took place between the Internal Audit Unit of ETBs and SOLAS Audit Unit in sharing relevant audit information.

## Review of the System of Internal Control

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

- the Executive Directors/Managers within SOLAS, who have responsibility for the development and maintenance of the financial control framework;
- the Head of Internal Audit;
- the ARMRC, which oversees the work of Internal Audit; and
- the comments made by the Office of the Comptroller and Auditor General in his management letter or other reports.

I confirm that, for the year ended 31 December 2016, the Board conducted a review of the effectiveness of the System of Internal Control.



**Patrick Delaney**

Chairman, SOLAS

Date: 23 May 2017

## Statement of Income and Expenditure for the year ended 31 December 2016

	Note	2016	2015
		€'000	€'000
<b>Income</b>	2	<b>605,341</b>	<b>591,325</b>
<b>Expenditure</b>			
Payroll Costs	5	11,734	12,139
Overheads	5	6,874	7,908
<b>Solas Operational Costs</b>		<b>18,608</b>	<b>20,047</b>
Retirement Benefit Costs	5	19,200	19,190
Programme Costs	6	11,978	17,069
Grants to Education and Training Boards	7(a)	538,232	527,377
Grants to VSCCS*	7(b)	726	581
Grants to Organisations in the FET sector	7(c)	7,147	5,639
<b>Total Grants</b>		<b>546,105</b>	<b>533,597</b>
<b>Total Expenditure</b>		<b>595,891</b>	<b>589,903</b>
<b>Surplus for the Year</b>		<b>9,450</b>	<b>1,422</b>

Notes 1 to 19 form an integral part of these Financial Statements.

\* Voluntary Secondary and Community and Comprehensive Schools



**Patrick Delaney**  
Chairman, SOLAS

Date: 23 May 2017



**Paul O'Toole**  
Chief Executive Officer, SOLAS

Date: 23 May 2017



## Statement of Comprehensive Income for the year ended 31 December 2016

	Note	2016	2015
		€'000	€'000
<b>Surplus for the Year</b>		<b>9,450</b>	<b>1,422</b>
Effect of changes in actuarial assumptions	13(i) (e)	(75,817)	54,510
Actuarial Gain/(Loss) on Retirement Benefit Assets/(Liabilities)		(75,817)	54,510
Adjustment to Deferred Retirement Benefit Funding		75,817	(54,510)
<b>Total Recognised Surplus for the Year</b>		<b>9,450</b>	<b>1,422</b>

Notes 1 to 19 form an integral part of these Financial Statements.



**Patrick Delaney**  
Chairman, SOLAS

Date: 23 May 2017



**Paul O'Toole**  
Chief Executive Officer, SOLAS

Date: 23 May 2017



## Statement of Financial Position as at 31 December 2016

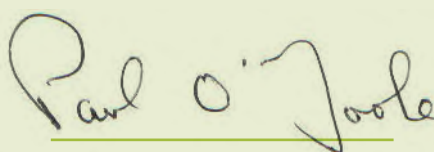
	Note	2016		2015	
		As at 31 December 2016		As at 31 December 2015	
		€'000	€'000	€'000	€'000
<b>Non Current Assets</b>					
Property, Plant & Equipment	8		1,005		754
<b>Current Assets</b>					
Inventory	9	9		11	
Receivables	10	1,233		840	
Cash and Cash Equivalents		10,058		4,610	
		11,300		5,461	
<b>Amounts falling due within one year</b>					
Payables	11	(1,660)		(3,808)	
<b>Net Current Assets</b>			9,640		1,653
<b>Total Assets Less Current Liabilities before Retirement Benefit Obligations</b>					
			10,645		2,407
SOLAS Retirement Benefit Liabilities	13	(758,630)		(694,502)	
Deferred Retirement Benefit Funding	13	758,630	0	694,502	0
<b>Total Assets</b>			10,645		2,407
<b>Capital and Reserves</b>					
Capital Reserve		1,005		754	
Capital Account		168	1,173	231	985
<b>Revenue Reserve</b>			9,472		1,422
			10,645		2,407

Notes 1 to 19 form an integral part of these Financial Statements.



**Patrick Delaney**  
Chairman, SOLAS

Date: 23 May 2017



**Paul O'Toole**  
Chief Executive Officer, SOLAS

Date: 23 May 2017

## Statement of Cash Flows for the year ended 31 December 2016

	Note	2016	2015
		€'000	€'000
<b>Cash flow from Operating Activities</b>			
Surplus for the Year		9,450	1,422
Less: Interest Received		(1)	(28)
Refund to the Department of Education & Skills		(1,420)	(3,338)
<b>Adjustment for non-cash items</b>			
(Increase)/Decrease in Inventory	9	2	(1)
(Increase)/Decrease in Receivables	10	(393)	(209)
Increase/(Decrease) in Payables	11	(2,148)	547
<b>Net Cash Inflow/(Outflow) from Operating Activities</b>		<b>5,490</b>	<b>(1,607)</b>
<b>Cash flow from Investing Activities</b>			
Proceeds from Sale of Fixed Assets		20	0
Payments to Acquire Fixed Assets	8	(586)	(484)
Capital Grants Received	3	3,000	3,000
Capital Grants to ETBs	7(a)	(2,477)	(2,705)
<b>Cash flow from Financing Activities</b>			
Interest Received		1	28
<b>Increase/(Decrease) in Cash and Cash Equivalents in the Year</b>		<b>5,448</b>	<b>(1,768)</b>
<b>Cash and Cash Equivalents at the beginning of the Year</b>		<b>4,610</b>	<b>6,378</b>
<b>Cash and Cash Equivalents at the end of the Year</b>		<b>10,058</b>	<b>4,610</b>

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

Notes 1 to 19 form an integral part of these Financial Statements.

## Statement of Changes in Reserves and Capital Account for the year ended 31 December 2016

	Note	Revenue Reserves	Capital Account	Capital Reserves	Total
		€'000	€'000	€'000	€'000
<b>Balance as at 31 December 2014</b>		<b>3,338</b>	<b>420</b>	<b>540</b>	<b>4,298</b>
Surplus for the Year		1,422	0	0	1,422
Refund to the Department of Education and Skills		(3,338)	0	0	(3,338)
Capital Grants Received	3	0	3,000	0	3,000
Capital Grants to ETBs		0	(2,705)	0	(2,705)
Payments to Acquire Fixed Assets	8	0	(484)	484	0
Refund to the Department of Education and Skills		0	0	(1)	(1)
Amortisation of Capital Grant – Depreciation	2 & 8	0	0	(269)	(269)
<b>Retirement Benefits</b>					
Actuarial Gain/(Loss) on Retirement Benefit Assets/(Liabilities)	13(i) (e)	54,510	0	0	54,510
Adjustment to Deferred Exchequer Retirement Benefit Funding		(54,510)	0	0	(54,510)
<b>Balance as at 31 December 2015</b>		<b>1,422</b>	<b>231</b>	<b>754</b>	<b>2,407</b>
Surplus for the Year		9,450	0	0	9,450
Refund to the Department of Education and Skills		(1,400)	(20)	0	(1,420)
Sale of Asset		0	20	0	20
Capital Grants Received	3	0	3,000	0	3,000
Capital Grants to ETBs	7(a)	0	(2,477)	0	(2,477)
Payments to Acquire Fixed Assets	8	0	(586)	586	0
Amortisation of Capital Grant - Depreciation	2 & 8	0	0	(335)	(335)
<b>Retirement Benefits</b>					
Actuarial Gain/(Loss) on Retirement Benefit Assets/(Liabilities)	13(i) (e)	(75,817)	0	0	(75,817)
Adjustment to Deferred Exchequer Retirement Benefit Funding		75,817	0	0	75,817
<b>Balance as at 31 December 2016</b>		<b>9,472</b>	<b>168</b>	<b>1,005</b>	<b>10,645</b>

Notes 1 to 19 form an integral part of these Financial Statements.

# 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 2016 with comparatives for the period from 1 January 2015 to 31 December 2015.

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

### 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 Education and Skills 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 19 form an integral part of the financial statements.

## Property, Plant & Equipment

### Capitalisation

Property, Plant and Equipment are stated at historic cost or revalued amounts less accumulated depreciation and provisions for impairment.

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
- Buildings – 50 years (2%)
- Leasehold Improvements (over the term of the lease)
- Equipment and Furniture – 5 years (20%)
- Computers and other computer equipment – 3 or 5 years (33 ⅓% 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.

## Inventory

Inventory is stated at cost less appropriate write-downs for diminution in value. Cost comprises invoice price of the goods.

## Cash

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

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

Surpluses that have arisen in previous years are carried forward to the current year with the agreement of the Department of Education and Skills and refunded or part-refunded to the Department in the current year when requested.

### **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 ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated into Euro at the rates of exchange ruling 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, 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.

## 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 including those in relation to legacy cases involving FÁS 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

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

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 Education and Skills.

## 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.

When the carrying value exceeds the estimated recoverable amount (being the greater of fair value less costs of disposal and value-in-use), an impairment loss is recognised by writing down the assets to their recoverable amount. In assessing value-in-use, the estimated future cash flows are discounted to their present value using a pre-tax discount that reflects current market assessments of the time value of money and the risks specific to the asset for which the future cash flow estimates have not been adjusted.

The impairment testing process requires management to make significant judgements and estimates regarding the future cash flows expected to be generated by the use of and, if applicable, eventual disposal of, long-lived assets as well as other factors to determine the fair value of the assets.

### Retirement Benefits

The liabilities and costs associated with the 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.
- (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 13. 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 Education and Skills to remediate past service deficits.



## 2. Income

	Note	2016	2015
		€'000	€'000
State Funding - Non Capital	3	610,943	595,976
ETB Capital Grants		2,477	2,705
Net Deferred Retirement Benefit Funding	13(i)(c)	(11,689)	(11,388)
Other Income	4	3,275	3,763
Amortisation of Capital Grant - Depreciation	5 & 8	335	269
<b>Total Income</b>		<b>605,341</b>	<b>591,325</b>

## 3. State Funding

	2016	2015
	€'000	€'000
State funding was received under the following headings:		
<b>Non Capital</b>		
<b>Vote 26 (Subheads B3, B5 &amp; B7) - Department of Education and Skills</b>		
<b>Administration and General Expenses</b>		
Staff Costs and Overheads (B3)	17,530	18,088
Less: Employee Retirement Benefit Contributions paid to the Department	(675)	(914)
Less: Employer Retirement Benefit Contributions paid to the Department	(216)	(239)
	16,639	16,935
SOLAS Training Programmes (B3)	5,558	5,000
Further Education & Training Pay Grants (B5)	101,507	100,207
Further Education & Training Non Pay Grants (B5)	168,539	163,292
Retirement Benefit Funding (B7)	32,600	31,626
<b>Total Vote 26 - Department of Education and Skills</b>	<b>324,843</b>	<b>317,060</b>

### 3. State Funding (continued)

	2016	2015
	€'000	€'000
Other Oireachtas		
National Training Fund †	286,100	278,916
<b>Total State Funding - Non Capital #</b>	<b>610,943</b>	<b>595,976</b>
Capital		
Vote 26 (Subhead B3.1 & B5.3) - Department of Education and Skills	3,000	3,000
<b>Total State Funding - Capital</b>	<b>3,000</b>	<b>3,000</b>
<b>Total State Funding</b>	<b>613,943</b>	<b>598,976</b>

# Non Capital State funding is reported net of surpluses recovered from ETBs amounting to €17.183m relating to previous years. Excluding this recovery Non Capital State funding for FET activities in 2016 would have been €628.126m and total income would have been €622.524m.

† An amount of €286.100m (2015 : €278.916m) 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, Momentum, Skills Training, Traineeship, Bridging Foundation, Local Training Initiatives, Foundation/Progression in Community Training Centres, Specialist Training Providers, Workplace Basic Education Fund and Vocational Training Opportunities Scheme.

State funding includes an advancement of European Social Fund (ESF) funding and European Globalisation Fund (EGF) funding where relevant.

In line with DPER Circular 13/2014, a refund of €1.4m was made by SOLAS during 2016 to the Department of Education and Skills at the request of the Department.

### 4. Other Income

	2016	2015
	€'000	€'000
EU Initiatives	0	198
Construction Activities	3,101	3,355
Miscellaneous Income	174	210
<b>Total</b>	<b>3,275</b>	<b>3,763</b>

## 5. Payroll Costs, Retirement Benefit Costs and Overheads

	Note	2016	2015
		€'000	€'000
<b>Payroll Costs</b>			
CEO, Communications and Secretariat		618	600
Strategy & Knowledge		2,684	2,764
Skills Development / Central Programmes		3,994	4,180
Resources		4,438	4,595
<b>Total Payroll Costs *</b>		<b>11,734</b>	<b>12,139</b>
<b>Total Retirement Benefit Costs</b>	<b>13(i)(a)</b>	<b>19,200</b>	<b>19,190</b>
<b>Overheads</b>			
Travel & Subsistence †		336	348
Staff Training & Development		80	143
Depreciation	8	335	269
Establishment Costs		2,995	2,721
Programme Development Costs		266	149
Communications & Information Technology		1,200	1,170
Insurance & Accidents		792	304
Other Overheads ‡		870	2,804
<b>Total Overheads</b>		<b>6,874</b>	<b>7,908</b>
<b>Total Payroll, Retirement Benefit and Overhead Costs</b>		<b>37,808</b>	<b>39,237</b>
Comptroller & Auditor General Audit Fee		40	40

\* Total Payroll Costs comprises salaries of €11,718k, allowances of €15k and overtime of €1k.

† Travel & Subsistence amounting to €53k for European Globalisation Fund (EGF) is included in EGF Programme Costs (Note 6). Travel & Subsistence above is composed of national €313k and international €23k.

‡ Other Overheads include Comptroller & Auditor General Audit Fee.

‡ Other Overheads include pensions and human resources consultancy fees of €20k and other consultancy costs of €14k charged to overheads.

‡ Other consultancy charges of €94k were charged to direct programme costs.

‡ 2016 Total Overheads includes €12k spent on staff wellbeing, medical and sundry staff related expenditure.

‡ Other Overheads also includes fees and costs charged for legal and related service providers, €391k was charged to overheads for general legal costs and €205k was charged to direct programme costs in relation to New Apprenticeship.

## 6. Programme Costs

	2016	2015
	€'000	€'000
eCollege	1,686	2,753
Technology Enhanced Learning	1,257	0
European Globalisation Fund	1,069	1,048
Momentum (Labour Market Education & Training Fund)	4,792	10,887
<b>Training For Employment</b>	<b>8,804</b>	<b>14,688</b>
Apprenticeship	1,767	1,156
Construction	1,063	1,057
<b>Training In Employment</b>	<b>2,830</b>	<b>2,213</b>
Post Leaving Certificate Review	83	83
FET Skills Profile Project	261	85
<b>Miscellaneous</b>	<b>344</b>	<b>168</b>
<b>Total Programme Costs</b>	<b>11,978</b>	<b>17,069</b>

## 7.(a) Direct Provision of Funding

### Summary of Grants Paid to Education and Training Boards

			2016	2015
Education & Training Board	FET Provision	Capital	Total	Total
	€'000	€'000	€'000	€'000
Cavan & Monaghan	14,630	2	14,632	8,340
City of Dublin	79,651	101	79,752	82,017
Cork	50,211	381	50,592	49,018
Donegal	20,348	87	20,435	22,354
Dublin & Dun Laoghaire	65,387	294	65,681	64,302
Galway & Roscommon	31,984	246	32,230	32,947
Kerry	24,227	212	24,439	24,354
Kildare & Wicklow	26,667	0	26,667	20,263
Kilkenny & Carlow	14,230	0	14,230	7,363
Laois & Offaly	14,631	15	14,646	7,507
Limerick & Clare	49,839	95	49,934	53,944
Longford & Westmeath	22,444	211	22,655	34,520
Louth & Meath	29,665	19	29,684	28,354
Mayo, Sligo & Leitrim	30,131	454	30,585	27,848
Tipperary	13,567	0	13,567	8,221
Waterford & Wexford	48,143	360	48,503	56,025
<b>Total</b>	<b>535,755</b>	<b>2,477</b>	<b>538,232</b>	<b>527,377</b>

## 7.(b) Direct Provision of Funding

### Summary of Grants Paid to Schools and Miscellaneous Grant Payments

	2016	2015
	€'000	€'000
<b>FET Voluntary Secondary and Community and Comprehensive Schools (PLC)</b>		
Ballyhaunis Community School, Co Mayo	2	0
Castlecomer Community School, Co Kilkenny	2	0
Castlerea Community School, Co Roscommon	2	0
Central College, Limerick	31	0
Clifden Community College, Co Galway	2	0
Colaiste Mhuire, Co Galway	1	0
Donahies Community School, Donaghmede, Dublin 13	4	0
Dunmore Community School, Co Galway	2	0
Glenamaddy Community School, Co Roscommon	4	0
Gorey Community School, Co Wexford	9	0
Jesus & Mary Secondary School, Co Sligo	9	0
Kilrush Community School, Co Clare	2	0
Mary Immaculate Secondary School, Lisdoonvarna, Co Clare	4	0
Mercy College, Co Galway	7	0
Moate Business College, Co Westmeath	52	0
Our Lady's Secondary School, Co Mayo	2	0
Ramsgrange Community School, Co Wexford	1	0
Sancta Maria College, Co Mayo	1	0
Scoil Phobail Mhic Dara, Co Galway	1	0
St Cuan's College, Co Galway	6	0
St Joseph's College, Co Westmeath	3	0
St Joseph's Secondary School, Spanish Point, Co Clare	1	0
St Louis Community School, Kiltimagh, Co Mayo	17	0
St Patrick's Comprehensive School, Co Clare	3	0
Tullow Community School, Co Carlow	4	0
	<b>172</b>	<b>0</b>

**7.(b) Direct Provision of Funding****Summary of Grants Paid to Schools and Miscellaneous Grant Payments**

	2016	2015
	€'000	€'000
<b>FET Voluntary Secondary and Community and Comprehensive Schools (Programme BTEI)</b>		
Central College, Limerick	54	54
Donahies Community School, Donaghmede, Dublin 13	52	52
Mary Immaculate Secondary School, Lisdoonvarna, Co Clare	39	39
Nagle Rice Secondary School, Doneraile, Co Cork	17	17
North Presentation Secondary School, Co Cork	69	69
Presentation Secondary School, Cannon St, Waterford	33	33
Sacred Heart Secondary School, Clonakilty, Co Cork	39	39
Sancta Maria College, Co Mayo	13	13
Scoil Bernadette, Montenotte, Cork	12	23
Scoil Mhuire, Ennistymon, Co Clare	13	13
St Joseph's Secondary School, Spanish Point, Co Clare	41	41
St Louis Community School, Kiltimagh, Co Mayo	20	20
St Michael's School, Castlerea, Co Roscommon	28	28
	<b>430</b>	<b>441</b>

**7.(b) Miscellaneous Grant Payments**

	2016	2015
	€'000	€'000
Department of Education and Skills (LDA re-imbursement) ‡	121	124
Payments to various schools for QQI Authentication	3	16
	<b>124</b>	<b>140</b>
<b>Total</b>	<b>726</b>	<b>581</b>

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



## 7.(c) Direct Provision of Funding

### Summary of Grants paid to the Further Education Sector and European Union and Specific Projects

	2016	2015
	€'000	€'000
<b>Further Education and Training - Support Organisations</b>		
AONTAS - The National Adult Learning Organisation	1,086	1,080
Dyslexia Association of Ireland	129	129
Education and Training Boards Ireland (ETBI)	11	50
National Adult Literacy Agency (NALA)	1,729	1,758
National Centre for Guidance in Education (NCGE)	277	179
Waterford Institute of Technology-Regional Educational Guidance Service (WIT/REGSA)	134	151
	<b>3,366</b>	<b>3,347</b>
<b>Further Education and Training - Staff Representative Organisations</b>		
Adult Education Guidance Association of Ireland (AEGAI)	5	5
Adult Literacy Organisers Association (ALOA) †	0	13
Community Education Facilitators Association (CEFA)	0	5
National Association of Adult & Community Education Directors (NACED)	4	4
National Association of VTOS Coordinators (NAVC) #	0	10
	<b>9</b>	<b>37</b>
<b>Further Education and Training - Lifelong Learning Opportunities</b>		
Age Action Ireland	67	67
Irish Countrywomen's Association	21	21
Peoples College, Dublin 1	92	92
Educational Trust, c/o PACE, Blanchardstown, Dublin 15	18	18
	<b>198</b>	<b>198</b>
<b>Further Education and Training - Continuing Professional Development</b>		
Waterford Institute of Technology (WIT/NALA)	<b>494</b>	<b>494</b>
<b>European Union and Specific Projects</b>		
Department of Foreign Affairs & Trade (PIAAC)*	64	0
Fasttrack to Information Technology (FIT)	1,144	1,144
Irish Association of Community Training Organisations (IACTO)	150	195
Irish National Organisation of the Unemployed (INOU)	20	20
Leargas	34	0
	<b>1,412</b>	<b>1,359</b>

**7.(c) Direct Provision of Funding****Summary of Grants paid to the Further Education Sector and European Union and Specific Projects (continued)**

	2016	2015
	€'000	€'000
<b>Further Education and Training - Other Providers</b>		
National Adult Literacy Agency (NALA) - Write On/Phone Tuition	204	0
Irish Deaf Society	215	204
	<b>419</b>	<b>204</b>
<b>Further Education and Training - Provision of Apprenticeship Grants</b>		
Associated Craft Butchers	47	0
Fasttrack to Information Technology (FIT)	13	0
IBEC - Financial Services Ireland	72	0
IBEC - IMDA Apprenticeship	177	0
IBEC - Plastics Ireland	135	0
Irish Road Haulage Association	8	0
Limerick Institute of Technology	50	0
Scottish Association of Master Bakers	38	0
The Institute of Accounting Technicians in Ireland	13	0
The Insurance Institute of Ireland	39	0
	<b>592</b>	<b>0</b>
<b>Further Education and Training - Standards Based Apprenticeship Phase Two Grants</b>		
Cork Institute of Technology	<b>184</b>	<b>0</b>
<b>ICT Associate Professional Initiative (FIT)</b>		
Fasttrack to Information Technology (FIT)	<b>473</b>	<b>0</b>
<b>Total</b>	<b>7,147</b>	<b>5,639</b>

A Grant of €9.5K for the Adult Education Officers Association (AEOA) was paid by Waterford & Wexford ETB in 2016 and 2015 and is included in Note 7(a).

A Grant of €12.9K for the Adult Literacy Organiser's Association (ALOA) was paid by Kilkenny Carlow ETB in 2016 and is included in Note 7(a).

† This grant to ALOA was processed by Cavan & Monaghan ETB in 2015 on behalf of SOLAS.  
A Grant of €19K for The National Association of Youthreach Co-Ordinators (NAYC) was paid by Dublin & Dun Laoghaire ETB in 2016 and 2015 and is included in Note 7(a).

# A Grant of €9.5K for the National Association of VTOS Co-Ordinators (NAVC) was paid by Cork ETB in 2016 and is included in Note 7(a). This grant to the NAVC was processed by Cork ETB in 2015 on behalf of SOLAS.

\* Programme for the International Assessment of Adult Competencies (PIAAC). The Grant of €64k comprises €32k for 2015 and €32k for 2016.

## 8. Property, Plant & Equipment

	Note	2016	2016	2016	2015
		Land & Buildings	Equipment & Furniture	Total	Total
		€'000	€'000	€'000	€'000
<b>Cost</b>					
Opening Balance		123	3,240	3,363	3,002
Additions during the period		453	133	586	484
Disposals during the period	8 (i)	0	(215)	(215)	(123)
Balance at the end of the period		<b>576</b>	<b>3,158</b>	<b>3,734</b>	<b>3,363</b>
<b>Accumulated Depreciation</b>					
Opening Balance		4	2,605	2,609	2,463
Depreciation on Disposals	8 (ii)	0	(215)	(215)	(123)
Charge for the period		54	281	335	269
		<b>58</b>	<b>2,671</b>	<b>2,729</b>	<b>2,609</b>
<b>Net Book Value at the end of the Year/Period</b>					
		<b>518</b>	<b>487</b>	<b>1,005</b>	<b>754</b>

**8(i)** The disposal of equipment and furniture in the period of €0.215m (2015: €0.123m) related to fully depreciated legacy and obsolete equipment.

**8(ii)** All depreciation, asset disposal, asset write-off and impairment charges are financed by a corresponding transfer from the Capital Reserve.

**9. Inventory**

	2016	2015
	As at 31 December 2016	As at 31 December 2015
	€'000	€'000
Stationery	9	11
<b>Total</b>	<b>9</b>	<b>11</b>

**10. Receivables**

	2016	2015
	As at 31 December 2016	As at 31 December 2015
	€'000	€'000
Trade and Other Receivables	86	179
General Prepayments	1,147	661
<b>Total</b>	<b>1,233</b>	<b>840</b>

**11. Payables**

	2016	2015
	As at 31 December 2016	As at 31 December 2015
	€'000	€'000
Trade Payables	568	707
Accruals	879	2,251
Provisions	0	654
Holiday Pay Provision	166	179
Payroll Deductions	47	17
<b>Total</b>	<b>1,660</b>	<b>3,808</b>

## 12. Employees and Remuneration

		2016	2015
	Note	€'000	€'000
<b>The Staff Costs Comprise:-</b>			
Wages and Salaries		11,011	11,398
Employer PRSI Costs		723	741
<b>Total</b>	<b>5</b>	<b>11,734</b>	<b>12,139</b>

### 12.(a) Table of Employee Benefits

Benefit Band €	† Number of FTE Employees at 31 December 2016	Number of FTE Employees at 31 December 2015
20,001 - 60,000	123	130
60,001 - 70,000	26	25
70,001 - 80,000	27	29
80,001 - 90,000	1	1
90,001 - 100,000	8	9
100,001 - 110,000	0	0
110,001 - 120,000	0	0
120,001 - 130,000	0	2
130,001 - 140,000	2	0
140,001 - 150,000	1	1
150,001 - 160,000	0	0
160,001 - 170,000	0	0
170,001 - 180,000	0	0
180,001 - 190,000	1	1
<b>Total</b>	<b>189</b>	<b>198</b>

Employee benefits include salary and BIK but exclude employer retirement benefit contributions.

Total employer retirement benefit contributions for the organisation amounted to €216k in 2016 (2015: €239k).

† FTE - Full Time Equivalents

## 12. Employees and Remuneration (continued)

A total of 189 staff (full time equivalents) were being paid by SOLAS at 31 December 2016 (2015: 198).

The Employment Control Framework (ECF) has been replaced by a Delegated Sanction Agreement (DSA) for the recruitment and promotion of staff, up to and including Director Level. This is subject to adherence by SOLAS to the binding overall three-year pay ceilings from 2015 – 2017 and on-going compliance with Workforce Planning requirements.

The Employment Control Framework (ECF) figure for 2015 was 203.

A further 28 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 pension rate of pay.

The salary of the Chief Executive Officer for the year 1 January 2016 to 31 December 2016 amounted to €175,554. The annual salary of the Chief Executive Officer for 2015 amounted to €175,554. Other remuneration costs for the year 1 January 2016 to 31 December 2016 amount to €11,377 in relation to benefit in kind. Other remuneration costs for 2015 amounted to €9,620. The superannuation entitlements of the Chief Executive Officer do not extend beyond the standard entitlements of the public sector defined benefit superannuation scheme.

The salary of the key management reporting to the CEO amounted to €406,346 in 2016. No key management staff member was in receipt of severance/ termination payments, granting of added years for pension purposes or early retirement without normal actuarial reductions. The superannuation entitlements of the key management do not extend beyond the standard entitlements of the public sector defined benefit superannuation scheme.

An amount of €585,756 was deducted from Wages and Salaries for the year 1 January 2016 to 31 December 2016 in relation to the Pension Levy and paid to the Department of Education and Skills (2015: €762,154).

No severance/termination payments were made in 2016 or 2015. All added years and early retirement granted were subject to normal actuarial reductions.

### 12.(b) 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, expenses paid to the Board in the year ended 31 December 2016 are disclosed hereunder. As SOLAS Board members do not receive any fees the disclosure relates only to expenses paid in respect of attendance at Board meetings.

	2016	2015
	€	€
	Expenses	Expenses
Pat Delaney (Chairman)	0	0
Paul O Toole (Chief Executive Officer)	0	0
Bernadette Brady	0	0
Paul O Sullivan	0	0
Sean Burke	2,328	0
Cathriona Hallahan	0	0
David Barrett	792	1,261
Liz Cassidy	0	3,038
Patricia Carey	3,132	4,409
Darragh J Loftus	1,784	4,199
Kenneth Whyte	2,077	2,833
Cecilia Munro	0	0
William Egerton	0	0
<b>Total</b>	<b>10,113</b>	<b>15,740</b>



### 13. 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.

There are two retirement benefit schemes as follows:

- 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 Education and Skills.
- An unfunded defined benefit scheme whose benefits are paid out of the funding provided annually by the Department of Education and Skills each year.

Contributions from staff in both schemes are paid over to the Department of Education and Skills 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.

- 13(i)** SOLAS commissioned an actuarial valuation 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.

#### (a) Retirement Benefit Costs

	2016	2015
	€'000	€'000
Current Service Cost	3,540	3,990
Interest Expense	15,660	15,200
<b>Total</b>	<b>19,200</b>	<b>19,190</b>

#### (b) Present Value of SOLAS Accrued Liability at beginning of year

	2016	2015
	€'000	€'000
<b>Present Value of SOLAS Accrued Liability at beginning of year</b>	694,502	760,400
Current Service Cost	3,540	3,990
Interest on Obligation	15,660	15,200
Contributions from Plan Members	675	914
Actuarial (Gain) / Loss	75,817	(54,510)
Benefits Paid	(31,564)	(31,492)
<b>Present Value of SOLAS Accrued Liability at end of year</b>	<b>758,630</b>	<b>694,502</b>

**(c) Net Deferred Funding for Retirement Benefits in the Year**

	2016	2015
	€'000	€'000
<b>The net deferred funding for retirement benefits recognised in the Statement of Income and Expenditure is as follows:</b>		
Funding Recoverable in respect of current period Retirement Benefit Costs	19,875	20,104
State Grant applied to pay Retirement Benefits	(31,564)	(31,492)
	<b>(11,689)</b>	<b>(11,388)</b>

**(d) Actuarial Assumptions**

	2016	2015
<b>The Financial Assumptions used for FRS102 purposes were:</b>		
Discount Rate	1.50%	2.25%
Price Inflation	1.70%	1.50%
Salary Increases	2.20%	2.00%
State Pension Increases	1.70%	1.50%
Retirement Benefit Increases	2.20%	2.00%

The mortality tables used in 2016 reflect the results of a recent Society of Actuaries investigation into the mortality experience of self-administered retirement benefit schemes in Ireland. The mortality investigation indicated that mortality rates continues to decrease, but at a rate lower than had been previously assumed. This is consistent with the reduction in population mortality improvement rates recorded by the CSO in recent years and is also consistent with the CSO's decision to reduce the assumed rates of future mortality improvements in its latest set of labour force projections.

	2016	2015
<b>The average life expectancy, in years, of a pensioner retiring is as follows:</b>		
	Retiring at 60	Retiring at 60
Males	26 years	25.8 years
Females	28.6 years	28.5 years
	Retiring at 65	Retiring at 65
Males	21.2 years	21.1 years
Females	23.7 years	23.6 years

**(e) Actuarial Gain / (Loss)**

	2016	2015
	€'000	€'000
Effect of changes in actuarial assumptions Recognised in the SCI †	(75,817)	54,510
Actuarial Gain / (Loss) Recognised in the SCI	(75,817)	54,510
Cumulative Gains / (Losses) Recognised in the SCI	(29,521)	46,296

† Statement of Comprehensive Income

**13(ii)** The retirement benefit liability of €758.630m includes an amount of €612.860m (80.8%) related to the retirement benefit liabilities of legacy organisations currently being administered by SOLAS. These retirement benefits are being processed by the Payroll Shared Service Centre (PSSC). Arrangements are under consideration with the Department of Education and Skills to have the retirement benefits paid centrally rather than being routed through the books of SOLAS.

**13(iii)** 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 2016 amounted to €758.630 million. 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 Education and Skills. Contributions from staff and the employer in this scheme are paid over to the Department on a monthly basis.

## 14. Lease Commitments

SOLAS had the following future minimum lease payments under non-cancellable (up to lease break clauses where these apply) operating leases.

	2016	2015
	As at 31 December 2016	As at 31 December 2015
	€'000	€'000
<b>Operating Lease Commitments</b>		
Payable within one year	2,427	3,769
Payable within 2 to 5 years	4,250	6,145
Payable after 5 years	1,855	2,597
<b>Total</b>	<b>8,532</b>	<b>12,511</b>

All Operating Leases are in relation to Buildings. SOLAS has no other Operating Leases. The lease commitments at 2016 year end (net of sublets of €0.819m) are €7.713m for 2 properties. The lease commitments at 2015 year end (net of sublets of €2.627m) were €9.884m for 4 properties. Operating lease payments recognised as an expense in 2016 were €2.264m (2015 : €1.935m). SOLAS terminated the leases on buildings at 23-25 Upper Baggot Street and Rathkeale, Co Limerick in 2016. The leases were terminated on 31 August 2016 and on 31 May 2016 respectively.

No dilapidations were paid in relation to either property. In relation to 23-25 Upper Baggot Street, the agreement provided for SOLAS to settle all rent due amounting to €288,750 to the end of May 2017, i.e. the normal lease exit date. The agreement also provided for a contribution of €50,000 in lieu of insurance, rates, security, lift and maintenance services etc. The exit of this lease will result in gross rental savings of €505,000 per annum plus running costs estimated at €125,000 per annum.

All properties were utilised in 2016.

All Operating Leases are continuously reviewed by SOLAS.

#### **14. Lease Commitments (continued)**

Under the lease agreement for the SOLAS office on Castleforbes Road, Dublin 1 a rent free period of 10 months commenced after the payment of the first quarter rent. The value of the incentive has been spread across the life of the lease.

##### **Finance Lease Commitments**

There were no Finance Leases.

#### **15. Funding**

Most of SOLAS' income is a grant from the Department of Education and Skills which is provided to meet liabilities maturing during the year, as opposed to expenditure incurred during the year. SOLAS recognises its income from the Department of Education and Skills 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.

#### **16. Capital Commitments**

At 31 December 2016 SOLAS had entered into total capital commitments amounting to €0.008m. Capital commitments at 31 December 2015 amounted to €0.081m.

#### **17. 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, including the legacy actions, which, when settled, are likely to have a material impact on the financial statements.

#### **18. 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 €197,044 (2015 : €200,914). A breakdown of remuneration and benefits paid to related party personnel is provided in notes 12(a) and 12(b).

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.

In cases of potential conflict of interest, Board members do not receive Board documentation on the proposed transactions nor do the members participate in or attend Board discussions relating to the matters. All such instances are recorded in the Board minutes. There was one meeting during the year when three Board members did not participate in or attend Board discussions relating to four matters that represented a conflict of their interests.

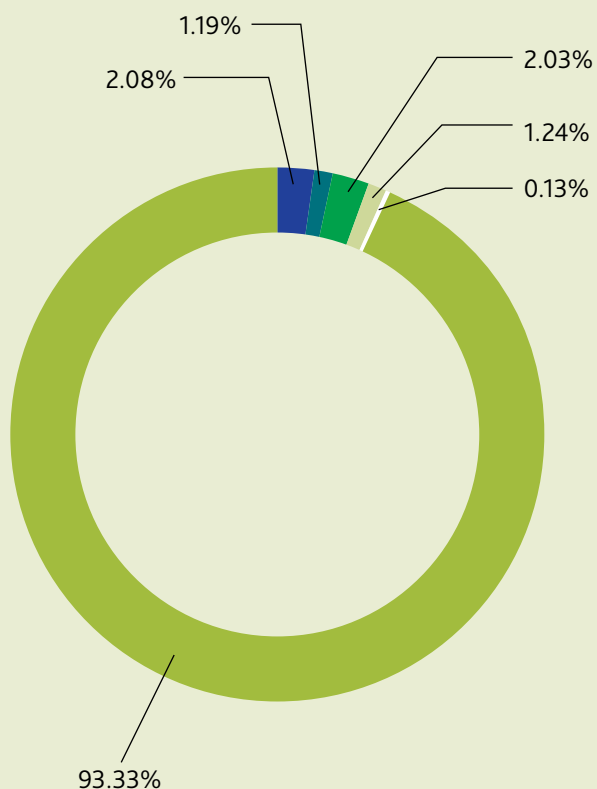
#### **19. Board Approval**

The Board approved the Financial Statements on 25 April, 2017.

# Additional Information

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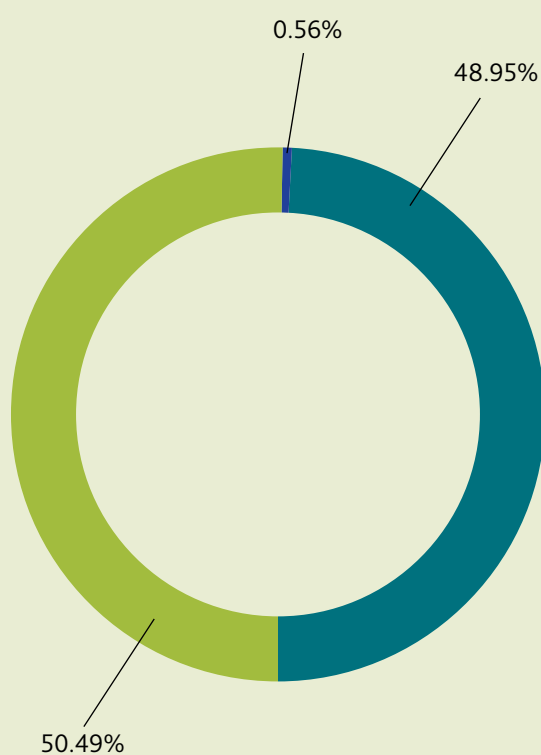
## Breakdown of Expenditure Excluding Pensions



- Total Payroll Costs
- Total Overheads
- Total Programme Costs
- Total Grants to ETBs
- Total Grants to Schools & Other Organisations
- Total Grants to Organisations in the FET sector

	€'000
Total Payroll Costs	11,734
Total Overheads	6,874
Total Programme Costs	11,978
Total Grants to ETBs	538,232
Total Grants to Schools & Other Organisations	726
Total Grants to Organisations in the FET sector	7,147

## Sources of Income Excluding Pensions



- National Training Fund
- Other Income
- Exchequer Funding

	€'000
National Training Fund	286,100
Other Income	3,275
Exchequer Funding	295,055



# Tables and Appendices

# Appendix i

## Direct Provision of Funding (Further Education Grants)

### Breakdown of Grants by Programme as Reported by the Education and Training Boards

Education & Training Board	Adult Guidance	Adult Literacy	Back To Education Initiative	Community Education	English for Speakers of Other Languages	Innovation Projects	Intensive Tuition Adult Basic Education
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Cavan & Monaghan	350	943	869	403	161	0	75
City of Dublin	495	4,476	1,454	1,792	324	1,169	244
Cork	422	1,793	1,404	1,453	50	587	168
Donegal	311	895	950	454	49	19	57
Dublin & Dun Laoghaire *	616	1,988	3,302	1,520	0	61	262
Galway & Roscommon	234	1,798	1,853	759	0	94	143
Kerry	236	869	969	423	102	450	62
Kildare & Wicklow	400	1,459	1,331	626	114	(22)	94
Kilkenny & Carlow	603	1,045	1,106	377	0	0	83
Laois & Offaly	363	1,005	939	377	0	(30)	49
Limerick & Clare	626	2,157	1,607	726	0	553	191
Longford & Westmeath	282	1,322	955	185	0	0	71
Louth & Meath	(16)	943	936	467	241	183	164
Mayo, Sligo & Leitrim	370	1,044	1,396	544	144	30	78
Tipperary	248	888	1,228	376	131	0	56
Waterford & Wexford	133	1,649	1,981	696	65	0	32
<b>Total</b>	<b>5,674</b>	<b>24,274</b>	<b>22,279</b>	<b>11,180</b>	<b>1,380</b>	<b>3,094</b>	<b>1,829</b>

## Direct Provision of Funding (Further Education Grants)

### Breakdown of Grants by Programme as Reported by the Education and Training Boards (continued)

Education & Training Board	Other Programmes (Advocacy, DEIS, Breacadh)	Post Leaving Certificate	VTOS	Youthreach	Further Education Operational Costs	Skills for Work Workforce Basic	Total
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Cavan & Monaghan	16	754	551	2,653	72	0	6,847
City of Dublin	52	1,183	12,672	9,258	1,771	0	34,890
Cork	168	927	3,786	6,817	592	0	18,167
Donegal	137	28	2,411	3,135	1,021	0	9,466
Dublin & Dun Laoghaire *	0	1,115	5,219	6,582	1,467	2,674	24,806
Galway & Roscommon	317	234	4,898	4,606	1,764	0	16,700
Kerry	160	217	2,767	2,483	331	0	9,068
Kildare & Wicklow	188	201	7,969	3,981	752	0	17,093
Kilkenny & Carlow	16	245	2,876	911	(50)	0	7,213
Laois & Offaly	82	92	2,712	2,439	49	0	8,077
Limerick & Clare	202	251	7,215	5,498	1,616	0	20,640
Longford & Westmeath	23	85	2,220	1,947	213	0	7,302
Louth & Meath	79	697	2,305	5,082	1,013	0	12,093
Mayo, Sligo & Leitrim	10	464	3,670	2,749	365	0	10,865
Tipperary	(1)	237	2,532	1,624	443	0	7,763
Waterford & Wexford	145	424	7,979	4,727	349	0	18,179
<b>Total</b>	<b>1,593</b>	<b>7,153</b>	<b>71,781</b>	<b>64,491</b>	<b>11,766</b>	<b>2,674</b>	<b>229,169</b>

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

\* Funds of circa €2.2m for the Skills for Work Programme (Workplace Education Fund) were channelled through Dublin & Dun Laoghaire ETB to all other ETBs.

## Appendix ii

### Direct Provision of Funding (Training Grants)

#### Breakdown of Grants by Programme as Reported by the Education and Training Boards

Education & Training Board	Apprenticeship	Bridging Foundation	Community Training Centres	Evening Courses	Local Training Initiatives	Skills Training	Specialist Training Providers
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Cavan & Monaghan	331	56	0	0	1,345	2,891	1,449
City of Dublin	7,172	192	9,978	912	1,391	4,674	9,536
Cork	5,550	169	2,225	528	3,992	6,140	5,059
Donegal	1,238	612	0	391	160	2,369	1,225
Dublin & Dun Laoghaire	4,139	439	2,708	1,113	2,269	10,123	4,174
Galway & Roscommon	1,712	(0)	743	352	1,694	3,968	2,291
Kerry	2,258	266	797	202	(79)	4,519	2,741
Kildare & Wicklow	96	307	895	0	1,944	2,149	1,973
Kilkenny & Carlow *	640	210	2,084	0	1,094	1,203	432
Laois & Offaly *	3	113	826	0	729	869	1,876
Limerick & Clare	5,058	116	3,338	405	3,180	4,821	3,123
Longford & Westmeath	2,173	(132)	2,013	(77)	988	2,161	2,878
Louth & Meath	4,941	152	1,003	43	1,447	1,824	2,768
Mayo, Sligo & Leitrim	2,121	0	1,644	159	2,528	3,641	4,056
Tipperary *	0	178	1,679	0	868	1,529	690
Waterford & Wexford	6,367	985	2,900	918	3,259	4,957	2,119
<b>Total</b>	<b>43,798</b>	<b>3,664</b>	<b>32,832</b>	<b>4,948</b>	<b>26,808</b>	<b>57,836</b>	<b>46,392</b>

## Direct Provision of Funding (Training Grants)

### Breakdown of Grants by Programme as Reported by the Education and Training Boards (continued)

Education & Training Board	Traineeship	Other Programmes (Justice, Library, Online)	Training Pay Grants	Training Operational Costs	Sub-Total	Capital	Total
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Cavan & Monaghan	551	0	784	376	7,783	2	7,785
City of Dublin	3,367	254	5,512	1,773	44,761	101	44,862
Cork	1,350	85	4,651	2,294	32,043	381	32,425
Donegal	2,051	0	2,037	799	10,882	87	10,969
Dublin & Dun Laoghaire	3,946	651	7,691	3,331	40,581	294	40,874
Galway & Roscommon	922	338	2,299	967	15,285	246	15,531
Kerry	1,581	7	2,050	816	15,159	212	15,371
Kildare & Wicklow	993	0	643	574	9,574	0	9,574
Kilkenny & Carlow *	642	0	507	207	7,017	0	7,017
Laois & Offaly *	485	0	841	812	6,555	15	6,570
Limerick & Clare	2,413	145	4,231	2,371	29,200	95	29,295
Longford & Westmeath	1,394	80	2,986	676	15,142	211	15,353
Louth & Meath	1,444	0	2,658	1,293	17,572	19	17,591
Mayo, Sligo & Leitrim	1,976	13	2,068	1,061	19,265	454	19,718
Tipperary *	98	0	448	315	5,804	0	5,804
Waterford & Wexford	1,965	16	4,837	1,640	29,964	360	30,324
<b>Total</b>	<b>25,176</b>	<b>1,589</b>	<b>44,242</b>	<b>19,306</b>	<b>306,586</b>	<b>2,477</b>	<b>309,063</b>

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

\* Training Grants for 3 ETB areas without a training centre were processed as follows;

€2,059k of the Kilkenny & Carlow ETB total was processed through Waterford Training Centre in Waterford & Wexford ETB  
 €822k of the Laois & Offaly ETB total was processed through Athlone Training Centre in Longford & Westmeath ETB  
 €542k of the Tipperary ETB total was processed through Limerick Training Centre in Limerick & Clare ETB.  
 €934k of the Tipperary ETB total was processed through Waterford Training Centre in Waterford & Wexford ETB.

# Appendix iii

## Membership of Advisory Committees

(for the period 1st January to 31st December, 2016)

National Apprenticeship Advisory Committee (NAAC)	Meetings Held (3)
William Egenton	Chairman (+ SOLAS Board Member)
Elizabeth Cassidy	SOLAS Board Member (attended last meeting on 18th October 2016)*
Dermot Carey	Employer Representative (Construction Industry Federation (CIF)
Fergal Costello *	Higher Education Authority (HEA) – to 7th September, 2016**
Eamon Devoy (ICTU Rep)	Technical Engineering and Electrical Union (TEEU)
Jim Moore (ICTU Rep)	Union of Construction, Allied Trades and Technicians (UCATT)]
Barry O'Connor	Institutes of Technology Apprenticeship Committee (ITAC)
Phil O'Flaherty	Department of Education and Skills (DES)
Margaret O'Shea	Employer Representative [Society of the Irish Motor Industry (SIMI)]
Martin G. O'Brien	Education & Training Boards Ireland (ETBI)
Vivienne Patterson*	Higher Education Authority (HEA) from 8th September, 2016***
Ray Kelly	SOLAS (Executive)
Chris Feeney	SOLAS (Secretariat)

## Changes to membership during 2016

Chris Feeney (SOLAS) assumed the role of Secretariat to the NAAC

- \* Elizabeth Cassidy (SOLAS Board Member) concluded her term of office on 26th October, 2016 so did not attend the November, 2016 NAAC meeting.
- \*\* Fergal Costello finished on 7th September, 2016 and was succeeded by Ms Vivienne Patterson as the HEA representative.
- \*\*\* Vivienne Patterson succeeded Mr. Fergal Costello as the HEA representative from 8th September, 2016. However, she was unable to attend the meeting on 9th September, 2016 and was instead represented by Mr. Ruaidhrí Neavyn – HEA.



# Appendix iii

(continued)

NAAC – Redundant Apprentice Accreditation Sub-Committee	Meetings Held (3)
Peter Egan	Chairman – Louth & Meath Education & Training Board (LMETB)
Chris Feeney	SOLAS – (temporary chairman for P Egan – attended two meetings on 28th April 2016 and 15th December 2016))
Eamon Devoy	Technical Engineering and Electrical Union (TEEU) (+ Member of NAAC)
Paddy Kavanagh *	TEEU (Temporary substitute for E. Devoy – attended one meeting on 28th April 2016)
Tommy Moloney	G&T Cramptons Limited (CIF)
David Nicholson	Dun Laoghaire Further Education Institute (ITAC)
Eugene Branley	Mayo, Sligo & Leitrim Education & Training Board (MSLETB)
Julie Mannion	SOLAS (attended 1st meeting on 28th April 2016)
Bryan Redmond	Secretariat (replaced Martin McMahon in 2016)

\* Mr. P. Kavanagh succeeded Mr. E. Devoy as TEEU representation following Mr. Devoy's retirement from TEEU in July, 2016

NAAC – National Apprenticeship Appeals Committee	Meetings Held (4)
Patricia Cassells	Chair – Dublin and Dun Laoghaire Education and Training Board – (DDLETB)
Tommy Flaherty	Construction Industry Federation (CIF)
Eamon Devoy	Technical Engineering and Electrical Union (TEEU) (+ Member of NAAC)
Brian Nolan	TEEU (Temporary substitute for E. Devoy – attended one meeting on 26th January 2016)
Arthur Hall	TEEU (Temporary substitute for E. Devoy – attended one meeting on 14th April 2016)
Paddy Kavanagh *	TEEU (temporary substitute for E. Devoy – attended two meetings on 29th June 2016 and 28th September 2016)
Tony Wallace	Limerick Institute of Technology (LiT)
Eugene Branley	Mayo, Sligo & Leitrim Education & Training Board (MSLETB)
Peter Heffernan	City of Dublin Education & Training Board (CDETb)
Chris Feeney	SOLAS – Apprenticeship & Construction Services
Joe Roe	SOLAS Legal Services
Bryan Redmond	SOLAS – Secretariat (replaced Martin McMahon in 2016)

\* Mr. P. Kavanagh succeeded Mr. E. Devoy as TEEU representation following Mr. Devoy's retirement from TEEU in July, 2016



Soláthar Breisoideachais  
agus Oiliúna a chur chun  
cinn atá ábhartha do  
riachtanais foghlaimoirí  
aonair agus do riachtanais  
náisiúnta scileanna.

**Tuarascáil Bhliantúil 2016**

**SOLAS**

An tSeirbhís Oideachais Leanúnaigh agus Scileanna  
Further Education and Training Authority



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## **TUARASCÁIL BHLIANTÚIL 2016**

De bhun Alt 32 (1) den Acht Breisoideachais agus Oiliúna, 2013, cuireann an tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS) an Tuarascáil Bhliantúil agus na Ráitis Airgeadais uathí don tréimhse 12 mhí ón 1 Eanáir 2016 go dtí an 31 Nollaig 2016 faoi bhráid an Aire Oideachais agus Scileanna leis seo.

## **Acht na dTeangacha Oifigiúla 2003**

Foilsítear an Tuarascáil Bhliantúil seo go comhuaineach sa dá theanga oifigiúla.

Tá freagracht ar SOLAS, an tÚdarás Breisoideachais agus Oiliúna, as cláir Bhreisoideachais agus Oiliúna a chistiú, a phleanáil agus a chomhordú. Tá sí á comhchistiú ag Rialtas na hÉireann agus ag an Aontas Eorpach faoi fhorálacha Chláir Chistí Struchtúracha agus Infheistíochtaí AE d'Éirinn don tréimhse 2014-2020.

## **SOLAS - An tSeirbhís Oideachais Leanúnaigh agus Scileanna**

An tÚdarás Breisoideachais agus Oiliúna  
Bloc 1, Teach Chaisleán Foirbis  
Bóthar Chaisleán Foirbis  
Baile Átha Cliath 1  
D01 F1W8  
Éire

**Teil:** +353 (0)1 533 2500

**R-phost:** [info@solas.ie](mailto:info@solas.ie)

**Gréasán:** [www.solas.ie](http://www.solas.ie)



# SOLAS

**An tSeirbhís Oideachais  
Leanúnaigh agus Scileanna**

**An tÚdarás Breisoideachais  
agus Oiliúna**

**TUARASCÁIL  
BHLIANTÚIL 2016**



**An tSeirbhís Oideachais Leanúnaigh agus Scileanna**  
Further Education and Training Authority





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# Brollach ón gCathaoirleach

The background of the image features several large, overlapping circles in various shades of purple and pink. The circles are semi-transparent, creating a layered effect. The text is centered in the upper portion of the image, overlaid on the circles.



Tá áthas orm an tríú Tuarascáil Bhliantúil ó SOLAS, ina gcuimsítear an tréimhse ón 1 Eanáir 2016 go dtí an 31 Nollaig 2016, a chur faoi bhráid an Aire Oideachais agus Scileanna de réir Alt 32(1) den Acht Breisoideachais agus Oiliúna, 2013.

Le linn na tréimhse tuairiscithe sin, rinneadh dul chun cinn suntasach i dtreo earnáil breisoideachais agus oiliúna atá comhaimseartha, solúbtha agus a bhfuil an-mheas uirthi a chruthú, ar earnáil í atá in ann feabhas leanúnach a bhrú chun cinn chun tairbhe d'fhoghlaimeoirí agus freagairt do ríachtanais fostóirí.

I gcomhar lena comhpháirtithe – Boird Oideachais agus Oiliúna Éireann (ETBI) agus na 16 Bhord Oideachais agus Oiliúna – d'imir SOLAS ról tábhachtach maidir leis na hathruithe agus an dul chun cinn atá déanta ón mbliain 2013 i leith a chomhdhlúthú. Bhí roinnt forbairtí suntasacha ann sa bhliain 2016, lena áiríodh an Straitéis um Fhorbairt Ghairmiúil na hEarnála Breisoideachais agus Oiliúna; an Córas Tacaíochta Clár agus Foghlaimeoirí a chuimsíonn an suíomh Gréasáin [fetchcourses.ie](http://fetchcourses.ie) atá dírithe ar úsáideoirí; agus an Straitéis Foghlama le Cuidiú Teicneolaíochta. Tá gach ceann de na forbairtí sin ina samplaí d'aistriú tábhachtach inár gcleachtais bhreisoideachais agus oiliúna. Cloch mhíle eile sa bhliain 2016 ba ea an mheastóireacht ar an gclár Iar-Ardteistiméireachta, atá le foilsiú sa bhliain 2017.

Tháinig dúshlán agus deiseanna nua araon chun cinn don earnáil breisoideachais agus oiliúna mar gheall ar an rialtas nua agus ar shíorthéarnamh an gheilleagair. De réir mar a tháinig laghdú ar an líon daoine ar an mbeochlár, ba ghá don earnáil breisoideachais agus oiliúna fócas a athdhíriú ar scileanna a chur ar dhaoine san fhostaíocht, agus ní scileanna don fhostaíocht amháin, mar a tharla roimhe sin. Rinne Richard Bruton TD an chéad Phlean Gníomhaíochta riamh don Oideachas agus an Straitéis Náisiúnta Scileanna a fhoilsiú. Cuireadh na fóraim scileanna réigiúnacha ar bun freisin.

Leanadh ar aghaidh le cláir phrintíseachta a leathnú freisin. Tosaíodh dhá chlár nua agus bhain cuid mhór eile ardchéim forbartha amach sa bhliain. D'imir SOLAS ról tábhachtach maidir le tionchar a imirt ar na forbairtí sin agus maidir le heolas agus le tacaíocht a thabhairt dóibh. Ina theannta sin, cheadaigh Bord SOLAS sé cinn d'Orduithe Oiliúna Tionscail i mí Iúil 2016. Ba é sin an chéad uair riamh a d'fheidhmigh SOLAS an chumhacht dhlíthiúil sin.

Ba mhaith liom buíochas a ghabháil le Richard Bruton TD, an tAire Oideachais agus Scileanna, le John Halligan TD, an tAire Stáit um Scileanna, Taighde agus Nuálaíocht, agus le feidhmeannaigh ón Roinn Oideachais agus Scileanna as an treoir agus as an tacaíocht a thug siad le linn na bliana.

Ba mhaith liom aitheantas a thabhairt don obair a bhíonn á déanamh ag Paul O'Toole, Príomhoifigeach Feidhmiúcháin SOLAS, ag foireann SOLAS, ag ETBI, ag na Boird Oideachais agus Oiliúna, ag gníomhaireachtaí agus comhlachtaí rialtais agus ag ár gcomhpháirtithe eile ar fud na hearnála breisoideachais agus oiliúna. Bíonn siad ag déanamh iarracht leanúnach chun barr feabhais a bhaint amach sa bhreisoideachas agus oiliúna agus chun foghlaimeoirí agus fostóirí a spreagadh féachaint air mar rogha oideachais.

Thar ceann Bhord SOLAS, ba mhaith liom a dhearbhu arís eile go bhfuilimid tiomanta do threoir agus do thacaíocht a thabhairt do SOLAS i ngach a ndéanann sí. Creidim go mbíonn ár dtaithe chomhchoiteann agus ár gcomhspríocanna ag cabhrú le múnú a dhéanamh ar earnáil breisoideachais agus oiliúna a bhaineann dea-thorthaí amach d'fhoghlaimeoirí, d'fhostóirí agus do phobail. Ba mhaith liom buíochas ar leith a ghabháil le Elizabeth Cassidy agus le Kenneth Whyte, a ndeachaigh a dtéarmaí oifige mar chomhaltaí de Bhord SOLAS in éag i mí Dheireadh Fómhair 2016.

Leanann an Bord ar aghaidh le treo straitéiseach a chur ar fáil do SOLAS tríd an maoirseacht a dhéanann sé ar an bPlean Seirbhísí Breisoideachais agus Oiliúna agus ar ghníomhaíocht ghaolmhar cistiúcháin agus ar an obair atá á déanamh chun an Straitéis Breisoideachais agus Oiliúna 2014-2019 a chur ar aghaidh agus chun Plean Corparáideach SOLAS 2014-2016 a chur chun feidhme. Thar ceann an Bhoird, táimid ag tnúth le treoir agus le tacaíocht a thabhairt do SOLAS thar na blianta atá le teacht.

**Patrick Delaney**  
**Cathaoirleach**



# Brollach ón bPríomhoifigeach Feidhmiúcháin



Téama coitianta ar fud an Rialtais agus na hearnála oideachais araon sa bhliain 2016 ba ea an gá atá ann leis na scileanna cearta a fhorbairt le haghaidh fhórsa saothair na hÉireann. Maidir leis sin, foilsíodh an Straitéis Náisiúnta Scileanna agus an Plean Gníomhaíochta don Oideachas, mar aon leis na Pleananna Gníomhaíochta do Phoist agus Bealaí chun na hOibre. Ag an am céanna, bhí sé chomh tábhachtach agus a bhí riamh tacú le cuimsiú sóisialta nó gníomhach do dhaoine faoi mhíchumas, do dhaoine atá faoi réir míbhuntáiste socheacnamaíoch ar chúiseanna éagsúla agus do dhaoine a bhfuil deacrachtaí litearthachta agus uimhearthachta acu.

Ar a taobh féin, chuir an earnáil breisoideachais agus oiliúna níos mó ná 300,000 deis foghlama ar fáil i gclár a bhí sa raon ó leibhéal a haon go leibhéal a sé ar an gCreat Náisiúnta Cáilíochtaí. Ba trí na Boird Oideachais agus Oiliúna agus trí chomhpháirtithe eile a soláthraíodh na deiseanna sin. D'oibríomar go dlúth leis na Boird Oideachais agus Oiliúna agus leis na Bainisteoirí Scileanna Réigiúnacha chun a chinntiú go mbeadh an soláthar breisoideachais agus oiliúna freagrúil do na riachtanais atá ag foghlaimoirí áitiúla, ag gnólachtaí áitiúla agus ag pobail áitiúla, agus leas á bhaint againn as sonraí arna nginiúint ag an Aonad Taighde Scileanna agus Margadh Saothair i SOLAS agus ag an Aonad Pleanála i SOLAS.

Lean SOLAS ar aghaidh le tacaíocht a thabhairt do gach beartas agus tionscnamh ábhartha rialtais, lena áiríodh leathnú an chórais phrintíseachta sa bhliain 2016. Le linn an clár printíseachta a leathnú, cuirfear feachtas gaolmhar cumarsáide ar siúl chun printíseacht a chur chun cinn mar shár-rogha ghairme. Rinneadh dul chun cinn suntasach ar chúrsaí oiliúna gairme a fhorbairt trí líonra na mBord Oideachais agus Oiliúna freisin.

Leanadh ar aghaidh leis an Straitéis Breisoideachais agus Oiliúna agus leis an Straitéis Litearthachta Aosach a chur chun feidhme. Mar chuid den obair sin, choimisiúnaigh SOLAS feachtas chun an tábhacht a bhaineann le scileanna litearthachta agus uimhearthachta a chur chun cinn. Ba í an Áisíneacht Náisiúnta Litearthachta d'Aosaigh (NALA) a bhainistigh an feachtas thar ár gceann. Leanadh ar aghaidh le bonneagar sonraí an Chórais Tacaíochta Clár agus Foghlaimoirí a chur ar aghaidh, agus an obair sin á treorú ag grúpa stiúrtha a chuimsigh SOLAS, ETBI agus na Boird

Oideachais agus Oiliúna. Tháinig [fetchcourses.ie](http://fetchcourses.ie) i bhfeidhm i mí Lúnasa 2016. Is é sin an ghné den bhunachar sonraí náisiúnta cúrsaí atá dírithe ar an bpobal. A bhuí leis an bhfeachtas gaolmhar cumarsáide a reáchtáladh ar bhonn náisiúnta agus áitiúil ina leith, bhí 2.6 milliún amharc ann ar leathanaigh an tsuímh le linn na bliana. Is é [fetchcourses.ie](http://fetchcourses.ie) an chéad suíomh Gréasáin riamh ar a gcuimsítear gach ceann de na cúrsaí breisoideachais agus oiliúna arna gcistiú ag SOLAS in Éirinn.

Lean an tAonad Taighde Scileanna agus Margadh Saothair i SOLAS de bheith ag cur le hobair an tSainghrúpa ar Riachtanais Scileanna sa Todhchaí sa bhliain 2016. D'fhoilsigh sé roinnt tuarascálacha lena linn freisin, ba iad sin: Monitoring Ireland's Skills Supply 2016; Regional Labour Markets Bulletin 2016; National Skills Bulletin 2016; Future Skills Needs of the Biopharma Industry in Ireland 2016; agus an Annual Vacancy Overview.

Chuir SOLAS plean fórsa saothair i gcrích mar chuid dá rannchuidiú le hathchóiriú na hearnála poiblí. Sa phlean sin, leagadh creat síos don eagraíocht agus sainathnódh na tacair chearta scileanna a theastaíonn uainn má táimid chun ár gcuspóirí gnó a chomhlíonadh. Cuireadh an plean faoi bhráid na Roinne Oideachais agus Scileanna agus ceadaíodh é ansin. Tá an plean á chur chun feidhme faoi láthair.

Chuaigh téarma an chéad Phlean Chorporáidigh ó SOLAS in éag i mí na Nollag 2016. Tosaíodh ar phlean nua a fhorbairt sa bhliain 2016 agus chuathas i mbun comhairliúcháin le geallsealbhóirí inmheánacha agus seachtracha araon mar chuid den obair sin. Rinne Coiste Pleanála Straitéisí Bhord SOLAS agus an Bord breithniú ar an ábhar freisin. Déanfar Plean Corparáideach SOLAS 2017-2019 a chríochnú agus a fhoilsiú sa chéad chuid den bhliain 2017.

Tá dul chun cinn suntasach déanta ag SOLAS mar eagraíocht agus mar chomhpháirtí araon san earnáil breisoideachais agus oiliúna. Ba mhaith liom an deis seo a thapú chun buíochas a ghabháil leis na daoine seo a leanas: an fhoireann thiomanta atá againn i SOLAS; Bord SOLAS; an tAire Oideachais agus Scileanna agus an tAire Stáit um Scileanna, Taighde agus Nuálaíocht agus feidhmeannaigh eile ón Roinn Oideachais; ETBI; na Boird Oideachais agus Oiliúna; agus ár gcomhpháirtithe eile. Oibrímid le chéile chun eispéireas agus torthaí níos fearr breisoideachais agus oiliúna a bhaint amach d'fhoghlaimoirí, do ghnólachtaí agus do phobail áitiúla. Féachaimid le hearnáil breisoideachais agus oiliúna a chruthú a bhfuil cáil uirthi mar gheall ar a barr feabhais agus ar a huaimhian agus a chabhraíonn go dearfach le gach foghlaimoir, is cuma cén áit a bhfuil siad ar a n-aistear foghlama.

**Paul O'Toole**  
**Chief Executive Officer, SOLAS**

# Bord SOLAS



# An tSeirbhís Oideachais Leanúnaigh agus Scileanna An tÚdarás Breisoideachais agus Oiliúna

Ba é an tAire Oideachais agus Scileanna ag an am a rinne Bord SOLAS a cheapadh an 27 Deireadh Fómhair 2013. Tá an Bord comhdhéanta de Chathaoirleach agus 12 ghnáthchomhalta, lena n-áirítear Príomhoifigeach Feidhmiúcháin SOLAS (ar comhalta den Bhord de bhrí oifige é).



**Patrick Delaney, Cathaoirleach**  
Iar-Bhall de Chónaidhm Ghnólachtaí  
agus Fhostóirí na hÉireann (IBEC)  
Iar-Stiúrthóir - Comhlachas na  
nGnólachtaí Beaga (SFA)



**David Barrett**  
Bunaitheoir agus Stiúrthóir  
Bainistíochta – MBCS, Cuideachta  
Onnmhairiúcháin atá faoi  
thacaíocht ag Fiontraíocht Éireann



**Bernadette Brady**  
Ionadaí d'Fhoghlaimoirí Aosacha.  
Iar-Phríomhoifigeach  
Feidhmiúcháin, AONTAS –  
an Eagraíocht Náisiúnta um  
Fhoghlaim Aosach



**Seán Burke**  
Iar-Phríomhoifigeach Feidhmiúcháin  
Bord Oideachais agus  
Oiliúna Luimnigh agus an Chláir



**Elizabeth Cassidy**  
Stiúrthóir Bainistíochta  
Irish Time Design Limited



**Patricia Carey**  
Iar-Uachtarán  
Coláiste Gnó  
Skerry, Corcaigh



**William Egerton**  
Stiúrthóir Bainistíochta  
Dromone Engineering Limited



**Cathriona Hallahan**  
Stiúrthóir Bainistíochta  
Microsoft Ireland



**Darragh J. Loftus**  
Bainisteoir Cuntas  
Croí-Theicneolaíochta  
Oracle EMEA Limited



**Cecilia Munro**  
Príomhoide  
Institiúid Breisoideachais Dhún  
Laoghaire  
Bord Oideachais agus Oiliúna Bhaile  
Átha Cliath agus Dhún Laoghaire



**Paul O'Sullivan**  
Iar-Dhéan agus Stiúrthóir  
Coláiste Gnó,  
Institiúid Teicneolaíochta  
Bhaile Átha Cliath



**Paul O'Toole (de bhrí oifige)**  
Príomhoifigeach Feidhmiúcháin  
SOLAS, an tÚdarás Breisoideachais  
agus Oiliúna



**Kenneth Whyte**  
Príomhoide  
Coláiste Bhráithre na Toirbhearta,  
Corcaigh

## **Athruithe ar Bhord SOLAS**

Sa bhliain 2016, tháinig an Téarma Oifige trí bliana chun deiridh do Elizabeth Cassidy, do Darragh J. Loftus agus do Kenneth Whyte. Bhí siad go léir san oifig ón 27 Deireadh Fómhair 2013 go dtí an 26 Deireadh Fómhair 2016.

Rinneadh Darragh J. Loftus a athcheapadh chuig Bord SOLAS an 27 Deireadh Fómhair 2016 ar feadh tréimhse cúig bliana.

## Bord SOLAS

An Tréimhse a Chuimsítear – 12 mhí  
Eanáir go Nollaig 2016

### Bord SOLAS

### Cruinnithe a Tionóladh (9)

Tionóladh naoi (9) gcinn de Chruinnithe Boird SOLAS le linn na tréimhse 12 mhí ón 1 Eanáir go dtí an 31 Nollaig 2016.

#### Cruinnithe ar Freastalaíodh Orthu

Patrick DELANEY – Cathaoirleach	(9)
David BARRETT	(4)
Bernadette BRADY	(9)
Seán BURKE	(9)
Patricia CAREY	(9)
Elizabeth CASSIDY	(6/8)
William EGENTON	(7)
Cathriona HALLAHAN	(6)
Darragh J. LOFTUS	(7)
Cecilia MUNRO	(9)
Paul O'SULLIVAN	(6)
Paul O'TOOLE	(9)
Kenneth WHYTE	(5/8)

## Coistí Boird SOLAS

### An Coiste um Athbhreithniú Iniúchta agus Bainistíochta Riosca

### Cruinnithe a Tionóladh (5)

Cathriona Hallahan	Cathaoirleach + Comhalta de Bhord SOLAS
Seán Burke	Comhalta de Bhord SOLAS
Robert Chestnutt	Ceapaí seachtrach
Paul O'Sullivan	Comhalta de Bhord SOLAS

### An Coiste Pleanála Straitéisí

### Cruinnithe a Tionóladh (3)

Elizabeth Cassidy	Cathaoirleach + *Comhalta de Bhord SOLAS
David Barrett	Comhalta de Bhord SOLAS
Berni Brady	Comhalta de Bhord SOLAS
Cecilia Munro	Comhalta de Bhord SOLAS
Darragh J. Loftus	Comhalta de Bhord SOLAS**
Fiona Hartley	(SOLAS) An tÚdarás Breisoideachais agus Oiliúna
Bryan Fields	(SOLAS) An tÚdarás Breisoideachais agus Oiliúna

Tabhair faoi deara:

\* E. Cassidy Uas. - Tháinig a Téarma Oifige mar Chomhalta de Bhord SOLAS agus mar Chathaoirleach ar an gCoiste Pleanála Straitéisí chun deiridh an 26 Deireadh Fómhair 2016

\*\* An tUas. D. J. Loftus - Tháinig a Théarma Oifige mar Chomhalta de Bhord SOLAS chun deiridh an 26 Deireadh Fómhair 2016. Rinneadh an tUas. Loftus a athcheapadh chuig an mBord an 27 Deireadh Fómhair 2016 ar feadh téarma cúig bliana.

### An Coiste um Fhorbairt an Fhórsa Saothair agus Forbairt Eagrúcháin

### Cruinnithe a Tionóladh (1)

Patrick Delaney	Cathaoirleach + Cathaoirleach ar Bhord SOLAS
Patricia Carey	Comhalta de Bhord SOLAS
Kenneth Whyte	*Comhalta de Bhord SOLAS

\* (Tháinig a Théarma Oifige mar Chomhalta de Bhord SOLAS chun deiridh an 26 Deireadh Fómhair 2016)

Bhí comhaltaí de Bhord SOLAS ina gcomhaltaí den Choiste Comhairleach seo a leanas freisin le linn na bliana 2016:

— An Coiste Comhairleach Náisiúnta um Printíseacht

(Féach Aguisíní le haghaidh tuilleadh faisnéise)

## Athbhreithniú an Bhoird

De réir alt 4.6 den Chód Cleachtais do Rialachas Comhlachtaí Stáit 2016, thug Bord SOLAS faoi athbhreithniú ar a fheidhmíocht ag deireadh na bliana 2016. Pléadh an t-athbhreithniú sin ar lá bliantúil straitéise agus pleanála an Bhoird i mí Eanáir 2017.

## Sceideal Ábhar atá Forchoimeádta do Bhord SOLAS

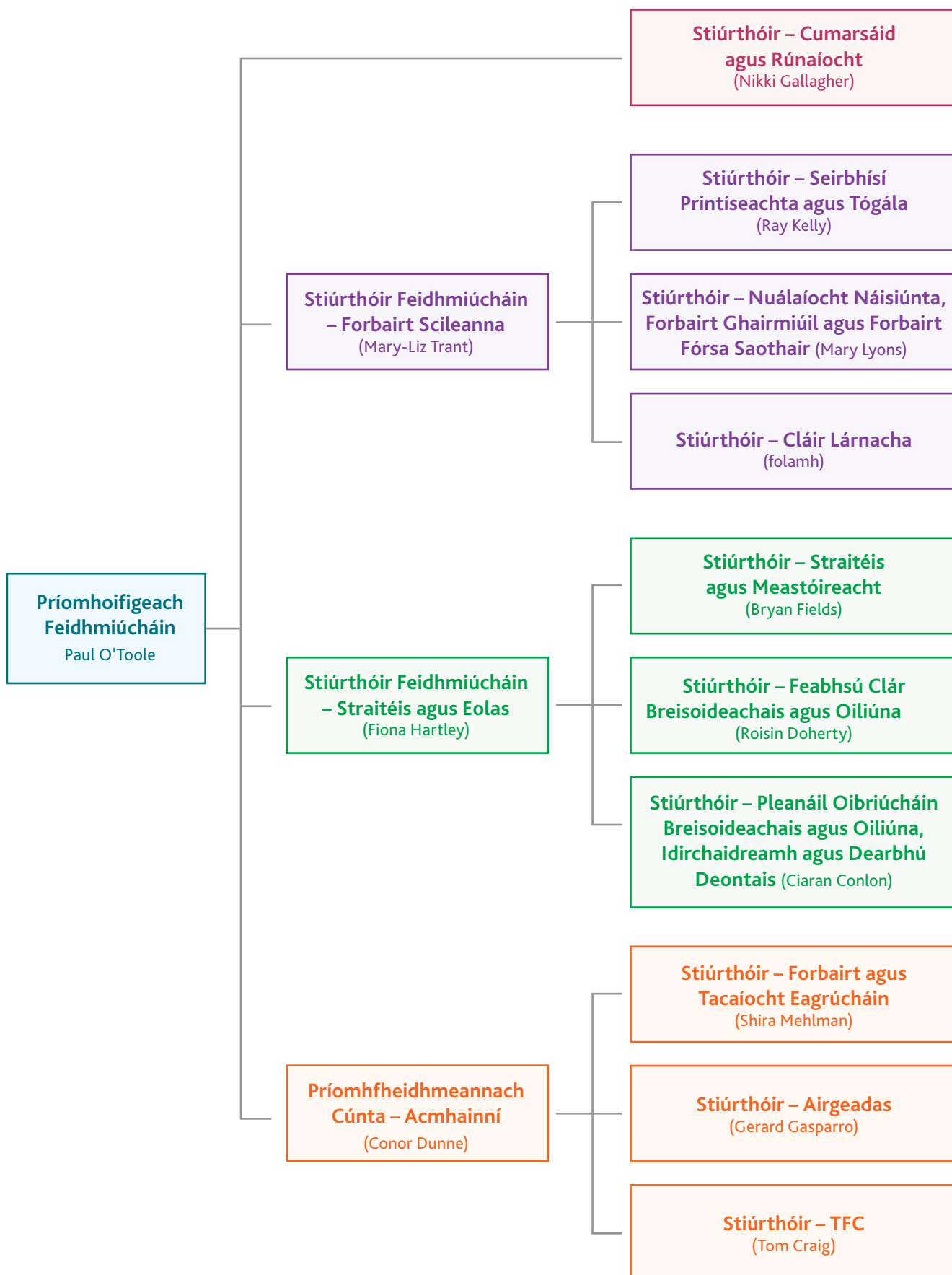
De réir alt 4.7 den Chód Cleachtais do Rialachas Comhlachtaí Stáit 2016, rinne an Bord Sceideal Ábhar a ghhlacadh go foirmiúil ina leagtar amach ról cinnteoireachta an Bhoird.

Is iad seo a leanas na hábhair atá forchoimeádta don Bhord dá chinneadh comhchoiteann:

- Straitéis agus Bainistíocht
- Struchtúr agus Eagrú
- Tuairisciú Airgeadais agus Rialuithe Airgeadais
- Rialuithe Inmheánacha
- Conarthaí
- Ceapacháin agus Luach Saothair
- Ábhair Rialachais Chorporáidigh



# Struchtúr Eagrúcháin



# Breisoideachas agus Oiliúint sa Bhliain 2016

## Geilleagar atá ag Téarnamh

Lean geilleagar na hÉireann de bheith ag leathnú sa bhliain 2016, agus fás láidir fostaíochta le brath ina lán earnálacha. Mar sin féin, rinneadh difear suntasach do mhuinín ghnó sa dara cuid den bhliain 2016 mar gheall ar an toradh ar an reifreann Breatimeachta agus ar an tionchar a d'fhéadfadh a bheith aige sin ar fhás geilleagrach agus margadh saothair na hÉireann. Ina ainneoin sin, thit an ráta difhostaíochta arna choigeartú go séasúrach ó 8.9% i mí na Nollag 2015 go 7.2% i mí na Nollag 2016. Tá sé tuartha ag tráchtairí áirithe amhail an Institiúid Taighde Eacnamaíochta agus Sóisialta go mbainfidh an ráta difhostaíochta 6.8% amach faoi dheireadh na bliana 2017.

Laistigh den timpeallacht sin atá ag téarnamh, leanann SOLAS, in éineacht lena gcomhpháirtithe san earnáil breisoideachais agus oiliúna, ar aghaidh le ról lárnach a imirt maidir le tosaíochtaí eacnamaíocha, sóisialta agus oideachais an Rialtais a chur ar aghaidh. Maidir leis sin, baineann foghlaimoirí, fostóirí agus an mórfhobal, lena n-áirítear a lán daoine faoi mhíbhuntáiste, cuid mhór tairbhí as páirt a ghlacadh i gcúrsaí breisoideachais agus oiliúna arna gcistiú ag SOLAS. Úsáidtear sciar suntasach den soláthar breisoideachais agus oiliúna arna chistiú ag SOLAS chun scileanna a chur ar dhaoine aonair ar mhaithe lena n-inniúlacht a neartú, rud as a dtagann dul chun cinn oideachasúil agus méadú ar chuimsiú sóisialta agus ar shoghluasteacht. Agus measúnú á dhéanamh ar a éifeachtaí atá soláthar eile breisoideachais agus oiliúna, féachtar go príomha ar cé chomh maith is a ullmhaítear foghlaimoirí don obair i ngeilleagar atá ag téarnamh agus ar cé chomh maith is a chumasáítear dóibh dul in iomaíocht i margadh saothair atá ag teannadh.

## Tionscnaimh Bheartais

Le linn na bliana 2016, léiríodh go soiléir an rannchuidiú a dhéanann an earnáil breisoideachais agus oiliúna maidir le feabhas a chur ar fhoilláine gheilleagrach agus shóisialta nuair a sheol an rialtas roinnt tionscnaimh beartais, lena n-áiríodh Straitéis Náisiúnta Scileanna na hÉireann 2025 – Todhchaí na hÉireann, mar chuid dá phlean chun téarnamh geilleagrach a choinneáil ar bun, fás geilleagrach inbhuanaithe a chothú agus cuimsiú sóisialta a mhéadú. Ceann de na príomhghéalltanais a thugtar sa straitéis is ea 50,000 áit ar chúrsaí printíseachta agus oiliúna a chur ar fáil faoin mbliain 2020. Beidh ar SOLAS ceannaireacht a thaispeáint má táthar chun an géalltanais sin a chomhlíonadh.

Seoladh an chéad Phlean Gníomhaíochta riamh don Oideachas sa bhliain 2016 freisin. Is é an aidhm atá leis an bplean an tseirbhís is fearr san Eoraip a dhéanamh de sheirbhís oideachais agus oiliúna na hÉireann faoin

mbliain 2026. Is é croí-aidhm an phlean an líon deiseanna fostaíochta a bhfuil pá maith ag gabháil leo a mhéadú agus dul i ngleic le míbhuntáiste.

Cuimsítear Ráiteas Straitéise na Roinne Oideachais agus Scileanna sa Phlean Gníomhaíochta freisin. Chomh maith leis sin, leagtar amach ann na gníomhartha agus na foghniomhartha a chuirfear chun feidhme sa tréimhse 2016-2019, agus amlínte agus na comhlachtaí ar a mbeidh an bpríomhfhreagracht as iad a sholáthar leagtha síos ann. Is ag an earnáil breisoideachais agus oiliúna arís eile atá ról tábhachtach ceannaireachta agus tacaíochta maidir le cuid mhaith de na spriocanna téamacha atá leagtha amach sa Ráiteas a chur ar aghaidh.

Beartas tábhachtach eile a foilsíodh sa bhliain 2016 ba ea an straitéis Bealaí chun na hOibre 2016-2020, rud ar sheol an Roinn Coimirce Sóisialaí é. Tá sé geallta ag an Roinn Oideachais agus Scileanna go rachaidh sí i mbun comhar leanúnach leis an Roinn Coimirce Sóisialaí chun an straitéis a chur chun feidhme, agus é mar aidhm léi deis a thabhairt do chuardaitheoirí poist uasoiliúint agus athoiliúint a fháil agus tairbhí a bhaint as an téarnamh geilleagrach. In éineacht leis an earnáil ardoideachais agus le fostóirí, meastar go mbeidh ról ríthábhachtach ag SOLAS, ag a comhpháirtithe san earnáil breisoideachais agus oiliúna agus ag na Boird Oideachais agus Oiliúna maidir leis na scileanna sin a sholáthar. Sheol an rialtas an Plean Gníomhaíochta do Phoist 2016 freisin. Tá sé sin ar an gcúigiú ceann de shraith bhliantúil pleananna fostaíochta a bhfuil sé mar aidhm leo geilleagar inbhuanaithe nua a chruthú a bheidh bunaithe ar fhiontraíocht, ar onnmhairí agus ar nuálaíocht. Arís eile, fáiltíonn SOLAS agus a comhpháirtithe roimh an ról atá acu maidir lena lán géalltanais a chomhlíonadh i réimsí amhail an Phrintíseacht, 'Scileanna don Obair', an Straitéis um Fhorbairt an Fhórsa Saothair Breisoideachais agus Oiliúna agus an Straitéis don Fhoghlaim le Cuidiú Teicneolaíochta.

## Bonneagar Nua le haghaidh Scileanna a Shainaithint

Ba sa Straitéis Náisiúnta nua Scileanna a leagadh amach na struchtúir náisiúnta agus réigiúnacha le haghaidh riachtanais scileanna a shainaithint. Pléadh sa straitéis leis an dóigh a gceapfaí Comhairle Náisiúnta nua Scileanna, leis an dóigh a ndéanfaí sainordú an tSainghrúpa ar Riachtanais Scileanna sa Todhchaí (EGFSN) a athnuachan, agus leis an ról tábhachtach a bheadh ag na Fóraim nua Scileanna Réigiúnacha maidir le caidreamh a éascú idir fostóirí agus soláthraithe oideachais agus oiliúna ar mhaithe le freastal ar riachtanais scileanna réigiúnacha. Mar chuid den bhonneagar nua sin, cuireadh fóraim scileanna ar bun i naoi réigiún le linn na bliana 2016. Ceapadh bainisteoir scileanna



réigiúnacha chun gníomhaíochtaí gach fóraim a stiúradh freisin. Seoladh an suíomh Gréasáin scileanna réigiúnacha [regionalskills.ie](http://regionalskills.ie) mar uirlis cumarsáide le haghaidh fostóirí réigiúnacha agus soláthraithe oideachais agus oiliúna ansin. Agus leas á bhaint as sonraí agus as tacaí eile ón Aonad Taighde Scileanna agus Margadh Saothair i SOLAS, soláthraítear ar an suíomh Gréasáin rochtain ar phróifíl mhionsonraithe do gach ceann de na naoi réigiún. Tógadh an fhaisnéis sin ó gach píosa taighde ábhartha agus ó gach tacar sonraí ábhartha atá ar fáil ó thaobh scileanna de, agus é mar aidhm léi bonn eolais a chur faoi chomhphlé eolach ar riachtanais scileanna.

Déantar ionadaíocht do na Boird Oideachais agus Oiliúna sna fóraim scileanna agus sna Coistí Forbartha Pobail Áitiúla ar leibhéal áitiúil. Tá prótacail ar bun idir na Boird Oideachais agus Oiliúna agus na hOifigí Fiontair Áitiúil freisin.

## An Fhreagairt ó SOLAS

Chun tacú leis na tionscnaimh sin agus le tionscnaimh eile rialtais, lean SOLAS ar aghaidh le leathnú an chórais athnuaithe phrintíseachta a éascú agus le tacaíocht a thabhairt don obair sin sa bhliain 2016. Tríd an raon printíseachtaí atá i bhfeidhm aici, b'amhlaidh, i gcomhar leis an Roinn Oideachais agus Scileanna, le fostóirí agus le ceardchumann, gur imir SOLAS ról rithábhachtach maidir le freastal ar an éileamh méadaithe a bhí ann ar fud an tionscail ar raon leathan ceardaithe oilte sa bhliain 2016.

Ina theannta sin, bhí ról lárnach ag SOLAS maidir leis an gComhairle Printíseachta a chumasú dhá phrintíseacht nua a sheoladh sa bhliain. Is printíseacht ar leibhéal céime atá sa dá cheann de na printíseachtaí sin: Printíseacht sa Chleachtas Árachais agus printíseacht san Innealtóireacht Thionsclaíoch/Leictreach. Tá 23 thogra eile le haghaidh printíseachtaí nua á bhforbairt faoi láthair. Tá 30 rogha eile á mbreithniú freisin, agus iad ag teacht ó na 86 scéim fhéideartha ar shainaithe an Chomhairle Printíseachta iad.

Baineadh dul chun cinn suntasach amach freisin ar an gClár um Chúrsaí Oiliúna Gairme a chur ar aghaidh trí líonra na mBord Oideachais agus Oiliúna. Soláthraíodh cúrsa píolótach innealtóireachta i mBord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin agus cuireadh tús le cúrsaí eile oiliúna gairme san earnáil innealtóireachta chomh maith. D'oibrigh SOLAS le 14 Bhord Oideachais agus Oiliúna chun tacú leo clár um chúrsaí oiliúna gairme a bhunú, agus sinn ag díriú ar riachtanais shainaitheanta scileanna in earnálacha ábhartha tionscail amhail an tionscal fáilteachais agus ar chúrsaí oiliúna a thabhairt isteach sna réimsí seo a leanas: an díolachán digiteach agus an mhargaíocht dhigiteach, an bheochan agus an mhaisíocht físe, agus an feistiú intí.

Leanadh ar aghaidh le dea-dhul chun cinn a dhéanamh ar chur chun feidhme na Straitéise Breisoideachais agus Oiliúna 2014-2019, lena n-áirítear an Straitéis Litearthachta agus Uimhearthachta. Cuireadh an obair sin i gcrích faoi choimirce na Roinne Oideachais agus Scileanna agus le tacaíocht ó SOLAS.

Tá na príomhéachtaí a baineadh amach maidir le cur chun feidhme na Straitéise Breisoideachais agus Oiliúna 2014-2019 leagtha amach sa chéad chuid eile den tuarascáil seo. Maidir leis an mbonneagar sonraí breisoideachais agus oiliúna ina gcuimsítear féilire náisiúnta cúrsaí, bunachar sonraí náisiúnta cúrsaí agus bunachar sonraí náisiúnta foghlaimoírí, cuireadh é ar fáil do gach Bord Oideachais agus Oiliúna le linn na bliana 2016.

Cuireann an Sainghrúpa ar Riachtanais Scileanna sa Toghchaí comhairle ar rialtas na hÉireann maidir leis na riachtanais scileanna atá ag an ngeilleagar faoi láthair agus maidir leis na riachtanais scileanna a bheidh ag an ngeilleagar sa toghchaí trí na staidéir earnála a dhéanann sé agus trí shraith foilseachán bliantúil a sholáthraíonn sé ar an soláthar agus ar an éileamh scileanna i margaí saothair náisiúnta agus réigiúnacha.

Lean an tAonad Taighde Scileanna agus Margadh Saothair i SOLAS ar aghaidh le hacmhainn bailiú sonraí, anailíseach agus taighde a chur ar fáil chun tacú le hobair an tSainghrúpa. Foilsíodh roinnt tuarascálacha tábhachtacha ón Sainghrúpa ar Riachtanais Scileanna sa Toghchaí/ ón Aonad Taighde Scileanna agus Margadh Saothair sa bhliain 2016, lena n-áiríodh iad seo a leanas: *Monitoring Ireland's Skills Supply 2016; Regional Labour Markets Bulletin 2016; National Skills Bulletin 2016; Future Skills Needs of the Biopharma Industry in Ireland 2016; Lifelong Learning Participation Among Adults in Ireland; agus an Annual Vacancy Overview.*

Leanadh ar aghaidh le Plean an Rialtais um Athchóiriú na Seirbhíse Poiblí a úsáid chun eolas a thabhairt d'obair SOLAS, agus í ag déanamh athailíniú leanúnach ar a próisis ghnó d'fhonn í féin a chumasú an sainordú atá aici a chomhlíonadh a éifeachtaí is féidir. I ndáil leis sin, tugadh próiseas nua isteach chun leibhéil soláthar foirne a chinneadh san earnáil phoiblí, rud a fheidhmítear faoin meicníocht ceadaíthe tharmilgthe. Ceanglaíodh ar SOLAS plean forbartha fórsa saothair a chur faoi bhráid na Roinne Oideachais agus Scileanna i bhformáid ar leith, agus chomhlíon SOLAS an ceanglas sin. Bhí díospóireacht ina leith sin ar siúl leis an Roinn le tamall fada cheana féin. Ba ag deireadh na bliana 2016 a críochnaíodh an díospóireacht sin ar fad.

Chomh maith leis sin, chuir SOLAS tús leis an bpróiseas chun an dara plean corparáideach uathu a fhorbairt, rud ina gcuimsítear an tréimhse 2017-2019. Tá an plean bunaithe ar gach ceann de na tionscnaimh atá leagtha amach thuas, mar aon le straitéisí eile rialtais amhail an creat fostaíochta cuimsithí do dhaoine faoi mhíchumas. Tacaítear leis na nithe sin ar fad sa phlean freisin. I bhfianaise an phlean chorparáidigh nua atá á fhorbairt, thosaigh SOLAS ag obair ar an struchtúr eagrúcháin reatha a bheachtú agus a athnuachan chun tacú leis an bplean nua a sholáthar.



## Buaicphointí 2016

# 338,427

dtairbhí

Buiséad

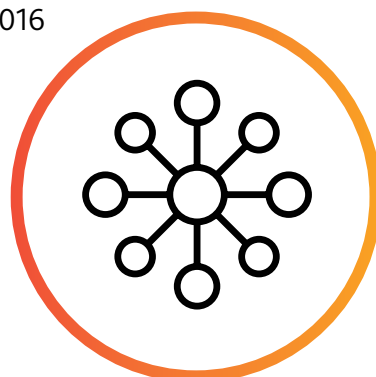
# €631.9m



Foilsíodh an **Straitéis um Fhorbairt Ghairmiúil na hEarnála Breisoideachais agus Oiliúna**



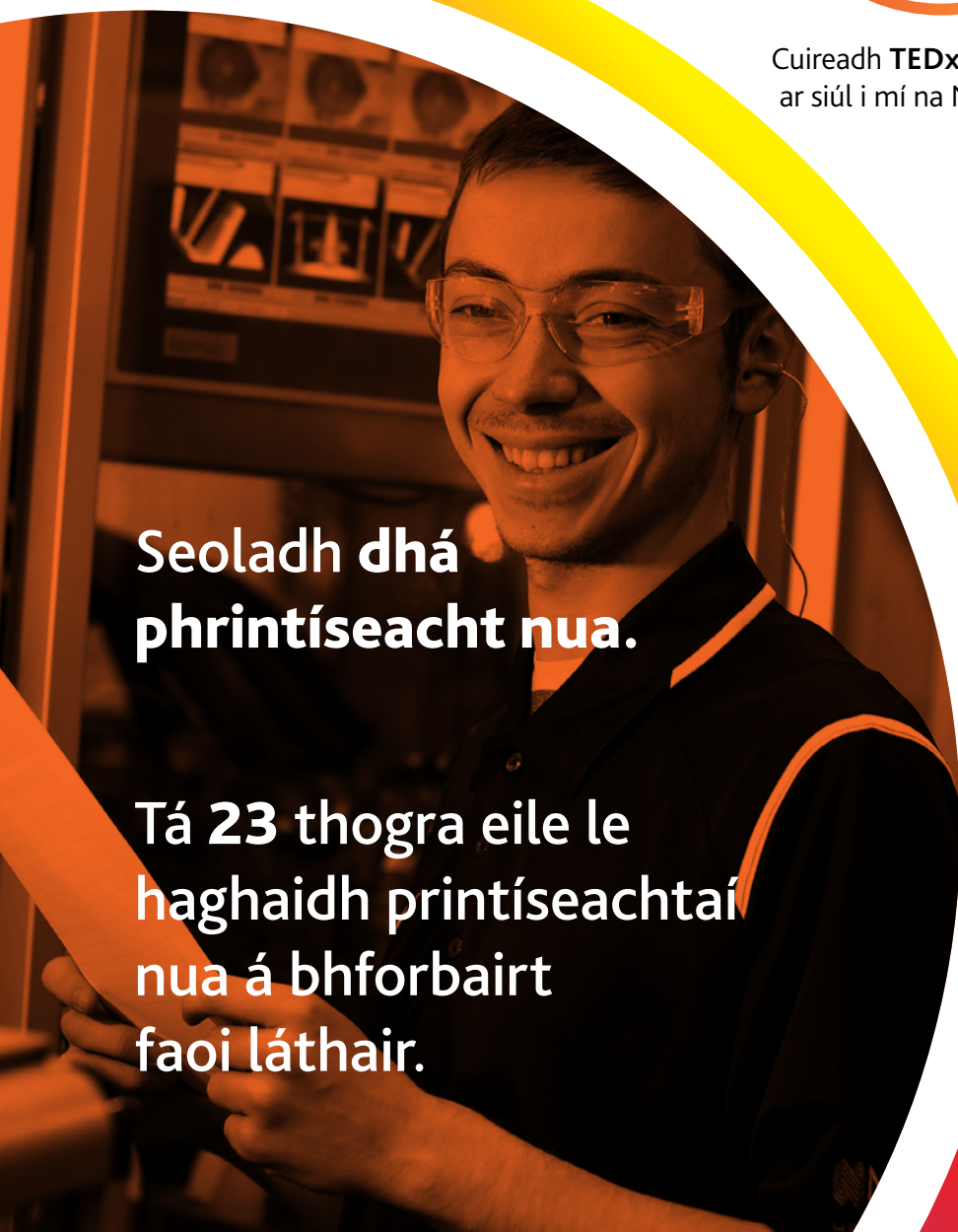
Cuireadh **TEDxShannonEd** ar siúl i mí na Nollag 2016



Chuir an tAonad um Chomhordú EGF i SOLAS seirbhísí ar fáil a thacaigh **le breis agus seacht gcéad oibrí** iomarcach ar fud na tíre.

**Seoladh dhá phrintíseacht nua.**

**Tá 23 thogra eile le haghaidh printíseachtaí nua á bhforbairt faoi láthair.**





Tháinig **fetchcourses.ie**,  
ar mol cúrsaí breisoideachais  
agus oiliúna é, i bhfeidhm  
sa bhliain.



Cláraíodh

10,442

phrintíseacht ceardaíochta.



Soláthraíodh oiliúint  
rCholáiste do thart ar:

8,404

foghlaimeoir dífhostaithe agus

839

foghlaimeoir fostaithe



Rinneadh

89,167

gcárta Pas Shábháilte agus



17,506

cinn de chártaí CSCS/QSCS  
a ullmhú agus a dháileadh.



Cuireadh cúig cinn de Chúrsaí píolótacha  
Oiliúna Gairme san Fháilteachas agus Cúrsa  
píolótach Oiliúna Gairme san Innealtóireacht  
i gcrích sa bhliain 2016.



# Forbhreathnú ar Ghníomhaíochtaí

# Straitéis agus Eolas

Oibríonn an Rannán um Straitéis agus Eolas i SOLAS thar thrí rannóg, is iad sin:

- **An Rannóg um Straitéis agus Meastóireacht**, atá freagrach as clár na straitéise breisoideachais agus oiliúna, as planáil chorpáraideach breisoideachais agus oiliúna, as an meastóireacht ar chlár lárshrutha bhreisoideachais agus oiliúna agus as an Aonad Taighde Scileanna agus Margadh Saothair
- **An Rannóg um Planáil Oibriúcháin agus Rannpháirtíocht le Geallsealbhóirí**, atá freagrach as an soláthar breisoideachais agus oiliúna a phleanáil agus a chistiú
- **An Rannóg um Fheabhsú Clár Breisoideachais agus Oiliúna** atá freagrach as an Straitéis Litearthachta agus Uimhearthachta don Bhreisoideachas agus Oiliúint agus as feabhsú clár

## An Creat Straitéiseach Breisoideachais agus Oiliúna a Chur ar Aghaidh

### An Straitéis Breisoideachais agus Oiliúna 2014-2019

Tá cúig sprioc straitéiseacha ardeibhéil ann ag croilár na Straitéise Breisoideachais agus Oiliúna, is iad sin:

1. Scileanna don Gheilleagar;
2. Cuimsiú Gníomhach, lena n-áirítear Straitéis Litearthachta agus Uimhearthachta;
3. Soláthar ar Ardchaighdeán;
4. Planáil Chomhtháite agus Cistiú Comhtháite;
5. Seasamh an Bhreisoideachais agus na hOiliúna.

Baineadh dul chun cinn suntasach amach sa bhliain 2016 faoi **Sprioc 1, Scileanna don Gheilleagar**. Cuireadh sé cinn nua d'Orduithe Oiliúna Tionscail le haghaidh printíseachtaí le chéile tar éis dul i gcomhairle le hionadaithe d'fhóistoirí, le fostaithe agus le comhlachtaí ábhartha eile. Leagadh na horduithe faoi bhráid Thithe an Oireachtais ansin. Soláthraítear leis na horduithe nua reachtaíocht chumasúcháin faoin Acht Oiliúna Tionscail, 1967, do 11 phrintíseacht bheartaithe. Cumhdaítear leo earnálacha nár tháinig faoi ghníomhaíochtaí reachtúla printíseachta roimhe sin, amhail an chuntasaíocht, an bháicéireacht, an tionscal cócaireachta, an t-árachas agus seirbhísí airgeadais.

Rinne Bord SOLAS straitéis a cheadú agus a sheoladh chun an Fhoghlaim le Cuidiú Teicneolaíochta a fhorbairt don earnáil breisoideachais agus oiliúna. Tosaíodh ar an straitéis a chur chun feidhme sa bhliain 2016. Maidir le taighde ar an mbreisoideachas agus oiliúint dea-chleachtais, choimisiúnaigh SOLAS staidéar ar oideachas agus oiliúint fiontraíochta san earnáil breisoideachais agus oiliúna. Bhí sé mar aidhm leis an staidéar bonn eolais a chur faoi bheartas

agus faoi chleachtas sa réimse sin. Cuireadh tuarascáil an staidéir faoi bhráid SOLAS ansin. Tá SOLAS ag breithniú na bhfionnachtana faoi láthair agus dréachtóidh sí freagra ar an staidéar go luath sa bhliain 2017. Tosaíodh ar thaighde a dhéanamh ar na bacainní atá ann ar rannpháirtíocht sa bhreisoideachas agus oiliúint sa bhliain 2016 freisin. Dírítear go sonrach sa taighde sin ar dhaoine dífhostaithe agus ar ghrúpaí tosaíochta eile. Tá an taighde sin le críochnú sa bhliain 2017.

### Faoi Sprioc 2, Cuimsiú Gníomhach/Straitéis

**Litearthachta agus Uimhearthachta**, leagtar amach go soiléir sa Straitéis Breisoideachais agus Oiliúna 2014-2019 straitéis litearthachta agus uimhearthachta aosach don earnáil breisoideachais agus oiliúna agus an dóigh a gcuirfeadh an straitéis sin chun feidhme. D'oibrigh SOLAS, ETBI agus na Boird Oideachais agus Oiliúna, an Áisíneacht Náisiúnta Litearthachta d'Aosaigh, AONTAS agus raon geallsealbhóirí tábhachtacha eile arna gcistiú ag SOLAS go dlúth le chéile arís eile sa bhliain 2016 chun tuilleadh forbartha a dhéanamh ar na struchtúir a theastaíonn chun cur chun feidhme na Straitéise Litearthachta agus Uimhearthachta a chur ar aghaidh.

Chomhaontaigh ETBI dul chun cinn a dhéanamh ar na tionscadail taighde fhianaisebhunaithe ar scileanna litearthachta agus uimhearthachta a scagadh agus a mheasúnú atá ar bun faoi láthair, agus é mar aidhm aige córas measúnaithe tosaigh agus leanúnaigh atá níos iontaofa agus oiriúnach don fheidhm a chur ar fáil do dhaoine a ghlacann páirt i gcúrsaí litearthachta agus uimhearthachta. Le linn na bliana 2016 freisin, rinne an Áisíneacht Náisiúnta Litearthachta d'Aosaigh agus na Boird Oideachais agus Oiliúna ceardlanna uimhearthachta a óstáil mar chuid de Sheachtain na Matamaitice a bhí ar siúl idir an 15 agus an 23 Deireadh Fómhair 2016. D'eagraigh an Áisíneacht comhdháil litearthachta teaghlaigh agus sheol sí tuarascáil dar teideal 'Making it go further' freisin. Tá an tuarascáil sin mar chuid de shraith cás-staidéar agus tionscadal foghlama gníomhaíochta ina gcuirtear síos ar an raon cleachtas agus clár litearthachta agus uimhearthachta atá ar bun ar fud na hÉireann.

Cuireadh coiste stiúrtha um fheachtas náisiúnta poiblíochta agus feasachta le haghaidh litearthachta agus uimhearthachta ar bun sa bhliain 2016. Seoladh an feachtas náisiúnta **takethefirststep.ie** mar chuid den obair sin. Is ionann 'Take the First Step' agus feachtas náisiúnta lena dtugtar cúnamh do dhaoine ag a bhfuil deacrachtaí le léitheoireacht, le scríbhneoireacht, le matamaitic nó le teicneolaíocht. Bhí na nithe seo a leanas i gceist leis an bhfeachtas: fógraíocht ar stáisiúin raidió náisiúnta agus áitiúla; físeán ar éileamh; fógraíocht lasmuigh; margáíocht dhigiteach; agus caidreamh poiblí. Rinneadh meastóireacht ar an bhfeachtas sa bhliain 2016 agus tá na fionnachtana le heisiúint go luath sa bhliain 2017.

Sa bhliain 2016, tuairiscíodh clocha míle suntasacha **faoi Sprioc 3, Soláthar ar Ardchaighdeán**. Cheadaigh Bord SOLAS leithdháiltí cistiúcháin agus tugadh fógra do na faighteoirí faoi na suimeanna sin agus faoi théarmaí agus coinníollacha an chistiúcháin ansin. Foilsíodh an Plean Seirbhísí Breisoideachais agus Oiliúna 2016 de réir an sceidil freisin. Bhí coinníoll nua ann sna treoirlínte cistiúcháin ab infheidhme i leith na leithdháiltí deontais a chuir SOLAS ar fáil do ghníomhaireachtaí agus do chomhlachtaí san earnáil breisoideachais agus oiliúna sa bhliain 2016. Ba é an coinníoll sin go mbeadh an cistiú bunaithe ar na cuspóirí luaite a bheith bainte amach ag an bhfaighteoir. Tá athrú tagtha ar an tsamhail pleanála le dhá bhliain anuas agus bhí an tsamhail sin faoi réir athbhreithniú tar éis an plean seirbhísí don bhliain 2016 a fhoilsiú. Úsáidfear é sin chun bonn eolais a chur faoin bpróiseas feabhsúcháin leanúnaigh i ndáil le pleanáil bhliantúil seirbhísí agus leis na próisis agus na doiciméid a ghabhann léi sa bhliain 2017.

Tháinig **fetchcourses.ie**, an mol cúrsaí breisoideachais agus oiliúna, i bhfeidhm sa bhliain 2016. Is saoráid cuardaigh chúrsaí atá dírithe ar an bpobal é. D'fhorbair SOLAS an suíomh i gcomhpháirt le ETBI agus le soláthraithe eile breisoideachais agus oiliúna. Is bunachar sonraí ar líne é lena soláthraítear faisnéis d'fhoghlaimoirí faoi chúrsaí breisoideachais agus oiliúna, faoi dheontais agus liúntais ghaolmhara agus faoin aon tacaí agus treoir atá ar fáil.

Rinne SOLAS agus ETBI an Straitéis um Fhorbairt Ghairmiúil na hEarnála Breisoideachais agus Oiliúna agus an plean gaolmhar cur chun feidhme a fhoilsiú i mí na Samhna 2016. Tá 19 ngníomh ar leith i gceist leis an bplean agus déanfaidh grúpa stiúrtha náisiúnta a bheidh faoi chathaoirleacht ag an Roinn Oideachais agus Scileanna maoirseacht ar a chur chun feidhme. Táthar ag súil go dtiocfaidh an grúpa stiúrtha le chéile den chéad uair ag deireadh na chéad ráithe den bhliain 2017. Ar aon dul leis an obair sin, dréachtaíodh an Creat Beartais um Fhorbairt Fostaithe na hEarnála Breisoideachais agus Oiliúna i gcomhar le geallsealbhóirí ar mhaithe lena chomhaontú leis an Roinn Oideachais agus Scileanna.

Tá ETBI i mbun Straitéis chomhtháite Treorach Breisoideachais agus Oiliúna a fhorbairt le tacaíocht ón Lárionad Náisiúnta um Threoir san Oideachas (NCGE). Ullmhaíodh dréacht-Chreat sa bhliain 2016 chun bonn eolais a chur faoi na paraiméadair don Straitéis chomhtháite Treorach Breisoideachais agus Oiliúna agus chun na paraiméadair sin a chomhaontú. Cuireadh an dréacht sin faoi bhráid na Roinne Oideachais agus Scileanna agus SOLAS lena bhreithniú ansin.

Lean SOLAS agus Dearbhú Cáilíochta agus Cáilíochtaí Éireann (QQI) de bheith ag obair leis na Boird Oideachais Oiliúna, le hinstiúidí ardoideachais agus le hollscoileanna ar thionscadal a bhfuil sé mar aidhm leis a chinntiú go ndéanfar bealaí foirmiúla d'fhoghlaimoirí a léarscáiliú laistigh de réigiún shonracha agus de bhráislí sonracha.

Maidir leis sin, rinne an Lónra FET2HE comhdháil dar teideal '*Supporting Progression from FET to HE – Making it Happen*' a óstáil an 21 Deireadh Fómhair 2016, le tacaíocht ó SOLAS agus ón Údarás um Ard-Oideachas. Ba

é príomhchuspóir na comhdhála sin scrúdú a dhéanamh ar an dóigh is fearr chun tacú le dul chun cinn idir an breisoideachas agus oiliúint agus an t-ardoideachas agus sainaitheant a dhéanamh ar na chéad chéimeanna eile a theastaíonn chun dul chun cinn a mhéadú. Úsáidfear an t-aiseolas ón gcomhdháil chun obair leanúnach an líonra a threorú agus a dhírú amach anseo.

**Faoi Sprioc 4, Pleanáil Chomhtháite agus Cistiú Comhtháite**, rinne SOLAS breithniú sa bhliain 2015 ar shamhail cistiúcháin a chur i bhfeidhm atá bunaithe ar thorthaí agus atá oiriúnach d'earnáil breisoideachais agus oiliúna na hÉireann. Forbraíodh an tsamhail sin tuilleadh le linn na bliana 2016. Rinneadh athbhreithniú ar an tsamhail reatha um pleanáil chomhtháite sa bhliain 2016 agus cuirfear na feabhsuithe a moladh san athbhreithniú sin ar áireamh i bpróiseas bliantúil pleanála seirbhíse SOLAS/na mBord Oideachais agus Oiliúna don bhliain 2017.

Tá tionscadal píolótach ar siúl faoi láthair chun acmhainn straitéiseach a mhéadú san earnáil breisoideachais agus oiliúna. Tá dea-dhul chun cinn á dhéanamh ina leith le trí Bhord Oideachais agus Oiliúna (Bord Oideachais agus Oiliúna Chorcaí, Bord Oideachais agus Oiliúna Laoise-Uíbh Fhailí agus Bord Oideachais agus Oiliúna Dhún na nGall). Shínigh na Boird Oideachais agus Oiliúna sin creat-chomhaontú straitéiseach aon bhliana le SOLAS le linn na bliana 2016. Leagtar síos sa chomhaontú sin sraith ionchas comhaontaithe atá ann idir SOLAS agus an Bord Oideachais agus Oiliúna lena mbaineann. Is céim thábhachtach é den phróiseas atá ar siúl chun bogadh i dtreo samhail cistiúcháin agus pleanála atá níos straitéisí agus bunaithe ar thorthaí. Mar achoimre, is amhlaidh, le tacaíocht ó SOLAS, go ndéanfaidh na Boird Oideachais agus Oiliúna bunathrú ar an dóigh a bpleanálann siad a soláthar breisoideachais agus oiliúna agus a seirbhísí gaolmhara, agus aird á tabhairt acu ar threochtaí eacnamaíocha agus sóisialta ar bhonn áitiúil, réigiúnach agus náisiúnta. Tá na nithe seo a leanas i measc gnéithe sonracha den chomhaontú agus den phlean gaolmhar cur chun feidhme;

- Cuspóir an chláir bhreisoideachais agus oiliúna agus nithe is féidir a dhéanamh chun feabhas a chur air
- Tomhais reatha ar rath (maidir le socrúcháin, le dul chun cinn agus le críochnú deimhnithe)
- Tomhais chomhaontaithe nua ar rath (maidir le socrúcháin, le dul chun cinn agus le críochnú deimhnithe)
- An phróifíl reatha breisoideachais agus oiliúna de réir Réimsí Foghlama an Aicmithe Idirnáisiúnta Chaighdeánaigh ar an Oideachas (ISCED)
- Próifíl chomhaontaithe leasaithe breisoideachais agus oiliúna don Bhord Oideachais agus Oiliúna lena mbaineann
- Feabhsuithe nua/uasghráduithe atá beartaithe le haghaidh soláthar agus seirbhísí breisoideachais agus oiliúna
- Dúshláin agus rioscaí



Táthar ag súil go dtosófar athbhreithniú ar an tionscadal píolótach sa dara cuid den bhliain 2017, agus é beartaithe an tionscadal a chur i bhfeidhm ar bhonn níos leithne mar chuid den phróiseas pleanála seirbhíse don bhliain 2017/2018.

Ag gníomhú di thar ceann SOLAS, chuir an Institiúid Taighde Eacnamaíochta agus Sóisialta (ESRI) tús le meastóireacht neamhspleách ar an gclár náisiúnta iar-ardteistiméireachta sa dara cuid den bhliain 2015. Tá an mheastóireacht sin mar chuid de sceideal meastóireachtaí a dhéanfar ar chlár lánaimseartha bhreiseoideachais agus oiliúna thar thréimhse cúig bliana. Ba faoi Phlean Cur Chun Feidhme na Straitéise Breisoideachais agus Oiliúna a ghabh SOLAS uirthi féin tabhairt faoi na meastóireachtaí. Tá an taighde ar an gclár Iar-Ardteistiméireachta ar an gcéad cheann sa sceideal agus tá trí shnáithe ag gabháil leis: (i) Suirbhé ar Fhoghlaimoirí, (ii) Suirbhé ar Sholáthraithe, (iii) Taighde Deisce. Chuir ESRI a fionnachtana eatramhacha faoi bhráid Bhord SOLAS sa dara cuid den bhliain 2016. Tá ESRI chun an tuarascáil deiridh ar an meastóireacht a chur faoi bhráid SOLAS i mí na Bealtaine 2017.

Tá an díospóireacht maidir le Comhaontuithe Comhroinnte Sonraí fós ar siúl le QQI, leis na Coimisinéirí Ioncaim agus leis an Údarás um Ard-Oideachas. Tagann an méid sin sna sála ar chomhaontú malartaithe sonraí a síníodh leis an Roinn Coimirce Sóisialaí sa bhliain 2016.

**Faoi Sprioc 5, *Seasamh an Bhreiseoideachais agus na hOiliúna***, rinne Bord SOLAS Straitéis Cumarsáide agus Brandála SOLAS 2015-2018 a cheadú sa bhliain 2015. Tá an straitéis sin á cur ar aghaidh faoi láthair. Chun tacú le fetchcourses.ie, reáchtáladh feachtas sna meáin dhigiteacha ar mhaithe le dul i gcion ar an sprioclucht féachana – is iad sin, daltaí ardteistiméireachta, críochnaitheoirí scoile agus foghlaimoirí aosacha. Baineadh leas as ardáin mheán shóisialta, Facebook agus Twitter san áireamh, chun daoine a threorú chuig an suíomh freisin.

Cuireadh TEDxShannonEd ar siúl i mí na Nollag 2016, áit ar tugadh grúpa cainteoirí spreagúla le chéile chun an tSeachtain Eorpach Gairmoideachais agus Gairmoiliúna a chomóradh. Imeacht neamhspleách de chuid TED<sup>1</sup> ba ea é. Reáchtáil SOLAS é i gcomhpháirt le Atlantic Aviation. Ba é *'Many Paths to Success'* an téama don imeacht.

1 Is ionann TED agus eagraíocht neamhbhrabúis atá tiomanta do 'Ideas Worth Spreading' ('Smaointe is Fiú a Scaipeadh'). I bhformhór na gcásanna, is iad smaointeoirí tábhachtacha a chuireann na smaointe sin i láthair i bhfoirm gearrchainteanna cumhachtacha (a mhaireann 18 nóiméad nó níos lú).

## Plean Corparáideach SOLAS 2014 – 2016

Foilsíodh Plean Corparáideach SOLAS 2014 – 2016 i mí na Bealtaine 2014. Leagtar amach ann an cur chuige a ghlacfaidh SOLAS i leith dul chun cinn a dhéanamh ar na 23 cheangaltas a leagadh uirthi i bPlean Cur Chun Feidhme na Straitéise Breisoideachais agus Oiliúna, atá faoi stiúir na Roinne Oideachais. Leagtar amach ann freisin an cur chuige a ghlacfaidh SOLAS i leith tacaíocht a thabhairt do na príomh-chomhpháirtithe eile a gceangaltais féin faoin bplean sin a chomhlíonadh.

I bPlean Corparáideach SOLAS, pléitear go mion leis na sé sprioc ardleibhéil seo a leanas:

1. Soláthar scileanna don gheilleagar a chumasú
2. Tacú le cuimsiú gníomhach
3. Foghlaimoirí agus fostóirí a chumhachtú
4. Tionchar a imirt ar bheartas agus ar chleachtas breisoideachais agus oiliúna trí fhaisnéis a ghiniúint agus trí thacú le nuálaíocht agus le fiontraíocht
5. Acmhainn agus sofheagracht na hearnála a fhorbairt
6. Inniúlacht agus éifeachtacht eagrúcháin SOLAS a fhorbairt

Déanann an Coiste Pleanála Straitéisí de chuid Bhord SOLAS maoirseacht ar chur chun feidhme Phlean Corparáideach SOLAS i gcomhthéacs na Straitéise Breisoideachais agus Oiliúna agus i gcomhthéacs na bhfreagrachtaí eile atá ar SOLAS. Ina theannta sin, tugann an coiste dearbhú do Bhord SOLAS maidir leis na gníomhartha sin atá leagtha amach i bPlean Mionsonraithe Cur Chun Feidhme na Straitéise Breisoideachais agus Oiliúna agus a bhfuil sé de dhualgas ar SOLAS iad a stiúradh. Tugann an coiste dearbhú freisin maidir leis an bplean reatha atá ar bun chun na tosaíochtaí straitéiseacha fadtéarmacha atá ag SOLAS a chomhlíonadh.

Leagtar amach i bplean cuimsitheach cur chun feidhme cén dóigh a mbíonn na sé sprioc ardleibhéil atá luaithe thuas á gcur ar aghaidh. Sa bhliain 2016, leanadh ar aghaidh le tuarascálacha rialta ar dhul chun cinn ina leith sin a sholáthar do Bhord SOLAS lena n-athbhreithniú. Ina theannta sin, leagadh amach i bpleananna gnó de chuid aonaid aonair SOLAS don bhliain 2016 na gníomhartha sonracha lena dtacaítear le cur chun feidhme Phlean Corparáideach SOLAS agus lena n-éascaítear an obair sin.

B'amhlaidh gur baineadh amach formhór na gcloch míle a bhí leagtha síos sa phlean cur chun feidhme don bhliain 2016. Ba ghá gníomh ceartaitheach a dhéanamh i dtaca le clocha míle áirithe. Comhaontaíodh gníomh ceartaitheach cuí ina leith i bhformhór na gcásanna. Tá na gníomhartha á gcur ar aghaidh faoi láthair. Is fiú a thabhairt faoi deara nach rabhthas ag súil le gnéithe áirithe oibre a leagadh ar SOLAS tar éis fhoilsiú an phlean chorparáidigh bhunaidh, e.g. obair a bhain le Ciste Sóisialta na hEorpa. Mar sin, ní léirítear na gnéithe sin sa Phlean Corparáideach reatha ó SOLAS.

Chuir SOLAS cleachtadh pleanála fórsa saothair i gcrích i gcomhar leis an Roinn Oideachais agus Scileanna le linn na bliana 2016. Tá sé mar aidhm leis an gcleachtadh an croíghnó a dhéanann SOLAS a bhunú, agus a chinntiú go bhfuil an eagraíocht den mhéid cheart chun freastal ar na riachtanais atá aici faoi láthair agus ar na riachtanais a bheidh aici sa todhchaí. Tar éis do chomhairleoirí seachtracha, ag gníomhú dóibh faoi threoir an Choiste um Athbhreithniú Iniúchta agus Bainistíochta Riosca, iniúchadh a dhéanamh ar fhorbairt agus cur chun feidhme Phlean Corparáideach SOLAS sa bhliain 2016, chomhaontaigh Bord SOLAS go ndéanfaidh sé Plean Corparáideach nua a fhorbairt agus a fhoilsiú don tréimhse 2017-2019.

## Taighde SOLAS sa Bhliain 2016

Cuireann an tAonad Taighde Scileanna agus Margadh Saothair i SOLAS taighde, sonraí agus anailís ar fáil do SOLAS agus don Sainghrúpa ar Riachtanais Scileanna sa Todhchaí. Foilsíonn an tAonad taighde agus tuarascálacha lena gcabhraítear le beartas agus le cleachtas a fhorbairt agus a athbhreithniú sna hearnálacha breisoideachais, ardoideachais agus oiliúna.

Chomh maith leis sin, déanann an tAonad bainistiú ar an mBunachar Sonraí Náisiúnta Scileanna agus cuireann sé sonraí faoin margadh saothair agus anailís ar an margadh saothair ar fáil do raon geallsealbhóirí ar bhonn náisiúnta, lena n-áirítear earnáil na mBord Oideachais agus Oiliúna. Soláthraíonn sé teilgean fostaíochta gairme suas go dtí an bhliain 2020 freisin. Maidir leis sin, thug foireann an Aonaid faisnéis chórasach do bhainisteoirí agus do bhaill foirne in ionaid/láithreacha de chuid na mBord Oideachais agus Oiliúna a mbíonn teagmháil dhíreach acu le foghlaimeoirí, le fostóirí agus le geallsealbhóirí eile sa bhliain 2016. Bhain an fhaisnéis sin le riachtanais scileanna náisiúnta/réigiúnacha agus le déimeagrafaíocht eile margadh saothair a bhí ábhartha d'abhantrach an Bhoird Oideachais agus Oiliúna lena mbaineann. Tar éis dúinn breithniú cúramach a dhéanamh ar na seirbhísí ar dóigh go n-éileofar iad, cuireadh béim an Phlean Seirbhísí Breisoideachais agus Oiliúna 2016 ar fheabhas a chur ar cháilíocht agus ar raon an tsoláthair bhreisoideachais agus oiliúna, agus ní ar an soláthar a leathnú. Rud tábhachtach, ba iad na príomhghnéithe tosaíochta a sainithníodh don soláthar beartaithe breisoideachais agus oiliúna sa bhliain 2016 ná cúrsaí nua a thabhairt isteach i réimsí amhail TFC, an déantúsaíocht, an innealtóireacht, an turasóireacht, an díolachán idirnáisiúnta, an fhiontraíocht agus forbairt bainistíochta. Bheadh na cúrsaí sin ar leibhéil a cúig agus a sé ar an gCreat Náisiúnta Cáilíochtaí nó ar na leibhéil choibhéiseacha ar an gCreat Eorpach um Cháilíochtaí.

Sa bhliain 2016, thug an tAonad Taighde Scileanna agus Margadh Saothair faoi sceideal cuimsitheach taighde bhliantúil agus foilseachán bliantúil i gcomhar leis an Sainghrúpa ar Riachtanais Scileanna sa Todhchaí, mar aon le hobair thaighde eile. Áiríodh iad seo a leanas leis na saothair a soláthraíodh ina leith sin:

- *Annual Vacancy Overview*
- *Life-Long Learning amongst Adults in Ireland*
- *Annual National Skills Bulletin*
- Tuarascáil Bhliantúil; *Monitoring Ireland's Skills Supply*
- *Annual Regional Labour Markets Bulletin*
- Anailís a dhéanamh ar Thrasdul sa Mhargadh Saothair
- Suirbhéanna a dhéanamh ar Ghníomhaireachtaí Earcaíochta (dhá uair sa bhliain)
- Réamhaisnéisí a thabhairt maidir le Printíseachtaí
- Nuashonrú a chur i gcrích ar an Tairseach Scileanna
- Tuarascálacha a ullmhú don Lárionad Eorpach um Fhorbairt na Gairmoiliúna (CEDEFOP)
- Tacaíocht leanúnach a thabhairt don Chóras Ceadanna Fostaíochta sa Roinn Post, Fiontar agus Nuálaíochta
- Tacaíocht leanúnach a thabhairt do na Fóraim Scileanna Réigiúnacha de chuid na Roinne Oideachais agus Scileanna
- Tacaíocht a thabhairt don Roinn Oideachais agus Scileanna maidir le sonraí meastóireachta faoi chúrsaí fáilteachais
- Tacaíocht a thabhairt don Roinn Sláinte maidir le cur chuige comhtháite straitéiseach a fhorbairt i leith planáil fórsa saothair san earnáil cúram sláinte agus cúraim shóisialta.



## An Plean Seirbhísí Breisoideachais agus Oiliúna 2016

Tá an Plean Seirbhísí Breisoideachais agus Oiliúna 2016 ar an tríú plean bliantúil seirbhísí breisoideachais agus oiliúna arna fhorbairt ag SOLAS, ag na Boird Oideachais agus Oiliúna, ag soláthraithe eile breisoideachais agus oiliúna agus ag gníomhaireachtaí agus ag comhlachtaí eile. Is plean seirbhísí comhtháite é le haghaidh soláthar seirbhísí breisoideachais agus oiliúna. Is é aidhm straitéiseach fhoriomlán an phlean córas comhtháite breisoideachais agus oiliúna a fhorbairt in Éirinn, ar córas é lena bhfreastalófar ar riachtanais an fhoghlaimeora, an fhiontair agus an phobail. Tá an próiseas pleanála breisoideachais agus oiliúna bunaithe orthu seo a leanas: creat uileghabhálach na Straitéise Breisoideachais agus Oiliúna; comhairliúchán le geallsealbhóirí; forbairtí nua amhail foilsíú na Straitéise Náisiúnta Scileanna 2025 – Todhchaí na hÉireann; bunú na Comhairle Printíseachta; an Chomhairle Náisiúnta nua Scileanna agus na Fóraim Scileanna Réigiúnacha; an tionscnamh um Bealaí chun na hOibre; agus líonrú leis an tionscal áitiúil, etc. Imríonn straitéisí cosúil leo seo a leanas tionchar ar an bpróiseas pleanála freisin:

- An Straitéis Náisiúnta um Aosú Dearfach
- An Straitéis Náisiúnta um Míchumas - An Straitéis Náisiúnta do Chúramóirí
- An Straitéis Náisiúnta Drugaí
- An Straitéis Fostaíochta Cuimsithí
- Bealaí chun na hOibre – ráithe 4 den bhliain 2016
- 'Make Work Pay' (do Dhaoine faoi Mhíchumas)
- 'Making Integration Work' – Oiliúint Teanga d'Imircigh Aosacha

Is gá an próiseas pleanála a bheith solúbtha agus is gá cumas a bheith aige freastal ar na riachtanais atá ag timpeallachtaí atá ag athrú, amhail athruithe i gcúinsí eacnamaíocha, laghduithe agus/nó méaduithe sa dífhostaíocht ar leibhéal áitiúil agus náisiúnta, agus athruithe ar riachtanais an fhiontair. Má ghlactar an cur chuige sin, is amhlaidh go leanfaidh an earnáil breisoideachais agus oiliúna ar aghaidh le ról tábhachtach a imirt maidir lena chinntiú go mbeidh fórsa saothair atá cumasach agus oile go cuí ar fáil againn agus go mbeidh acmhainn ag an earnáil ag an am céanna freastal ar riachtanais an fhoghlaimeora agus an phobail araon.

Déantar breithniú sa phróiseas pleanála breisoideachais agus oiliúna ar na riachtanais atá ag na cohóirt éagsúla foghlaimeoirí a bhaineann leas agus tairbhe as soláthar breisoideachais agus oiliúna. Áiríodh iad seo a leanas leis na tosaíochtaí ábhartha cistiúcháin don Phlean Seirbhísí don bhliain 2016:

- Clár bhreisoideachais agus oiliúna a sholáthar chun scileanna nó scileanna nua a chur ar dhaoine dífhostaithe agus ar chuardaitheoirí eile poist ionas gur féidir leo post a fháil agus/nó dul ar aghaidh chuig an

ardoideachas/chuig an mbreisoideachas agus oiliúint, rud a chumasóidh dóibh dul in iomaíocht le haghaidh post sa mhargadh saothair.

- Clár bhreisoideachais agus oiliúna a sholáthar chun tacaíocht a thabhairt do raon éagsúil daoine aonair atá ag iarraidh scileanna pearsanta, sóisialta nó forbartha a ghnóthú ar mhaithe le iad a chumasú dul i mbun foghlama, nó chun iad a chumasú fíor-rannchuidiú a dhéanamh maidir lena bpobal nó dul ar aghaidh chuig an mbreisoideachas agus oiliúint.
- Sainaithníodh grúpaí tosaíochta amhail daoine atá dífhostaithe go fadtéarmach agus daoine óga atá dífhostaithe agus comhaontaíodh spriocrátaí rannpháirtíochta ar fud an tsoláthair bhreisoideachais agus oiliúna leis an Roinn Oideachais agus Scileanna.
- Tugadh tosaíocht do na printíseachtaí atá ar fáil faoi láthair a leathnú, ar aon dul leis an éileamh i measc fostóirí. Táthar ag díriú ar an raon printíseachtaí nua a mhéadú ag an am céanna.
- Tugadh tosaíocht freisin do thacú leis an gClár um Athshocrú Dídeanaithe maidir le teacht isteach dídeanaithe sna hIonaid Ghlactha agus Treosúimh Éigeandála agus maidir lena socrú isteach ina dteach nua.

Forbraíodh an Plean Seirbhísí Breisoideachais agus Oiliúna 2016 chun sonraí ardleibhéil a chur fáil faoi na nithe seo a leanas: an soláthar breisoideachais agus oiliúna a gcisteoidh SOLAS é; cé hé a chuirfidh an soláthar sin ar fáil; cén uair a chuirfear an soláthar sin ar fáil agus cén áit a gcuirfear é ar fáil; cén costas a bheidh ar an soláthar sin; agus aschur réamh-mheasta an tsoláthair i dtaca le rátaí críochnaithe nó deimhnithe nó i dtaca leis an líon daoine a rachadh ar aghaidh chuig an ardoideachas agus chuig socrúcháin phoist.

Sa Phlean Seirbhísí Breisoideachais agus Oiliúna 2016, foráladh do leithdháileadh iomlán buiséid €634.4m (a athbhreithníodh go €631.9m le linn na bliana) a chur ar fáil do sholáthar breisoideachais agus oiliúna arna chistiú ag SOLAS sa bhliain 2016. Cuireadh 338,427 ndeis ar fáil d'fhoghlaimeoirí i gclár bhreisoideachais agus oiliúna agus i seirbhísí breisoideachais agus oiliúna arna gcistiú ag SOLAS sa bhliain 2016. Áiríodh leis an bhfigiúr sin 251,246 dhuine a ghlac páirt i soláthar breisoideachais agus oiliúna den chéad uair riamh sa bhliain 2015. Cuireadh thart ar 60% den soláthar ar fad sa bhliain 2016 ar fáil do dhaoine aonair ónar theastaigh cúrsaí/tacaí bunleibhéil (ar fud raon éagsúil clár breisoideachais agus oiliúna suas go leibhéal a ceathair ar an gCreat Náisiúnta Cáilíochtaí nó a choibhéis) chun cabhrú leo filleadh ar ais ar an bhfostaíocht thar thréimhse fhada ama.

Tabhair faoi deara: Tá na figiúirí bunaithe ar an aschur a thuairiscigh na Boird Oideachais agus Oiliúna

# An Breisoideachas agus Oiliúint sa Bhliain 2016

## 338,427

DTAIRBHÍ

## 251,246

RANNPHÁIRTÍ NUA

## 118,449

NÁIT LÁNAIMSEARTHA

## 219,978

NÁIT PHÁIRTAIMSEARTHA

## 53,835

ÁIT OIDEACHAS  
POBAIL

## 9,243

ÁIT I GCÚRSAÍ  
RCHOLÁISTE

## 735

ÁIT I GCÚRSAÍ MOMENTUM

## 10,442

PHRINTÍSEACHT\*

### ARNA SOLÁTHAR ACU SEO A LEANAS

- 16 cinn de Bhoird Oideachais agus Oiliúna
- 32 gcinn de Mheánscoileanna Deonacha agus de Scoileanna Cuimsitheacha Pobail
- 22 cheann de Ghníomhaireachtaí agus de Chomhlachtaí Stáit
- 10 gcuibhreannas a fuair cúnamh deontais

\*An Líon Iomlán Printíseachtaí ag deireadh na bliana 2016.

### Cineálacha Clár

Cineál Cláir	Iomlán na dTairbhíthe Iarbhír Tuairiscithe, 2016
Oiliúint Printíseachta	8,028
Oiliúint Chumaisc	482
Cúrsaí Oiliúna Bonnleibhéil agus Nasc-Chúrsaí Oiliúna	1,281
Ionaid Oiliúna Pobail	3,167
Ceardlanna Ceartais	311
Tionscnaimh Áitiúla Oiliúna	4,292
An Clár Iar-Ardteistiméireachta	57,904
Clár Shainoiliúna	3,687
Oiliúint Sainscoileanna	14,310
Oiliúint Cúrsaí Oiliúna	4,151
An Scéim Deiseanna Oiliúna Gairmoideachais	8,235
Ógtheagmháil	8,542
<b>Iomlán na gClár Lánaimseartha</b>	<b>114,390</b>
An Litearthacht Aosach	40,186
Grúpaí de chuid an Tionscnaimh um Fhilleadh ar an Oideachas	37,412
Béarla do Chainteoirí Teangacha Eile	15,584
Oiliúint Oíche	14,688
Uaireanta Comhoibrithe Breisoideachais agus Oiliúna	22,277
Díanteagasc san Oideachas Bunata Aosach	3,327
Oiliúint Leabharlaine	317
Athshocrú Dídeanaithe	584
Scileanna don Obair	2,958
Teagasc Deonach sa Litearthacht	2,160
<b>Iomlán na gClár Páirtaimseartha</b>	<b>139,493</b>
Oideachas Pobail	53,835
<b>Iomlán an Oideachais Phobail</b>	<b>53,835</b>
<b>Iomlán na gClár Uile do Bhoird Oideachais agus Oiliúna</b>	<b>307,718</b>
Clár Iar-Ardteistiméireachta – meánscoileanna deonacha agus scoileanna pobail agus cuimsitheacha	2,931
<b>Iomlán na gClár Iar-Ardteistiméireachta Uile</b>	<b>60,835</b>
Clár an Tionscnaimh um Fhilleadh ar an Oideachas – meánscoileanna deonacha agus scoileanna pobail agus cuimsitheacha	1,206
<b>Iomlán na gClár Uile de chuid an Tionscnaimh um Fhilleadh ar an Oideachas</b>	<b>38,618</b>
Cumann Bodhar na hÉireann (lánaimseartha)	365
MOMENTUM (lánaimseartha)	735
Institiúid Teicneolaíochta Chorcaí	28
<b>Iomlán na gClár Náisiúnta Lánaimseartha</b>	<b>1,128</b>
<b>Iomlán na gClár Lánaimseartha Uile</b>	<b>118,449</b>
Clár Write on de chuid NALA (páirtaimseartha)	16,201
Foghlaím ar líne (rCholáiste) (páirtaimseartha)	9,243
<b>Iomlán na gClár Náisiúnta Páirtaimseartha</b>	<b>25,444</b>
<b>Iomlán na gClár Páirtaimseartha Uile</b>	<b>219,978</b>
<b>Iomlán na gClár Uile</b>	<b>338,427</b>



# Forbairt Scileanna

Oibríonn an Rannán Forbartha Scileanna leis an bhfiontar chun tacú leis an gcóras breisoideachais agus oiliúna.

Oibríonn an rannán thar thrí rannóg, is iad sin:

- **An tAonad Nuálaíochta**, lena n-áirítear Forbairt Ghairmiúil Leanúnach don phobal breisoideachais agus oiliúna agus forbairt fostaithe sa mhórfhórsa saothair
- **An Rannóg um Chláir Lárnacha**, lena n-áirítear an Ciste Eorpach um Choigeartú don Domhandú, MOMENTUM, an rCholáiste agus an fhoghlaím le cuidiú teicneolaíochta
- **An Rannóg um Sheirbhísí Printíseachta agus Tógála**

## Nuálaíocht Clár Náisiúnta, Forbairt Ghairmiúil Leanúnach agus Forbairt an Fhórsa Saothair

Ag obair dó i gcomhpháirt leis na Boird Oideachais agus Oiliúna agus leis an bhfiontar, d'fhorbair an tAonad Nuálaíochta Náisiúnta i SOLAS cúrsaí oiliúna gairme sna réimsí seo a leanas sa bhliain 2016: an Fáilteachas; an Innealtóireacht; an Mhaisíocht Físe le haghaidh Beochana agus Iarléirithe; agus an Díolachán Digiteach agus an Mhargáíocht Dhigiteach do ghnólachtaí beaga. Cuireadh cúig cinn de Chúrsaí píolótacha Oiliúna Gairme san Fháilteachas agus Cúrsa píolótach Oiliúna Gairme san Innealtóireacht i gcrích sa bhliain 2016.

Is é is aidhm do chúrsa oiliúna gairme deis a thabhairt do rannpháirtithe a gcosa a chur faoi ghairm ar leith. Cuirtear meascán d'fhoghlaím ar an láthair agus d'fhoghlaím as an láthair ar fáil lena linn. Is gnách go maireann an cúrsa idir 6 mhí agus 18 mí.

Mar aon le hábhair thacaíochta, forbraíodh dhá thionscnamh oiliúna chun tacú le baill foirne na mBord Oideachais agus Oiliúna agus le pearsanra cuideachtaí a bhfuil freagracht orthu as cúrsaí oiliúna gairme a chur chun feidhme. Ba é ab aidhm do cheann amháin de na tionscnaimh sin cabhrú le baill foirne na mBord Oideachais agus Oiliúna riachtanais oiliúna a shainaithint trí dhul i mbun próiseas próifílithe gairme i gcomhar le cuideachtaí. Maidir leis an gceann eile, ar chlár oiliúna do Mhaoirseoirí Ionad Oibre é, ba é ab aidhm dó cur leis an acmhainn atá ag an bpearsanra ábhartha de chuid cuideachtaí a sholáthraíonn cúrsaí oiliúna gairme ionas gur féidir leo tacú le foghlaim obairbhunaithe.

Tá meastóireacht á déanamh ar na cúrsaí píolótacha faoi láthair. Críochnófar í sa bhliain 2017. Úsáidfear fionnachtana na meastóireachta chun cabhrú le hathbhreithniú agus le leathnú a dhéanamh ar chúrsaí oiliúna ar bhonn náisiúnta, faoi mar atá leagtha amach sa "Phlean Gníomhaíochta um Chúrsaí Printíseachta agus Oiliúna a Leathnú in Éirinn 2016-2020".

## Forbairt an Fhórsa Saothair

Ag teacht sna sála ar fhoilsiú na Straitéise Náisiúnta nua Scileanna i mí Eanáir 2016, cuireadh de chúram ar SOLAS creat beartais um fhorbairt fostaithe a cheapadh i gcomhar le comhpháirtithe ábhartha.

Is é is aidhm don chreat treoir a thabhairt don ghníomhaíocht arna déanamh ag an earnáil breisoideachais agus oiliúna chun tacú le forbairt fostaithe in Éirinn. Ar mhaithe le fás sóisialta agus geilleagrach na hÉireann, beidh sé rithábhachtach cur lena leordhóthanaí agus lena ábhartha atá scileanna na ndaoine atá san fhostaíocht.

Tá an creat á cheapadh trí thaighde agus trí chomhairliúchán fairsing le geallsealbhóirí agus le comhpháirtithe ábhartha. Beidh an obair sin bunaithe ar an mbeartas agus ar an taighde náisiúnta agus idirnáisiúnta maidir le forbairt scileanna agus déanfar scrúdú lena linn ar chomhthéacs an bheartais, an tsoláthair agus na dtacaí reatha le haghaidh forbairt fostaithe in Éirinn. Táthar ag iarraidh go mbeidh sé ina chreat náisiúnta nua beartais chun tacú leis an rannchuidiú a dhéanann na Boird Oideachais agus Oiliúna agus a gcomhpháirtithe ábhartha maidir le scileanna fostaithe a fhorbairt, go háirithe daoine atá ag gabháil d'obair íseal-oilte. Foilseofar an creat tar éis é a chomhaontú go foirmiúil leis an Roinn Oideachais agus Scileanna. Tosófar ar thograí an chreata a chur chun feidhme sa bhliain 2017 agus leanfar ar aghaidh leis an obair sin suas go dtí an bhliain 2019.

## An Straitéis um Fhorbairt Ghairmiúil na hEarnála Breisoideachais agus Oiliúna 2017-2019

Le linn na bliana 2016, rinne SOLAS, ag gníomhú di i gcomhar le ETBI, an chéad Straitéis Forbartha Gairmiúla riamh don earnáil breisoideachais agus oiliúna a cheapadh agus a fhoilsiú. Cuimsítear an tréimhse 2017 – 2019 sa straitéis. Tá an straitéis bunaithe ar chomhairliúchán le geallsealbhóirí agus ar phróisis taighde agus cuirtear inti leis na sonraí a bailíodh le linn an tionscadail um Próifíl Scileanna an Fhórsa Saothair Breisoideachais agus Oiliúna 2015. Léiríonn an méid sin an cuspóir atá leagtha amach sa Straitéis Breisoideachais agus Oiliúna 2014-2019, is é sin, go nglacfar cur chuige fianaisebhunaithe i leith forbairt ghairmiúil gach duine a oibríonn san earnáil breisoideachais agus oiliúna.

Léirítear san fhianaise atá leagtha amach sa straitéis um fhorbairt ghairmiúil na hearnála breisoideachais agus oiliúna gurb ardcháilithe atá cleachtóirí san earnáil agus gur nós leo páirt ghníomhach a ghlacadh i ngníomhaíochtaí forbartha gairmiúla. Is é aidhm na straitéise an cultúr sin

a chothú agus a fhorbairt tuilleadh trí fhorbairt ghairmiúil a chur ar fáil atá spriocdhírthe agus atá dírithe ar a bhfuil i ndán dúinn agus trí fhorbairt a dhéanamh ag an am céanna ar na tacaí agus na struchtúir a theastaíonn ó chur chuige atá comhtháite agus comhsheasmhach. Féachfar inti leis an méid sin a bhaint amach trí 19 ngníomh atá leagtha amach faoi thrí sprioc straitéiseacha, is iad sin: córais bhonneagair agus sholáthair a fhorbairt; inniúlacht na hearnála breisoideachais agus oiliúna a mhéadú; agus cistiú agus acmhainní inbhuanaithe a chruthú le haghaidh gníomhaíocht forbartha gairmiúla.

Toisc gur eanáil dhinimiciúil í an eanáil breisoideachais agus oiliúna, baineann ríthábhacht le forbairt ghairmiúil d'fhórsa saothair ar gá dó na riachtanais atá ag geilleagar agus ag sochaí a bhíonn ag athrú i gcónaí a réamh-mheas agus ar gá dó freagairt do na riachtanais sin agus freastal orthu.

### **Clár Lárnacha – Clár MOMENTUM, clár an rCholáiste, an Ciste Eorpach um Choigeartú don Domhandú (EGF)**

#### **Momentum**

Chuir clár MOMENTUM cistiú ar fáil chun oideachas agus oiliúint saor in aisce a sholáthar do bhreis agus 12,500 duine atá difhostaithe go fadtéarmach ionas go mbeidís in ann scileanna a ghnóthú agus deiseanna fostaíochta a rochtain in earnálacha atá ag fás sa gheilleagar agus atá ceangailte go díreach le folúntais phoist atá á dtairiscint ag fostóirí áitiúla. Tairgeadh do rannpháirtithe oiliúint atá creidiúnaithe de réir caighdeán ábhartha tionscail agus/nó de réir an Chreata Náisiúnta Cáilíochtaí (leibhéal a ceathair go leibhéal a sé) mar aon le socrúchán oibre a bhfuair siad tacaíocht ina leith.

Soláthraíodh clár MOMENTUM in dhá chéim. Bhí an chéad chlár (clár MOMENTUM 1) ar siúl sa tréimhse 2013-2014. Thosaigh an dara clár (clár MOMENTUM 2) sa bhliain 2014 agus tiocfaidh sé chun deiridh sa bhliain 2017.

Tar éis dóibh páirt a ghlacadh i gclár MOMENTUM 2, fuair 34% de rannpháirtithe fostaíocht lánaimseartha agus fuair 11% sa bhreis fostaíocht pháirtaimseartha. Is ní dearfach é sin nuair a bhreithnítear é i gcomparáid le taighde a foilsíodh le déanaí á léiriú go raibh daoine a bhí difhostaithe go fadtéarmach ag dul i mbun fostaíochta ar rátaí cóngarach do 10%, cé go raibh daoine a bhí difhostaithe go gearrthéarmach ag dul i mbun fostaíochta ar rátaí de thart ar 50%.

#### **Teistiméireacht – Helen (oiliúint MOMENTUM ar Chúrsa Rúnaí Leighis)**

### **"D'IOMPAIGH MÉ Ó MHÁTHAIR A FHANANN SA BHAILE I MO MHAOIRSEOIR OILIÚNA"**

*D'oibrigh mé mar Mhaoirseoir Miondíola i mórchuideachta miondíola sa Ríocht Aontaithe ar feadh 9 mbliana. Bhog mé ar ais go hÉirinn ansin agus chaith mé 3 bliana ag obair sa tionscal Árachas Taistil sular thosaigh an tionscal ag streachailt. Tar éis trí bliana a chaitheamh sa bhaile, thosaigh mé an Diplóma Rúnaí Leighis de chuid Pitman Training trí chlár MOMENTUM. Bhí cuair foghlama dúshlánach agam ach fuair mé tacaíocht iontach ó mhaoirseoirí. Sa deireadh, bhí mé ar an mbean a ndeachaigh na mic léinn eile chuici nuair a theastaigh cabhair uathu. Buailim go rialta fós le ceathrar de na cailíní ar chas mé orthu le linn an chúrsa. Bhí eispéireas againn uile a d'athraigh ár saol agus rinneamar cairdeas iontach le daoine nua lena linn! Chuir mé taithí oibre i gcrích san Ospidéal Ollscoile tar éis na hoiliúna. Tar éis dom an taithí oibre a chur i gcrích, thug mo mhaoirseoir ó chlár MOMENTUM glao orm chun an t-eolas is deireanaí a thabhairt dom. Ba chúis iontais dom é nuair a d'fhiafraigh sí díom ar mhaith nó nár mhaith liom dul faoi agallamh le haghaidh poist le Pitman Training. Tá a fhios ag an saol Fódach cad a tharla ina dhiaidh sin. D'iompaigh mé ó mháthair a d'fhan sa bhaile i mo Mhaoirseoir do chlár MOMENTUM le Pitman Training i mbliana!*

#### **An rCholáiste**

Tá an rCholáiste ar an tSeirbhís Náisiúnta Foghlama ar líne. Sa bhliain 2016, soláthraíodh leis oiliúint saor in aisce do thart ar 9,000 foghlaiméoir difhostaithe. Soláthraíodh leis oiliúint do 1,000 foghlaiméoir fostaíthe freisin, ach táillí a ghearradh orthu ina leith. Léiríonn sé sin go bhfuil aistriú ann ó sholáthar do chuardaitheoirí poist chuig tacaíocht do na daoine sin atá i mbun fostaíochta agus is léiriú é go bhfuil an margadh ag athrú. Bíonn cúrsaí rCholáiste ar fáil ar bhonn leanúnach d'iontrálaithe nua agus ní bhíonn aon liostaí feithimh leo. Is féidir le hOifigigh Sheirbhísí Fostaíochta foghlaiméoirí a chur ar aghaidh le haghaidh cúrsa am ar bith. Is iad cúrsaí TF formhór na gcúrsaí a sholáthraítear bunaithe ar éileamh. Mar sin féin, bhí méadú ann sa bhliain 2016 ar an éileamh ar chúrsaí i margáíocht dhigiteach, ar chúrsaí dearaidh chruthaithigh i ndearadh don Ghréasán agus i ndearadh do na meáin chlóite agus ar oiliúint i scileanna miondíola agus i Sláinte agus Sábháilteacht. Chomh maith leis sin, sheol an rCholáiste cúrsa "Labhair Gaeilge Liom" mar chuid de fhreagairt SOLAS do chomóradh céad bliain 1916.

Cuirtear na cúrsaí ar fáil trí ardáin úrscothacha foghlama ar líne ar a n-úsáidtear na huirlisí cumarsáide agus comhair is déanaí. Leis na gníomhartha sin, éascaítear eispéireas foghlama gníomhaí i dtimpeallacht shaibhir foghlama.



## Teistiméireachtaí

*"Táim tar éis mo chúrsa tríd an rCholáiste a chur i gcrích. Táim ag obair go lánaimeartha i TF anois agus bhí eispéireas iontach agam ar fud an aistir seo ar fad".*

*"Thug na teagascóirí tacaíocht den chéad scoth dom agus bhí ábhar an chúrsa ar fheabhas. Is fíorbhuntaiste i margadh iomaíoch é deimhniú. Tá sé doiligh le gnóthú ach is fiú go mór é".*

*"D'fhéadfainn cúpla leathanach a líonadh le fáthanna ar cheart do dhuine tabhairt faoin gcúrsa seo. Cé nach raibh ach oideachas bunleibhéil agam roimh an gcúrsa, is Ríomhchláraitheoir Java deimhnithe mé anois. Is cuma cé na scileanna ríomhchláraithe a mheasann tú a bheith agat, ba cheart duit an cúrsa seo a dhéanamh. Tá sé dea-struchtúrtha agus an-solúbtha le go n-oireann sé do sceidil ghnóthacha agus tá sé á theagasc ag múinteoirí den chéad scoth".*

## An Ciste Eorpach um Choigeartú don Domhandú (EGF)

Clár atá á chistiú ag an gCoimisiún Eorpach is ea an Ciste Eorpach um Choigeartú don Domhandú (EGF), a bhfuil sé mar aidhm leis cabhrú leis na Ballstáit den Aontas Eorpach tacaí gníomhachtaíthe margadh saothair a chur ar fáil do na saoránaigh sin a fágadh iomarcach iad de bharr thionchar an domhandaithe.

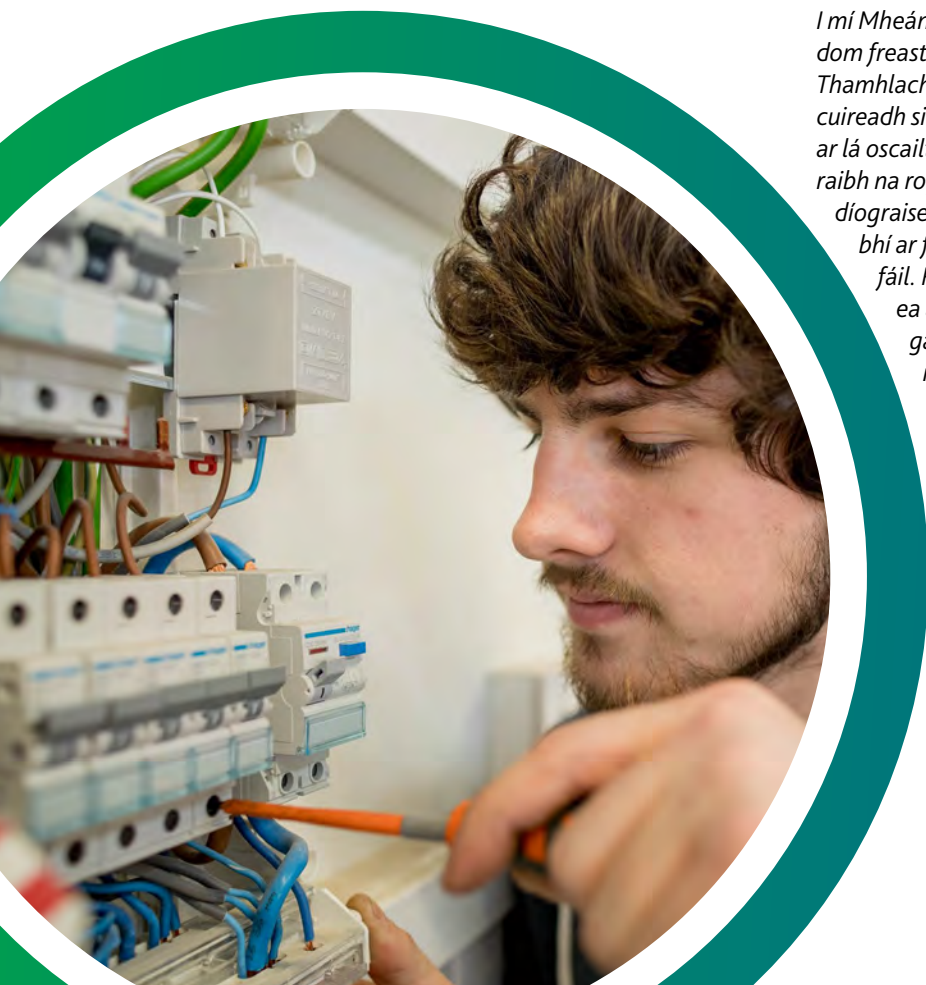
## An tAonad um Chomhordú EGF i SOLAS

Sa bhliain 2016, chuir an tAonad um Chomhordú EGF i SOLAS raon cuimsitheach seirbhísí ar fáil a thacaigh le breis agus seacht gcéad oibrí iomarcach ar fud na tíre. Bhí na cláir ar siúl ar a seal i gcuideachta seodra Andersen i Ráth Caola, Co. Luimnigh, in Lufthansa Airmotive Technik (LTAI) agus in Pratt and Whitney, ar cuideachtaí eitlíochta i mBaile Átha Cliath Thiar iad. Ag an am céanna, chuir foireann EGF i SOLAS idirghabhálacha speisialaithe ar fáil i Ráth Caola, Co. Luimnigh, chun tacú le 130 duine idir 18 mbliana d'aois agus 25 bliana d'aois nach bhfuil i mbun Fostaíochta, Oideachais nó Oiliúna (NEETanna). Mar an gcéanna, chuir sí na hidirghabhálacha sin ar fáil do níos mó ná 300 cliant ar NEETanna iad.

## CÁS-STAIDÉAR

*"Faoin uair a bhain mé daichead bliain d'aois amach, chaith mé mo shaol oibre ar fad i mbun fostaíochta le Lufthansa Airmotive mar mheicneoir innill aerárthaigh. Ní raibh mé ag súil riamh leis an rud a tharla sa bhliain 2014. Fuair níos mó ná 400 fostaí an scéala an mhaidin chinníunach sin go mbeadh ár gcuideachta ag scor d'oibríochtaí agus go ndéanfaí iomarcaíocht ar an bhfórsa saothair ar fad. Le firinne, smaoinigh mé lom láithreach ar mo shaol féin agus ar shaol mo theaghlaigh. Bhí mé suaite, inmíoch agus eaglach. Streachail mé leis an strus mór a bhain le gan post ná acmhainn a bheith agam chun mo theaghlach a chothabháil. Streachail mé freisin leis an éadóchas agus le mo shaol nua. A luaithe a bhí mé i m'iomarcach, mhéadaigh na brúnna sin faoi dheich de réir mar a thuig mé an réaltacht. Mhóthaigh mé go raibh mé scoite agus laghdaigh an fhéinmhuinín agus an féinmheas a bhíodh agam. Ní raibh mé ag iarraidh an t-am ar fad ach mo theaghlach a chosaint.*

*I mí Mheán Fómhair 2014, fuair mé litir inar tugadh cuireadh dom freastal ar imeacht faisnéise faoi EGF in Ionad Oiliúna Thamhlachta. Níorbh eol dom é um an dtaca sin ach ba é an cuireadh sin an deis a theastaigh uaim. Tar éis dom freastal ar lá oscailte EGF, ba go tobann a bhí roghanna agam. Ní raibh na roghanna sin ann roimhe sin agus thóg mé iad go díograiseach. Mhínigh foireann EGF na roghanna éagsúla a bhí ar fáil dom agus na tacaí sonracha a chuirfeadh sí ar fáil. Rud a chabhraigh liom go mór mo shaol a athrú ba ea an deis a fháil dul i dteagmháil le duine gach lá nó gach uair, dá mba ghá, chun mo smaointe a phlé. Leis na seirbhísí tacaíochta gairme, bhí mo chóitseálaí agus mo mheantóir féin agam. Chabhraigh an caidreamh sin go mór liom féinmhuinín a thógáil an athuair.*



Idir 2015 agus 2016, bhain mé leas as deontais oiliúna EGF chun tabhairt faoi oiliúint agus deimhniú mar Theicneoir Diagnóiseach atá deimhnithe ag Bosch. Ar na modúil iontrála a chur i gcrích dom, chuaigh mé ar aghaidh chuig an gclár máistirtheicneora i mí Dheireadh Fómhair 2016. Anois i mí Eanáir 2017, tá mo ghnó féin agam, fostaím beirt agus, rud ba thábhachtaí fós, is san am atá caite atá an mothú eagla, scoiteachta agus éiginnteachta a bhí agam sa bhliain 2014. Is iad an mhuinín agus an féinmheas atá agam anois agus an iomad scileanna nua a ghnóthaigh mé ó EGF a chuir ar mo chumas an méid sin a dhéanamh.

Go bunúsach, ba mhaith liom buíochas a ghabháil le EGF agus le foireann EGF i SOLAS as an tacaíocht chuimsitheach a thug siad dom mín agus garbh".

## An Rannóg um Sheirbhís Printíseachta agus Tógála

### Printíseachtaí Ceardaíochta

Faoi Acht Oiliúna Tionscail, 1967, agus faoi Acht um Áiseanna Saothair, 1987, tá freagracht reachtúil ar SOLAS as printíseachtaí sainithe a chomhordú agus a rialú do raon printíseachtaí éagsúla. Is é is printíseacht ceardaíochta ann ná córas modúlach atá bunaithe ar chaighdeán agus a chuimsíonn, i bhformhór na gcásanna, seacht gcéim oiliúna agus forbartha ar an láthair agus as an láthair. Ar gach ceann de na seacht gcéim de phrintíseacht ceithre bliana a chur i gcrích go rathúil, faigheann printísigh Sainleas Ceardaíochta QQI (Mórdhámhachtain Leibhéal a sé). Is ar leibhéal náisiúnta agus ar leibhéal idirnáisiúnta araon a aithnítear seasamh agus luach an teastais sin. Ba ar 1,220 printíseach san iomlán a bronnadh Sainleas Ceardaíochta sa bhliain 2016.

Rinne na Boird Oideachais agus Oiliúna, na hInstitiúidí Teicneolaíochta agus Scoil Crúdaíochta na hÉireann áiteanna oiliúna as an láthair a chur ar fáil do 6,043 phrintíseach ceardaíochta sa bhliain 2016. Ag an am céanna, chláraigh SOLAS 3,742 phrintíseach ceardaíochta le linn na bliana 2016. B'ionann an figiúr sin agus méadú 19% ar an líon daoine a bhí cláraithe sa bhliain 2015. Is láidir go fóill atá an t-ionchas maidir leis an líon daoine a bheidh cláraithe do phrintíseacht ceardaíochta amach anseo agus tá sé tuartha go leanfaidh an líon daoine atá cláraithe do phrintíseachtaí atá bunaithe ar cheardaíocht de bheith ag méadú de réir a chéile thar an gcéad trí bliana eile. Tá an líon printíseach a bhí cláraithe sa bhliain 2016 le feiceáil i dTábla 1.

**Tábla 1: An Líon Printíseach a bhí Cláraithe do Chúrsa sa Bhliain 2016, leagtha amach de réir Printíseacht Ceardaíochta**

Printíseacht Ceardaíochta	An Líon Printíseach a bhí Cláraithe sa Bhliain
An Mheicnic Talmhaíochta	43
An Mheicnic Aerárthaí	39
An Leagan Brící agus Cloch	52
An Chearpantóireacht agus an tSiúinéireacht	399
An Feistiú Gléasra Tógála	59
Cúrsaí Leictreacha	1343
An Ionstraimíocht Leictreonach	106
Córais Leictreonacha Slándála	28
An Chrúdaíocht	5
An Tíliú Urlár agus Ballaí	0
An Mheicnic Feithiclí Troma	136
An tInsiú Tionsclaíoch	10
An Ionstraimíocht	10
An tUathobriú Meicniúil agus an Feistiú Cothabhála	163
An tOibriú Miotail	186
An Mhótarmheicnic	420
An Phéinteáil agus an Maisiúchán	27
An Feistiú Píobán	33
An Phlástráil	18
An Phluiméireacht	345
Na Meáin Chlóite	4
An Cuisniúchán agus an tAerchóiriúchán	79
An Mhiotalóireacht Leatháin	40
An Gearradh Cloch agus an tSaoirseacht Cloch	2
An Uirliseoireacht	66
An Deisiúchán Creatlacha Feithicle	58
An Déantúsaíocht Adhmaid agus an Bailchríochnú Adhmaid	71
<b>Cothromas</b>	<b>3,742</b>

Trína hAonad Taighde Scileanna agus Margadh Saothair agus trína Aonad Seirbhísí Printíseachta, déanann SOLAS meastóireachtaí rialta ar an éagothroime atá ann i soláthar agus éileamh scileanna san áit oibre, lena n-áirítear gairmeacha printíseachta ceardaíochta, agus soláthraíonn sí réamhaisnéisí cúig bliana i dtaca le riachtanais phrintíseachta.

Léirítear sa phatrún foriomlán i gcláruithe printíseachta ceardaíochta ón mbliain 2009 i leith réamhaisnéisí ionchais an Aonaid Taighde Scileanna agus Margadh Saothar agus an Aonaid Seirbhísí Printíseachta i SOLAS. Tá treochtaí i gcláruithe printíseachta ceardaíochta le feiceáil i dTábla 2 thíos. Léirítear iontu na forbairtí atá ar siúl i ngeilleagar na hÉireann.

**Tábla 2: An Líon Daoine a bhí Cláraithe do Chúrsaí Printíseachta: 2009- 2016**

Bliain	An Líon a bhí Cláraithe
2009	1,535
2010	1,204
2011	1,307
2012	1,434
2013	1,929
2014	2,698
2015	3,153
2016	3,742

### Iarratais ar Aitheantas Réamhfhoghlama Printíseachta Ceardaíochta agus ar Achomhairc

Le hAitheantas Réamhfhoghlama, tugtar do phrintísigh saoráid trínar féidir leo fianaise infhíoraithe ar an taithí ceardaíochta atá acu a chur i láthair chun iad a chumasú na ceanglais deimhnithe a chomhlíonadh nó iarratas a dhéanamh ar dhíolúintí ón gclár. Sa bhliain 2016, cheadaigh an Fo-Choiste um Chreidiúnú Printíseach lomarcach de chuid an Choiste Chomhairligh Náisiúnta um Printíseacht 24 iarratas ar Dhámhachtain an tSeanteastais Cheardaíochta. Chomh maith leis sin, phróiseáil SOLAS 143 iarratas ar dhíolúintí ón gclár.

Thug SOLAS clár aitheantais réamhfhoghlama isteach le haghaidh an Tionscail Slándála Leictreonaí chun cur ar chumas na ndaoine sin a d'oibrigh sa tionscal roimh thabhairt isteach na printíseachta i gCórais Slándála Leictreonaí sa bhliain 2007 a n-inniúlacht a bhailíochtú trí phróiseas aitheantais réamhfhoghlama.

Ina theannta sin, cabhraíonn SOLAS le ceardaithe a chuir printíseacht i gcrích le linn ré 'an ama chaite' a n-inniúlacht a bhailíochtú tríd an bpróiseas aitheantais réamhfhoghlama. Le linn na bliana 2016, cheadaigh SOLAS 113 iarratasóir ar Thaifead Gnóthachain. Cheadaigh an Coiste Chomhairleach Náisiúnta um Printíseacht 46 iarratas ó dhaoine, idir phrintísigh agus fhostóirí, ar raon cúrsaí a bhain le printíseacht.

### Áirítear iad seo leis na forbairtí Printíseachta Ceardaíochta eile a bhí ann sa tréimhse sin:

- Cur Chun Feidhme Churaclaim Leagan 4:** I gcomhpháirt le Boird Oideachais agus Oiliúna Éireann (ETBI) agus leis na Boird Oideachais agus Oiliúna, thug SOLAS na curaclaim athbhreithnithe leagan a ceathair isteach le haghaidh na bprintíseachtaí seo a leanas: Printíseachtaí Leictreacha, an Chearpantóireacht agus an tSiúinéireacht, an tOibriú Miotail agus an Mheicnic Feithiclí Troma.
- Forbairt Caighdeán:** I gcomhairle leis na geallsealbhóirí ábhartha, rinne SOLAS cur i gcrích ar an bpróiseas um dhréachtchaighdeán cheirde a fhorbairt le haghaidh 18 gclár printíseachta ceardaíochta.
- Athbhreithniú Clár:** I gcomhpháirt leis na páirtithe cuí, thug SOLAS athbhreithniú cuimsitheach clár chun críche ar 14 chlár printíseachta ceardaíochta.
- Bailíochtú:** Chuir SOLAS 14 chlár printíseachta ceardaíochta faoi bhráid Dhearbhú Cáilíochta agus Cáilíochtaí Éireann (QQI) le haghaidh bailíochtú.

### Forbairtí Printíseachta Nua

Cuireann SOLAS tacaíocht rúnaíochta ar fáil don Chomhairle Printíseachta. Sa bhliain 2015, d'iarr an Chomhairle Printíseachta ar ionadaithe do SOLAS agus don Údarás um Ard-Oideachas aiseolas agus treoir a thabhairt do thogróirí rathúla maidir le pleananna forbartha tionscadail na dtogróirí le haghaidh a dtogra printíseachta.

Bhí na seisiúin faisnéise agus na teagmhálacha duine le duine leis na hionadaithe cuibhreachais ar siúl i mí na Nollag 2015. Tar éis na seisiún faisnéise, iarradh ar gach togróir rathúil a bpleananna forbartha tionscadail a chur faoi bhráid na Comhairle Printíseachta an athair lena mbreithniú deiridh ag an gComhairle. De réir mar a ceadaíodh pleananna, d'fhormhuinigh an Chomhairle Printíseachta scaoileadh an chistiúcháin forbartha, de réir prótacail chistiúcháin. Leithdháileadh é ar SOLAS lena thabhairt do na tionscadail phrintíseachta nua faoi seach.

### Tionscadail a Ceadaíodh le haghaidh Cistiú Forbartha

Rinne an Chomhairle Printíseachta ocht dtionscadal printíseachta dhéag a cheadú le haghaidh cistiú forbartha sa bhliain. Ag gníomhú di thar ceann na Comhairle, d'eisigh SOLAS Meabhrán Cistiúcháin agus doiciméid ghaolmhara chuig na grúpaí seo a leanas:

- Cleachtóir Árachais
- Innealtóir Próiseála Polaiméirí
- Comhlach Seirbhísí Idirnáisiúnta Airgeadais
- Teicneoir Déantúsaíochta
- Speisialtóir Seirbhísí Idirnáisiúnta Airgeadais
- Innealtóir Déantúsaíochta

7. Ardspeisialtóir Seirbhísí Idirnáisiúnta Airgeadais
8. Cócaire Sóisearach
9. Teicneoir Cuntasaíochta
10. Innealtóir Líonraí TFC
11. Tiománaí Feithicle Earraí Troma (HGV)
12. Forbróir Bogearraí TFC
13. Báicéir
14. Innealtóir Leictreach Tionsclaíoch
15. Gairmí Taistil agus Turasóireachta
16. Búistéir Ceardaíochta
17. Innealtóir sa Déantúsaíocht Trealamh Bhunaidh
18. Chef de Partie

## Ceadú Próifilí Gairme

Chomhaontaigh an Chomhairle Printíseachta an teimpléad agus an próiseas le haghaidh ceadú Próifilí Gairme i mí Aibreáin 2016. Áirítear na gairmeacha seo a leanas leis na próifilí gairme ar cheadaigh an Chomhairle Printíseachta iad sa bhliain 2016:

1. Cleachtóir Árachais
2. Innealtóir Leictreach Tionsclaíoch
3. Comhlach Seirbhísí Idirnáisiúnta Airgeadais
4. Speisialtóir Seirbhísí Idirnáisiúnta Airgeadais
5. Ardspeisialtóir Seirbhísí Idirnáisiúnta Airgeadais
6. Teicneoir Cuntasaíochta
7. Innealtóir sa Déantúsaíocht Trealamh Bhunaidh
8. Tiománaí Feithicle Earraí Troma (HGV)
9. Cócaire Sóisearach
10. Báicéir
11. Teicneoir Teileachumarsáide Allamuigh
12. Innealtóir Próiseála Polaiméirí
13. Teicneoir Déantúsaíochta
14. Innealtóir Déantúsaíochta
15. Innealtóir Líonraí TFC, Innealtóir Bogearraí TFC
16. Búistéir Ceardaíochta

## Orduithe Oiliúna Tionscail

Ar mhaithe le cur i bhfeidhm na bprintíseachtaí nua, ceadaithe agus bailíochtaithe a éascú, forbraíodh sé cinn nua d'Orduithe Oiliúna Tionscail tar éis dul i gcomhairle le hionadaithe d'fhostóirí, le fostaithe agus le comhlachtaí ábhartha eile. Cheadaigh Bord SOLAS na hOrduithe beartaithe Oiliúna Tionscail an 12 Iúil 2016 agus leagadh faoi bhráid an Oireachtais iad an 20 Iúil 2016. Soláthraítear leis na hOrduithe nua Oiliúna Tionscail reachtaíocht chumasúcháin faoin Acht Oiliúna Tionscail, 1967, do 11 phrintíseacht bheartaithe. Cumhdaítear leo earnálacha nár tháinig faoi ghníomhaíochtaí reachtúla printíseachta roimhe sin, mar shampla:

1. AN TORDÚ OILIÚNA TIONSAIL (AN TIONSCAL CUNTASAÍOCHTA), 2016 - I.R. UIMH. 377 DE 2016
2. AN TORDÚ OILIÚNA TIONSAIL (AN TIONSCAL BÁICÉIREACHTA), 2016 - I.R. UIMH. 378 DE 2016
3. AN TORDÚ OILIÚNA TIONSAIL (AN TIONSCAL CÓCAIREACHTA), 2016 - I.R. UIMH. 379 DE 2016
4. AN TORDÚ OILIÚNA TIONSAIL (AN TIONSCAL SEIRBHÍSÍ AIRGEADAIS), 2016 - I.R. UIMH. 380 DE 2016
5. AN TORDÚ OILIÚNA TIONSAIL (AN TIONSCAL EARRAÍ TROMA), 2016 - I.R. UIMH. 381 DE 2016
6. AN TORDÚ OILIÚNA TIONSAIL (AN TIONSCAL ÁRACHAIS), 2016 - I.R. UIMH. 382 DE 2016

## Cláir Nua Phrintíseachta a Bhailíochtú

Bailíoctaíodh na cláir phrintíseachta cheadaithe nua seo a leanas sa bhliain 2016:

1. Bailíoctaíodh **an Cleachtas Árachais** i mí na Bealtaine 2016 agus seoladh an clár i mí Mheán Fómhair 2016
2. Bailíoctaíodh an **Innealtóireacht Leictreach Thionsclaíoch** i mí an Mheithimh 2016 agus seoladh an clár i mí na Samhna 2016

Bailíoctaíodh an clár Cleachtas Árachais i mí na Bealtaine 2016 agus seoladh go foirmiúil é i mí Mheán Fómhair 2016. Chuaigh an chéad ghrúpa printíseach sa Chleachtas Árachais i mbun a n-oiliúna printíseachta faoi choimirce Institiúid Teicneolaíochta Shligigh agus a bhfostóirí faoi seach le linn na bliana. Mar an gcéanna, bailíoctaíodh an clár printíseachta san Innealtóireacht Leictreach Thionsclaíoch i mí an Mheithimh 2016 agus seoladh go hoifigiúil é in Institiúid Teicneolaíochta Luimnigh i mí na Samhna 2016.





## **An Clár Pas Shábháilte, an Scéim Deimhnithe Scileanna Tógála agus an Scéim Deimhnithe Scileanna Cairéalaithe**

I measc na gclár a mbainistíonn an tAonad Seirbhísí Tógála i SOLAS iad, tá 21 chlár Scileanna Tógála, 14 chlár Scileanna Cairéalaithe agus an clár Pas Shábháilte. Tá na cláir sin ar fáil don tionscal tógála chun a chinntiú go bhfuil ag an tionscal na scileanna tógála, na scileanna cairéalaithe agus na hinniúlachtaí a theastaíonn uaidh chun rath a bhaint amach.

### **An Clár Pas Shábháilte**

Is ionann an Clár Pas Shábháilte agus clár oiliúna aon lae i bhfeasacht sláinte agus sábháilteachta atá dírithe go príomha ar oibrithe san earnáil foirgníochta, iontrálaithe nua san earnáil ina measc. Cuimsítear an clár Pas Shábháilte faoi fhorálacha Sceideal 4 a ghabhann leis na Rialacháin um Shábháilteacht, Sláinte agus Leas ag an Obair (Tógáil), 2013.

### **An Scéim Deimhnithe Scileanna Tógála**

Faoi Scéim Deimhnithe Scileanna Tógála (CSCS), déantar soláthar d'oibrithe laistigh den earnáil tógála nach oibrithe ceardaíochta iad a oiliúint, a mheasúnú, a dheimhniú agus a chlárú. Cuimsítear an Scéim faoi fhorálacha Sceideal 5 a ghabhann leis na Rialacháin um Shábháilteacht, Sláinte agus Leas ag an Obair (Tógáil), 2013.

Tá sé mar aidhm le gach clár seirbhís den chéad scoth a chur ar fáil do chustaiméirí, rud a chinntíonn go gcuirtear fostaithe, fostaithe féideartha agus fostóirí san áireamh le linn gach gné de sholáthar na scéimeanna. Ar oiliúint agus measúnú CSCS/QSCS a chríochnú, eisítear deimhniú QQI agus cárta clárúcháin SOLAS chuig rannpháirtithe.

### **An Scéim Deimhnithe Scileanna Cairéalaithe**

Faoi Scéim Deimhnithe Scileanna Cairéalaithe (QSCS), déantar soláthar d'oibrithe laistigh den earnáil cairéalaithe nach oibrithe ceardaíochta iad a oiliúint, a mheasúnú, a dheimhniú agus a chlárú. Cuimsítear an Scéim faoi fhorálacha Sceideal 1 a ghabhann leis na Rialacháin um Shábháilteacht, Sláinte agus Leas ag an Obair (Cairéalú), 2008.

Tá sé mar aidhm le gach clár seirbhís den chéad scoth a chur ar fáil do chustaiméirí, rud a chinntíonn go gcuirtear fostaithe, fostaithe féideartha agus fostóirí san áireamh le linn gach gné de sholáthar na scéimeanna. Ar oiliúint agus measúnú CSCS/QSCS a chríochnú, eisítear deimhniú QQI agus cárta clárúcháin SOLAS chuig rannpháirtithe.

Áiríodh iad seo a leanas leis na príomhéachtaí ina leith le linn na bliana 2016:

1. Athbhreithniú a dhéanamh ar an mBunchlár Scafalra agus ar an Ardchlár Scafalra agus ar an gclár Túr Móibíleach
2. Athbhreithniú a dhéanamh ar phróiseas athnuachana cártaí CSCS/QSCS, rud a chinntíonn cóir chomhionann do gach sealbhóir cárta
3. Córas nua sceidealaithe atá cothrom agus trédhearcach a thabhairt isteach le haghaidh faireachán a dhéanamh ar Eagraíochtaí Oiliúna Ceadaithe CSCS/QSCS agus ar theagascóirí ceadaithe CSCS/QSCS
4. 89,167 gcárta Pas Shábháilte a ullmhú agus a dháileadh
5. 17,506 chárta CSCS/QSCS a ullmhú agus a scaipeadh
6. An t-am a thógtar chun cártaí cláir a scaipeadh a laghdú ó 3 mhí go 10 lá
7. Táillí clárúcháin a thabhairt isteach d'Eagraíochtaí Oiliúna Ceadaithe agus do theagascóirí ceadaithe
8. An seachtú leagan den chlár Pas Shábháilte a chur chun feidhme go rathúil
9. Clár comhchuibhithe a chomhaontú le Construction Industry Training Board (CITB) UK
10. Próiseas bailíochtaithe cártaí a thabhairt isteach don tionscal tógála chun comhlíonadh ceanglas reachtach a chinntiú

# Acmhainní

## Tacaíocht Eagrúcháin

Oibríonn an Rannán Acmhainní i SOLAS thar thrí rannóg, is iad sin:

- An Rannóg Airgeadais, a chuimsíonn Cistiú Breisoideachais agus Oiliúna, íocaíochtaí foirne, Cuntasaíocht Bhainistíochta/an Rannóg Cuntasaíochta, Maoiniú ó AE, an Mórleabhar Ginearálta/Cuntais Reachtúla, soláthar, agus Tacaíocht SAP
- An Rannóg TFC, a dhéanann bainistiú ar gach feidhm inmheánach TFC, lena n-áirítear córais shaincheaptha inmheánacha a fhorbairt agus tacaí leanúnacha a chur ar fáil do na Boird Oideachais agus Oiliúna agus don Roinn Coimirce Sóisialaí
- An Rannóg um Fhorbairt agus Tacaíocht Eagrúcháin, a chuimsíonn Acmhainní Daonna agus Caidreamh Foirne, Seirbhísí DLí agus Iniúcháireachta, Bainistíocht Riosca agus Taifead, Seirbhísí Saoráidí agus an Córas Tacaíochta Clár agus Foghlaimoírí.

Croíghné den eagraíocht is ea an Rannán Acmhainní i SOLAS, rud a chumasaíonn don eagraíocht a plean corparáideach agus a cuid ceangaltas faoin Straitéis Breisoideachais agus Oiliúna a chomhlíonadh. Tugann an Rannán tacaíocht do na Boird Oideachais agus Oiliúna agus don mhórearnáil breisoideachais agus oiliúna ag an am céanna.

Faoi phlean tacaí trasdula atá i bhfeidhm ag SOLAS – rud a raibh sé mar aidhm leis an líonra ionad oiliúna a bhí faoi stiúir ag FÁS roimhe seo, agus soláthar gaolmhar agus foireann ghaolmhar, a ionchorprú isteach i líonra na mBord Oideachais agus Oiliúna – lean an rannán ar aghaidh le cúnamh leanúnach a chur ar fáil i leith raon gníomhaíochtaí éagsúla, lena n-áiríodh an párolla oiliúnaithe agus printíseach.

## An tAonad um Fhorbairt agus

### Tacaíocht Eagrúcháin

Sa bhliain 2016, lean an t-aonad ar aghaidh le tacaíocht a thabhairt don lucht bainistíochta agus don fhoireann chun inniúlacht SOLAS a mhéadú, chun a creat agus a meicníochtaí rialachais corparáidigh a neartú agus chun seirbhísí saoráidí a sholáthar.

### An tAonad um Chaidreamh Foirne agus Acmhainní Daonna

Déanann an tAonad um Chaidreamh Foirne agus Acmhainní Daonna bainistiú ar Acmhainní Daonna agus Riarachán Pinsean agus ar an gCóras Bainistíochta agus Forbartha Feidhmíochta. Sa bhliain 2016, lean an t-aonad ar aghaidh le bainistiú a dhéanamh ar bheartais forbartha foirne agus ar chúrsaí caidreamh foirne agus le cúnamh a thabhairt do SOLAS a cuid cuspóirí corparáideacha a bhaint amach trí phleanáil an fhórsa saothair.

### An tAonad um Sheirbhísí Saoráidí

Ar fud na bliana 2016, chuir an tAonad um Sheirbhísí Saoráidí seirbhísí tacaíochta ar fáil ar fud na heagraíochta. Áiríodh leo sin freastal ar riachtanais maidir le clódóireacht inmheánach, clódóireacht bhainistithe, seirbhísí poist agus teileafóin, lónadóireacht, glantachán, seomraí cruinnithe agus saoráidí closamhairc. Tá freagracht ar an aonad freisin as a chinntiú go gcomhlíonann nó go sáraíonn SOLAS na freagrachtaí reachtúla atá uirthi faoin reachtaíocht um an gComhshaol agus Sláinte agus Sábháilteacht.

### An tAonad um Sheirbhísí DLí agus Iniúcháireachta

Sa bhliain 2016, chuir an tAonad um Sheirbhísí DLí agus Iniúcháireachta raon seirbhísí dlí ar fáil. Áiríodh leis na seirbhísí sin bainistiú a dhéanamh ar chaingne, comhairle dlí a chur ar fáil, an reachtaíocht um chosaint sonraí a chomhlíonadh, polasaithe árachais a bhainistiú, déileáil le gearáin, agus deimhnithe taithí a phróiseáil. Chomh maith leis sin, chuir sé raon seirbhísí tacaíochta ar fáil a bhain le hiniúcháireacht agus le rialachas. Áiríodh leis na seirbhísí sin an plean bliantúil iniúcháireachta rioscabhunaithe a bhainistiú agus a fhorfheidhmiú; seirbhísí Cheann na hIniúcháireachta Inmheánaí a chomhlíonadh; ceanglais thábhachtacha rialachais corparáidigh a bhainistiú i dtaca le cuntais bhliantúla SOLAS; agus dul i mbun plé leis an gCoiste um Athbhreithniú Iniúchta agus Bainistíochta Riosca i SOLAS.

## An Córas Tacaíochta Clár agus Foghlaimoirí

Comhthionscnamh idir SOLAS agus na Boird Oideachais agus Oiliúna is ea an Córas Tacaíochta Clár agus Foghlaimoirí. Tugadh an córas isteach sa dara leath den bhliain 2013. Is é an cuspóir atá leis forbairt a dhéanamh ar chóras teicneolaíochta faisnéise ina bhfuil trí bhunachar sonraí lena soláthraítear cur chuige comhtháite i leith sonraí tábhachtacha a bhailiú faoi aschur, faoi thorthaí agus faoi fheidhmíocht clár breisoideachais agus oiliúna.

Tá trí bhunachar sonraí aontaithe ann sa Chóras Tacaíochta Clár agus Foghlaimoirí. Éilíonn siad méideanna difriúla malartú sonraí agus comhroinnt sonraí idir comhlachtaí poiblí éagsúla, lena n-áirítear SOLAS, Boird Oideachais agus Oiliúna, an Roinn Oideachais agus Scileanna, an Roinn Coimirce Sóisialaí, Cáilíocht agus Cáilíochtaí Éireann, an tÚdarás um Ard-Oideachas agus na Coimisinéirí Ioncaim. Tá an Bunachar Sonraí Náisiúnta Clár agus an Féilire Náisiúnta Cúrsaí i mbun oibre ó mhí Dheireadh Fómhair 2016 i leith laistigh de chlár bhreisoideachais agus oiliúna a gcistíonn SOLAS iad.

Ag deireadh na bliana 2016, foilsíodh 910 gclár náisiúnta (a chuimsigh 2,025 mhodúl) ar an mBunachar Sonraí Náisiúnta Clár. Clúdaíodh leis na clár sin na dámhachtainí éagsúla a bhí ar fáil trí sholáthar breisoideachais agus oiliúna, lena n-áiríodh Dámhachtainí Cháilíocht agus Cáilíochtaí Éireann, Cumann na gCuntasóirí Cairte Deimhnithe, Institiúid Teicneoirí Cuntasaíochta na hÉireann, CITAC, City and Guilds, CompTIA, Cumann Ríomhaireachta na hÉireann (ICS), ITEC, Microsoft, Oracle agus Pearson. Ag deireadh na bliana 2016, sceidealaigh na Boird Oideachais agus Oiliúna 28,167 gcúrsa (12,219 gcúrsa sa bhliain 2017) tríd an gCóras Tacaíochta Clár agus Foghlaimoirí, rud a chruthaigh acmhainn iomlán foghlaimoirí de 174,387 nduine sa bhliain 2017. Is figiúr é sin a bhíonn ag ardú.

Ó mhí Lúnasa 2016 i leith, bhí 155,849 n-úsáideoir ag fetchcourses.ie, an tsaoráid chuardaigh a bhí dírithe ar an bpobal. Úsáideadh 303,623 sheisiún agus gineadh 2.989 milliún amharc ar leathanaigh. De bhreis air sin, forbraíodh giuirléid chun tacú le prionsabal na hiontrála aonphointe lena n-éascaítear inneachar fetchcourses.ie lena úsáid ar na suíomhanna Gréasáin, na bróisiúir agus na hábhair eile mhargaíochta de chuid na soláthraithe, agus faisnéis fíor-ama á cur ar fáil. Leis sin, féadann tairseacha náisiúnta cúrsaí atá ar fáil a thaispeáint i bhfíor-ama, mar shampla, an Tairseach Gairmeacha agus Seirbhísí Intreo de chuid na Roinne Coimirce Sóisialaí.

Cuireadh an treoirlchlár le haghaidh an Bhunachair Shonraí Foghlaimoirí i gcrích i mí an Mheithimh 2016. Cuireadh tús le cur i bhfeidhm náisiúnta an bhunachair shonraí i mí Dheireadh Fómhair 2016. Tá sé ar fáil lena úsáid sa chuid is mó den soláthar breisoideachais agus oiliúna a gcistíonn SOLAS é. Ag deireadh na bliana 2016, bhí 37,117 bhfoghlaimeoir cláraithe sa chóras.



# Cumarsáid agus Rúnaíocht

Tá oibleagáid reachtúil ar SOLAS faoi at 7(1)(b) den Acht Breisoideachais agus Oiliúna, 2013, cur chun cinn a dhéanamh ar a thábhachtaí atá breisoideachas agus oiliúint. Tá freagrachtaí uirthi freisin faoi Sprioc 5 den Straitéis Breisoideachais agus Oiliúna 2014-2019 as seasamh an bhreisoideachais agus na hoiliúna a chur ar aghaidh.

De bhreis ar dhul i gceannas ar Straitéis Cumarsáide agus Brandála SOLAS, chuir an fhoireann Cumarsáide tús sa bhliain 2016 le clár gníomhaíochtaí arb é is aidhm dó seasamh an bhreisoideachais agus na hoiliúna a chur chun cinn le geallsealbhoirí tábhachtacha.

Reachtáladh dhá imeacht le comhpháirtithe fiontraíochta. Cruinniú céadphroinne le Joe Schmidt, cóitseálaí fhoireann rugbaí na hÉireann, ba ea an chéad cheann díobh. Ba é 'Na Scileanna Cearta d'Fhoireann Rathúil' téama an chruinnithe. Tugadh deis leis an gcrúinniú a thaispeáint cé na buntáistí don saol gnó is féidir a bhaint as na scileanna a ghnóthaítear trí bhreisoideachas agus oiliúint. Chomh maith leis sin, rinne SOLAS óstáil ar chaint an-rathúil TEDx i Sionainn, Co. an Chláir, i mí na Nollag 2016. D'oibrigh SOLAS i ndlúthchomhar le Atlantic Aviation, le hIonad Oiliúna Shionainne agus le Bord Oideachais agus Oiliúna an Chláir chun an t-imeacht sin a thabhairt chuig Sionainn. Chuaigh ochtar cainteoirí ar an ardán chun a léirmhíniú féin ar an téama 'Nearth Bealaí chun Ratha - Breisoideachas agus Oiliúint a Athshamhlú' a phlé. Spreag siad comhrá ar an téama sin i measc lucht féachana a chuimsigh fostóirí agus soláthraithe oideachais.

Ar Lá Idirnáisiúnta na mBan, 2016, rinne SOLAS óstáil ar imeacht chun ról na mban i mBreisoideachas agus Oiliúint a cheiliúradh. Ba é an teachtaireacht go bhféadann an t-oideachas mná a chumhachtú agus cothromaíocht inscne a chur ar aghaidh. Ba í Anne-Louise Gilligan, comhbhunaitheoir An Cosán, an spreagchainteoir. Is é An Cosán an eagraíocht oideachas pobail is mó in Éirinn.

Mar gheall ar a rathúla a bhí na himeachtaí agus na cruinnithe faisnéise sin, tá sé beartaithe imeachtaí den chineál céanna a óstáil sa bhliain 2017. Seoladh feachtas digiteach don rCholáiste, ardán foghlama ar líne SOLAS, i mí an Mhárta 2017 chun foghlaim sholúbtha a chur chun cinn do dhaoine atá i mbun fostaíochta, ar athrú ar Bhreisoideachas agus Oiliúint é tar éis an chúlaithe eacnamaíochta. Ba as feachtais spriocdhírithe ar LinkedIn agus ar Twitter, agus as gné-ailt in The Sunday Business Post, a d'eascair méadú ar an líon ceisteanna agus cuairteanna ar [ecollege.ie](http://ecollege.ie). Ba é cuspóir an fheachtais ná feachtas ar chúrsaí rCholáiste a mhéadú i measc daoine i mbun fostaíochta ar mian leo tuilleadh scileanna a ghnóthú.

Sheol Richard Bruton TD, an tAire Oideachais agus Scileanna, [fetchcourses.ie](http://fetchcourses.ie) i mí Lúnasa 2016. Is é an suíomh Gréasáin sin an mol cúrsaí breisoideachais agus oiliúna. Rinneadh feachtas il-ardán ar an raidió, ar Facebook, ar Twitter agus sna meáin a chur i bhfeidhm ar leibhéal náisiúnta agus ar leibhéal idirnáisiúnta chun breis agus 4,000 cúrsa breisoideachais agus oiliúna a bhí ar fáil ar fud na tíre a chur chun cinn. Seoladh cor poist ar líne trí ríomhphost chuig gach ball d'Institiúid na dTreoirchomhairleoirí. Chomh maith leis sin, dáileadh ábhar clóite amhail cora poist agus póstaeir ar oifigí na Roinne Coimirce Sóisialaí agus ar oifigí Intreo timpeall na tíre. Ba as an ngníomhaíocht sin a tháinig méadú suntasach ar an líon cuairteanna ar [fetchcourses.ie](http://fetchcourses.ie).

Cuid lárnach de Bhreisoideachas agus Oiliúint iad printíseachtaí. Is tosaíocht de chuid an rialtais é an líon daoine atá cláraithe a mhéadú go níos mó ná 30,000 duine faoin mbliain 2020. Ós rud é go bhfuil an raon clár printíseachta ag méadú, comhaontaíodh go gcruthófaí féiniúlacht bhranda nua le haghaidh printíseachta. Forbraíodh suíomh Gréasáin printíseachta nua, a chuimsigh an branda nua, sa bhliain 2016 lena sheoladh go luath sa bhliain 2017. Cuirfear faisnéis ar fáil ar an suíomh Gréasáin apprenticeship.ie do dhaoine aonair ar spéis leo a bheith ina bprintíseach agus d'fhostóirí atá ag smaoineamh ar phrintíseach a earcú. Cuirfear faisnéis ar fáil do phrintísigh reatha ar an suíomh freisin. I dteannta feachtas cumarsáide do phrintíseachtaí atá á fhorbairt faoi láthair, cuirfear i bhfeidhm é sa bhliain 2017.

Den chéad uair riamh, thug SOLAS tacaíocht sa bhliain 2016 d'fheachtas náisiúnta na Seachtaine Feasachta Coláiste agus d'fheachtas Eorpach na Seachtaine Gairmoideachais agus Oiliúna. Ghlac sí páirt sa dá fheachtas sin freisin. Ba é cuspóir na bhfeachtas sin ilchineálacht an bhreisoideachais agus na hoiliúna a thaispeáint do dhaltai iar-bhunscoile. Cuireadh níos mó ná 45 imeacht breisoideachais agus oiliúna ar siúl timpeall na tíre le linn sheachtain na bhfeachtas. Níorbh fhéidir déanamh amhlaidh in éagmais rannpháirtíocht SOLAS.

# Rialachas Corparáideach

The background of the page is a solid light green color. Overlaid on this are several large, overlapping circles and thick, curved bands in various shades of green and yellow. These elements create a dynamic, organic pattern that fills the lower two-thirds of the page.

# Sainordú Reachtach

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

Faoin Acht Breisoideachais agus Oiliúna, 2013, sainmhínítear gurb iad seo a leanas na feidhmeanna ginearálta atá ag SOLAS:

- (a) straitéis i leith soláthar breisoideachais agus oiliúna a ullmhú agus a chur faoi bhráid an Aire Oideachais agus Scileanna;
- (b) meas ar luach an bhreisoideachais agus na hoiliúna 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 chun a chinneadh cé na cláir bhreisoideachais agus oiliúna, nó cé na haicmí clár den sórt sin, ba chóir a bheith ina n-ábhar airleacain ag an tSeirbhís;
- (d) airgead a airleacan do Bhoird Oideachais agus Oiliúna agus do chomhlachtaí eile atá ag gabháil do sholáthar clár breisoideachais agus oiliúna;
- (e) oiliúint agus athoiliúint le haghaidh fostaíochta a sholáthar, nó socrú a dhéanamh maidir lena soláthar, agus cúnamh a thabhairt do dhaoine eile seachas an tSeirbhís ó thaobh oiliúint den sórt sin a sholáthar, agus comhordú a dhéanamh ar an soláthar sin;
- (f) measúnú a dhéanamh i dtaobh an ndéanann nó nach ndéanann Boird Oideachais agus Oiliúna, agus comhlachtaí eile atá ag gabháil do sholáthar clár breisoideachais agus oiliúna, ar airleacadh airgead dóibh, a bhfeidhmeanna a chomhlíonadh ar mhodh eacnamaíoch, éifeachtach agus éifeachtúil;
- (g) suíomh daoine a bhaineann le cibé aicme nó aicmí duine a shonróidh an tAire Coimirce Sóisialaí tar éis dó nó di dul i gcomhairle leis an Aire Oideachais agus Scileanna, i gcláir bhreisoideachais agus oiliúna a mhaoineítear, go hiomlán nó go páirteach, as airgead poiblí a chur chun cinn, a spreagadh agus a éascú;
- (h) comhoibriú a chur chun cinn idir Boird Oideachais agus Oiliúna agus comhlachtaí eile a mbíonn baint acu le cláir bhreisoideachais agus oiliúna a sholáthar;
- (i) comhionannas deiseanna a chur chun cinn i ndáil le breisoideachas agus oiliúint a sholáthar;
- (j) cláir bhreisoideachais agus oiliúna nua agus láithreacha a fhorbairt, agus forbairt den sórt sin a éascú, lena n-áirítear córais a bhunú atá ceaptha chun faireachán a dhéanamh ar cháilíocht an oideachais agus na hoiliúna lena mbaineann, chun a chinntiú go bhfreastalaíonn na cláir sin dá gcuspóir;

- (k) oiliúint a sholáthar, agus cúnamh a thabhairt chun oiliúint a sholáthar, do dhaoine a bhfuil sé curtha de chúram orthu cláir bhreisoideachais agus oiliúna a sholáthar, is cláir a bhfuil airgead airleactha ina leith ag an tSeirbhís faoi alt 21;
- (l) taighde a sheoladh, nó socrú a dhéanamh chun taighde a sheoladh, maidir le haon nithe a bhaineann le feidhmeanna na Seirbhíse, agus
- (m) comhairle a thabhairt don Aire i ndáil le haon ní a bhaineann le feidhmeanna na Seirbhíse.

Cuireann SOLAS cúnamh leanúnach ar fáil do na Boird Oideachais agus Oiliúna maidir le raon tacaí trasdula agus tacaí eile. Leanann SOLAS ar aghaidh le tacaí TF a chur ar fáil don Roinn Coimirce Sóisialaí, socrú a tháinig as na hiar-Oifigí Seirbhísí Fostaíochta de chuid FÁS agus as an bhfoireann ghaolmhar dá chuid a aistriú chuig an Roinn sin sa bhliain 2012.

I dteannta na gcroífeidhmeanna atá aici, mar atá sainithe faoin Acht Breisoideachais agus Oiliúna, 2013, tá freagracht ar SOLAS as cláir Phrintíseachta agus as cláir a bhaineann leis an tógáil, i.e., Pas Sábháilte, an Scéim Deimhnithe Scileanna Tógála (CSCS), an Scéim Deimhnithe Scileanna Cairéalaithe (QSCS), an rCholáiste, Clár MOMENTUM agus Clár an Chiste Eorpaigh um Choigeartú don Domhandú.

## An Cód Cleachtais do Rialachas Comhlachtaí Stáit

Tháinig an Cód Cleachtais do Rialachas Comhlachtaí Stáit 2016 i bhfeidhm i mí Mheán Fómhair 2016. Ghlac sé áit an Chóid Chleachtais do Rialachas Comhlachtaí Stáit 2009. Ghlac SOLAS an Cód agus chuir sí próisis i bhfeidhm chun a chinntiú go gcoífeadh gach gné d'oibríochtaí SOLAS le ceanglais an Chóid.

## Sláinte agus Sábháilteacht Chorporáideach

Cloíonn SOLAS leis na freagrachtaí reachtúla a leagadh uirthi san Acht um Shláinte, Sábháilteacht agus Leas ag an Obair, 2005, agus i ngach rialachán arna ndéanamh faoin Acht sin. Is é an cuspóir atá ag SOLAS timpeallacht oibre atá sábháilte agus sláintiúil a chur ar fáil do gach ball foirne agus do gach cliant agus na freagrachtaí atá uirthi i leith daoine eile a chomhlíonadh, lena n-áirítear daoine den phobal a bhféadfadh oibríochtaí SOLAS dul i bhfeidhm orthu. Déanann lucht bainistíochta SOLAS comhlíonadh a Ráitis maidir le Beartas Sábháilteachta a chomhordú agus a chinntiú trí Chóras Bainistíochta Sábháilteachta a chur chun feidhme ar fud na heagraíochta.

## Riosca

Trína Beartas um Bainistíocht Riosca, tá SOLAS tiomanta do chreat atá comhtháiteach, éifeachtach agus éifeachtúil a chur chun feidhme le haghaidh riosca a bhainistiú ar fud na heagraíochta. Is leis an mBeartas sin freisin a thugtar cur chuige réamhghníomhach struchtúrtha maidir leis na rioscaí a mbíonn an eagraíocht ag dul i ngleic leo a shainathint, a bhainistiú agus a thuairisciú. Is é Bord SOLAS atá freagrach ar deireadh thiar as bainistíocht riosca de réir an Chóid Chleachtais do Rialachas Comhlachtaí Stáit. Tharmlig an Bord údarás don Choiste um Athbhreithniú Iniúchta agus Bainistíochta Riosca maidir le maoirseacht agus dearbhú leanúnach a dhéanamh ar an gCreat agus Próiseas Bainistíochta Riosca. Taifeadtar rioscaí suntasacha sainaitheanta don eagraíocht i gClár Riosca Chorporáidigh SOLAS. Mar chuid den Phróiseas Bainistíochta Riosca, déanann an Coiste um Athbhreithniú Iniúchta agus Bainistíochta Riosca athbhreithniú ar an gClár Riosca Chorporáidigh ceithre huaire sa bhliain. Cuirtear é faoi bhráid an Bhoird lena athbhreithniú dhá uair sa bhliain freisin.

## Na hAchtanna um Chosaint Sonraí, 1988 agus 2003

Is é is aidhm do na hAchtanna um Chosaint Sonraí príobháideacht sonraí pearsanta daoine aonair a chosaint. Foráiltear leis na hAchtanna go bhféadfaidh daoine aonair cóip a fháil de na sonraí pearsanta uile a bhaineann leo agus atá i seilbh an Rialaitheora Sonraí. Is Rialaitheoir Sonraí ainmnithe í SOLAS agus cloíonn sí go hiomlán leis an reachtaíocht.

## An tAcht um Nochtadh Cosanta 2014

Dhéileáil SOLAS le ní amháin faoi Nochtadh Cosanta sa bhliain 2016. Tarraingíodh an nochtadh anuas den chéad uair go mall sa bhliain 2015 agus imscrúdaíodh é go hiomlán sa bhliain 2016. Mar thoradh ar an imscrúdú, tionscnaíodh roinnt athruithe ar chlár de chuid SOLAS.

## Ráitis maidir le hÉifeachtúlacht Fuinnimh agus le Beartas Comhshaoil

I mí an Mheithimh 2001, d'eisigh an rialtas Meabhrán lenar ceanglaíodh ar gach Gníomhaireacht Stáit forbhreathnú a thabhairt, sa Tuarascáil Bhliantúil uathu, ar na bearta atá á ndéanamh acu chun úsáid fuinnimh a laghdú, i gcásanna ina bhfuil siad freagrach as áitreabh nua nó as athchóiriú mór a dhéanamh ar fhoirgnimh agus/nó as foirgnimh atá á n-áitiú acu. Faoi Ionstraim Reachtúil (I.R.) Uimh. 542 'Rialacháin na gComhphobal Eorpach (Éifeachtúlacht Críochnúsaíde Fuinnimh agus Seirbhísí Fuinnimh) 2009', tá oibleagáidí sonracha tuairiscithe fuinnimh ar an earnáil fuinnimh.

Tá SOLAS tiomanta do chur le coigilt infhíoraithe éifeachtúlacht fuinnimh 33% a bhaint amach san Earnáil Phoiblí faoin mbliain 2020 ar aon dul leis an bPlean Gníomhaíochta Náisiúnta um Éifeachtúlacht Fuinnimh 2009-2020. I gcomhpháirt le hÚdarás Fuinnimh Inmharthana na hÉireann (SEAI), déanann SOLAS tuairisciú agus faireachán gníomhach ar a úsáid fuinnimh agus cuireann sí straitéisí agus gníomhartha i bhfeidhm atá dírithe ar choigiltí spriocdhíritha a bhaint amach agus, nuair is féidir, iad a sháru. De bhreis air sin, rinne SOLAS cur chun feidhme ar thionscadail arb é is aidhm dóibh úsáid fuinnimh a laghdú. Áirítear leo Seirbhís Clódóireachta Bainistithe atá tíosach ar fhuinneamh a thabhairt isteach ar mhaithe le coigiltí suntasacha fuinnimh a bhaint amach. Aithníonn SOLAS an dualgas atá uirthi a chinntiú go bhfuil an tionchar is ísle is féidir ar an timpeallacht áitiúil agus ar an mórtimpeallacht ag a cuid oibríochtaí agus gníomhaíochtaí. Tríd an gCóras Bainistíochta Dramhaíola agus i gcomhar leis an gConraitheoir Bainistíochta Dramhaíola, chuir SOLAS gníomhartha chun feidhme lena gcinntítear go ndéantar fuíollábhar a athchúrsáil a mhéid is féidir. Leis na gníomhartha sin, íoslaghdaítear an dramhaíl a sheoltar chuig líonadh talún. Tá SOLAS tiomanta do dhea-chleachtas a chomhlíonadh, nuair is féidir, ó thaobh cleachtais feasachta comhshaoil agus soláthair ghlais de.

Maidir le bainistíocht saoráidí a bhaineann lena húsáid fuinnimh agus le seirbhísí a dhéantar ar a cuid foirgneamh, baineann SOLAS leas as na modhanna is éifeachtúla ó thaobh fuinnimh de agus as na modhanna is fearr don chomhshaoil. Sa bhliain 2014, bhog SOLAS amach ó Chúirt Bhagóid, Baile Átha Cliath 4 (áitreabh a raibh rátáil fuinnimh foirgnimh G aige) chuig a príomháitreabh nua oifige ag Teach Chaisleán Foirbis, Baile Átha Cliath 1, rud a thug deis di éifeachtúlachtaí suntasacha fuinnimh a bhaint amach. Tá rátáil fuinnimh foirgnimh B2 ag Teach Chaisleán Foirbis faoi láthair.

I gcás fuinnimh, is ionann na tosaíochtaí don bhliain 2016 agus don bhliain 2017. Áireofar leo faireachán a dhéanamh ar chostais fuinnimh agus na costais sin a rialú, iniúchóireacht fuinnimh, béim a chur ar éifeachtúlachtaí fuinnimh agus ar choigilteas fuinnimh a bhaint amach agus trealamh á cheannach, agus Dearthadh atá Éifeachtúil ó thaobh Fuinnimh de a chur chun feidhme le haghaidh aon tionscadal ábhartha a thiocfaidh chun cinn.



## **An tAcht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas 2014**

Aithníonn SOLAS go mbeidh athrú ann ar a cuid seirbhísí nuair a chuirfear dualgas dearfach nua uirthi faoi alt 42 den Acht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas 2014. Bhuaill SOLAS le Coimisiún na hÉireann um Chearta an Duine agus Comhionannas (IHREC) roinnt uaireanta sa bhliain 2016 chun a chinntiú go bhfuil sé ag bainistiú a oibleagáidí dualgais phoiblí ar an mbealach is fearr is féidir.

Tá SOLAS tiomanta do bheartas comhionannas deiseanna a leanúint agus glacann sí cur chuige dearfach i leith comhionannais san eagraíocht. Déanann SOLAS forbairt agus cur chun feidhme ar bheartais agus ar chlár chuí lena bhfreastalaítear ar na riachtanais mhargadh saothair atá ag daoine atá eisiata go sóisialta. Chomh maith leis sin, cuireann sí dearcadh réamhghníomhach comhionannais ar áireamh i ngach seirbhís agus clár a dtacaíonn sí leo. Tá gach seirbhís de chuid SOLAS ar fáil go cothrom d'fhir agus do mhná agus do gach saoránach de chuid an Aontais Eorpaigh agus an Limistéir Eorpaigh Eacnamaíoch.

Is fostóir comhdheiseanna í SOLAS. Chuige sin, tá SOLAS tiomanta dá chinntiú nach bhfaighidh aon bhall foirne, ná aon duine a dhéanann iarratas ar phost le SOLAS, cóir is lú fabhar ná í sin a fhaigheann daoine eile de bharr inscne, stádas pósta, stádas teaghlaigh, treoshuíomh gnéasach, creidimh, aoise, míchumais, cine, ballraíochta den Lucht Siúil nó de bharr aon fhoras eile nach mbaineann le dea-chleachtas fostaíochta.

Diríonn SOLAS go leanúnach ar chultúr agus ar dhearcadh comhionannais a fhorbairt agus a spreagadh laistigh den eagraíocht. Is é an cuspóir atá aici ina leith sin a chinntiú go gcaitear go cothrom le gach ball foirne agus go dtugtar comhdheiseanna dóibh forbairt agus dul chun cinn gairme a bhaint amach. Is é atá i gceist leis sin cúrsaí comhionannais a chomhtháthú i gclár laethúla bhainistíochta feidhmíochta agus forbartha foirne ionas go mbeidh comhionannas ina ghné de chultúr na heagraíochta agus ina chroícheachtas bainistíochta – rud a spreagfaidh gach bainisteoir é agus a nglacfaidh gach ball foirne ar fud na heagraíochta é.

## **An tAcht um Eitic in Oifigí Poiblí, 1995, agus an tAcht um Chaighdeán in Oifigí Poiblí, 2001**

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

### **An tAcht um Shaoráil Faisnéise, 2014**

Tá feidhm ag forálacha an Achta um Shaoráil Faisnéise maidir le SOLAS. Bunaítear trí cheart reachtúla leis an Acht, is iad sin:

- An ceart atá ag gach duine chun rochtain a fháil ar fhaisnéis atá i seilbh comhlachtaí poiblí,
- An ceart dlíthiúil atá ag gach duine go ndéanfaí faisnéis oifigiúil maidir leis/léi a leasú nuair atá an fhaisnéis sin neamhiomlán, mícheart nó míthreorach, agus
- An ceart dlíthiúil atá ag duine chun cúiseanna a fháil le breitheanna a théann i bhfeidhm air féin.

Fuair SOLAS 34 iarraidh ar fhaisnéis faoin Acht um Shaoráil Faisnéise sa bhliain 2016.

### **Acht na dTeangacha Oifigiúla 2003**

Sa bhliain 2015, bhí SOLAS i dteagmháil leis an Roinn Ealaíon, Oidhreacht agus Gaeltachta maidir le Scéim Teangacha Oifigiúla a fhorbairt. Tá sí ar feitheamh dheimhniú na scéime faoi láthair. Idir an dá linn, déanfaidh SOLAS Tuarascálacha Bliantúla, Ráitis Airgeadais agus doiciméid ábhartha eile uaithi a fhoilsiú go comhuaineach sa dá theanga oifigiúla, agus í ag comhlíonadh fhorálacha ginearálta an Achta. Beidh suíomh Gréasáin SOLAS ar fáil i nGaeilge agus i mBéarla araon.

### **An tAcht um Íoc Pras Cuntas, 1997**

Is ar Bhord SOLAS atá an fhreagracht fhoriomlán as comhlíonadh an Achta um Íoc Pras Cuntas, 1997, san eagraíocht. Le Rialacháin na gComhphobal Eorpach (Íoc Déanach in Idirbhearta Tráchtála), 2012, tugadh athruithe suntasacha isteach ar an gceanglas Íoca Phrais atá leagtha síos san Acht.

Tharmlig an Bord an fhreagracht sin chuig lucht bainistíochta SOLAS. Cuimsítear sa chóras rialaithe inmheánaigh airgeadais na rialuithe agus na nósanna imeachta sin a mheastar a bheith riachtanach chun comhlíonadh an Achta a chinntiú. Áirítear le córas rialaithe inmheánaigh airgeadais na heagraíochta rialuithe cuntasaíochta agus ríomhaireachta arb é is aidhm dóibh sonraisc agus conarthaí a shainiú lena n-íoc laistigh de na dátaí forordaithe íocaíochta. Ceaptar na rialuithe sin chun dearbhú réasúnach, seachas dearbhú iomlán, a thabhairt in aghaidh neamh-chomhlíonadh an Achta. Is deimhin leis an mBord gur chomhlíon SOLAS forálacha an Achta sna poncanna ábhartha uile sa bhliain 2016. Íocadh suim iomlán €2,135 i leith pionós a gearradh de bharr íoc déanach.

# Ráitis Airgeadais

Don bhliain ón 1 Eanáir 2016  
go dtí an 31 Nollaig 2016

# Ráiteas faoi Fhreagrachtaí SOLAS

Faoin Acht Breisoideachais agus Oiliúna, 2013, cuireadh an tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS) ar bun le héifeacht ón 27 Deireadh Fómhair 2013.

Faoin Acht Breisoideachais agus Oiliúna, 2013, sainmhínítear gurb iad seo a leanas na feidhmeanna ginearálta atá ag SOLAS:

- (a) straitéis i leith soláthar breisoideachais agus oiliúna a ullmhú agus a chur faoi bhráid an Aire;
- (b) meas ar luach an bhreisoideachais agus na hoiliúna 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 chun a chinneadh cé na cláir bhreisoideachais agus oiliúna, nó cé na haicmí clár den sórt sin, ba chóir a bheith ina n-ábhar airleacain ag an tSeirbhís;
- (d) airgead a airleacan do Bhoird Oideachais agus Oiliúna agus do chomhlachtaí eile atá ag gabháil do sholáthar clár breisoideachais agus oiliúna;
- (e) oiliúint agus athoiliúint le haghaidh fostaíochta a sholáthar, nó socrú a dhéanamh maidir lena soláthar, agus cúnamh a thabhairt do dhaoine eile seachas an tSeirbhís ó thaobh oiliúint den sórt sin a sholáthar, agus comhordú a dhéanamh ar an soláthar sin;
- (f) measúnú a dhéanamh i dtaobh an ndéanann nó nach ndéanann Boird Oideachais agus Oiliúna, agus comhlachtaí eile atá ag gabháil do sholáthar clár breisoideachais agus oiliúna, ar airleacadh airgead dóibh, a bhfeidhmeanna a chomhlíonadh ar mhodh eacnamaíoch, éifeachtach agus éifeachtúil;
- (g) suíomh daoine a bhaineann le cibé aicme nó aicmí duine a shonróidh an tAire Coimirce Sóisialaí tar éis dó nó di dul i gcomhairle leis an Aire Oideachais agus Scileanna, i gcláir bhreisoideachais agus oiliúna a mhaoineítear, go hiomlán nó go páirteach, as airgead poiblí a chur chun cinn, a spreagadh agus a éascú;
- (h) comhoibriú a chur chun cinn idir Boird Oideachais agus Oiliúna agus comhlachtaí eile a mbíonn baint acu le cláir bhreisoideachais agus oiliúna a sholáthar;
- (i) comhionannas deiseanna a chur chun cinn i ndáil le breisoideachas agus oiliúint a sholáthar;
- (j) cláir bhreisoideachais agus oiliúna nua agus láithreacha a fhorbairt, agus forbairt den sórt sin a éascú, lena n-áirítear córais a bhunú atá ceaptha chun faireachán a dhéanamh ar cháilíocht an oideachais agus na hoiliúna lena mbaineann, chun a chinntiú go bhfreastalaíonn na cláir sin dá gcuspóir;

- (k) oiliúint a sholáthar, agus cúnamh a thabhairt chun oiliúint a sholáthar, do dhaoine a bhfuil sé curtha de chúram orthu cláir bhreisoideachais agus oiliúna a sholáthar, is cláir a bhfuil airgead airleactha ina leith ag an tSeirbhís;
- (l) taighde a sheoladh, nó socrú a dhéanamh chun taighde a sheoladh, maidir le haon nithe a bhaineann le feidhmeanna na Seirbhíse;
- (m) comhairle a thabhairt don Aire i ndáil le haon ní a bhaineann le feidhmeanna na Seirbhíse.

Faoi alt 31(1) den Acht Breisoideachais agus Oiliúna, 2013, ceanglaítear ar SOLAS cuntais bhliantúla a ullmhú, i cibé foirm a cheadóidh an tAire Oideachais agus Scileanna le toiliú an Aire Caiteachais Phoiblí agus Athchóirithe.

Agus na ráitis airgeadais sin á n-ullmhú aici, ceanglaítear ar SOLAS na nithe seo a leanas a dhéanamh:

- beartais chuntasaíochta oiriúnacha a roghnú agus iad a chur i bhfeidhm go comhsheasmhach;
- breithiúnais agus meastacháin chuntasaíochta a dhéanamh atá réasúnta agus stuama;
- na ráitis airgeadais a ullmhú ar bhonn an ghnóthais leantaigh mura bhfuil sé míchuí talamh slán a dhéanamh de go leanfaidh SOLAS ag feidhmiú; agus
- aon imeachtaí ábhartha ó chaighdeáin chuntasaíochta is infheidhme a nochtadh agus a mhíniú.


Tá SOLAS freagrach freisin as taifid chuí chuntasaíochta a choinneáil, lena gcuirtear in iúl a staid airgeadais le cruinneas réasúnta ag am ar bith agus lena gcuirtear ar a cumas a chinntiú go gcloíonn na ráitis airgeadais le mír 31(1) den Acht. Tá SOLAS freagrach freisin as a sócmhainní a chosaint agus as bearta réasúnacha a ghlacadh chun calaíoch agus mírialtachtaí eile a chosc agus a aimsiú.

Chloígh SOLAS leis na ceanglais thuas agus na ráitis airgeadais á n-ullmhú aici.

Cheadaigh SOLAS na ráitis airgeadais an 25 Aibreán 2017.



**Patrick Delaney**  
Cathaoirleach, SOLAS



**Paul O'Toole**  
Príomhoifigeach  
Feidhmiúcháin, SOLAS

Dáta: 23 Bealtaine 2017

Dáta: 23 Bealtaine 2017



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



## An tArd-Reachtair Cuntas agus Ciste

### Tuarascáil le cur faoi bhráid Thithe an Oireachtais

#### An tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS)

Tá iniúchadh déanta agam ar ráitis airgeadais SOLAS don bhliain dar críoch an 31 Nollaig 2016 faoin Acht Breisoideachais agus Oiliúna 2013. Cuimsíonn na ráitis airgeadais an ráiteas ioncaim agus caiteachais, an ráiteas faoi ioncam cuimsitheach, an ráiteas faoin staid airgeadais, an ráiteas faoi shreabhadh airgid, an ráiteas faoi athruithe i gcúlchistí agus sa chuntas caipitil, agus na nótaí gaolmhara. Ullmhaidh na ráitis airgeadais san fhoirm a fhorordaítear faoi Alt 31 den Acht agus de réir an chleachtais chuntasaíochta a bhfuil glacadh leis.

#### Freagrachtaí SOLAS

Tá SOLAS freagrach as na ráitis airgeadais a ullmhú, as a chinntiú go dtugtar léargas flirinneach cóir iontu, agus as rialtacht na n-idirbheart a chinntiú.

#### Freagrachtaí an Ard-Reachtair Cuntas agus Ciste

Is é an fhreagracht atá orm na ráitis airgeadais a iniúchadh agus tuairisc a thabhairt orthu de réir an dlí is infheidhme.

Déantar m'iniúchadh trí thagairt do na cúinsí speisialta a bhaineann le comhlachtaí Stáit maidir lena mbainistíú agus lena n-oibriú.

Déantar m'iniúchadh de réir na gCaighdeán Idirnáisiúnta um Iniúchóireacht (an Ríocht Aontaithe agus Éire) agus i gcomhréir leis na Caighdeáin Eiticiúla d'Iniúcháirí ón mBord um Chleachtais Iniúchóireachta.

#### Raon feidhme an iniúchta ar na ráitis airgeadais

Is éard atá i gceist le hiniúchadh fianaise a fháil ar na suimeanna agus ar an nochtadh sna ráitis airgeadais, a mhéid is gá chun dearbhú réasúnta a thabhairt go bhfuil na ráitis airgeadais saor ó mhiráiteas ábhartha ar bith, cibé acu de bharr calaoise nó earráide. Áirítear leis sin measúnú a dhéanamh ar na nithe seo a leanas

- cibé is amhlaidh nó nach amhlaidh go bhfuil na beartais chuntasaíochta oiriúnach do chúinsí SOLAS, gur cuireadh i bhfeidhm go comhsheasmhach iad agus gur nochtadh go leordhóthanach iad
- réasúntacht na meastachán suntasach cuntasaíochta a rinneadh agus na ráitis airgeadais á n-ullmhú, agus
- cur i láthair foriomlán na ráiteas airgeadais.

Féachaim freisin le linn an iniúchta le fianaise a fháil ar rialtacht na n-idirbheart airgeadais.

Ina theannta sin, léim tuarascáil bhliantúil SOLAS chun sainiú a dhéanamh ar aon neamhréireacht ábhartha leis

na ráitis airgeadais iniúchta nó ar aon fhaisnéis atá mícheart go hábhartha de réir dealraimh bunaithe ar an eolas a ghnóthaigh mé le linn an t-iniúchadh a dhéanamh nó ar aon fhaisnéis atá neamhréireach go hábhartha leis an bhfaisnéis sin. Má thagaim ar an eolas faoi aon mhiráitis ábhartha dhealraitheacha nó faoi aon neamhréireachtaí ábhartha dealraitheacha, breithnímid na himpleachtaí do mo thuarascáil.

#### Tuairim ar na ráitis airgeadais

Is é mo thuairim:

- go dtugtar léargas flirinneach cóir sna ráitis airgeadais ar shócmhainní, ar dhliteanais agus ar staid airgeadais SOLAS amhail an 31 Nollaig 2016 agus ar a hioncam agus caiteachas don bhliain 2016; agus
- gur ullmhaidh na ráitis airgeadais i gceart de réir an chleachtais chuntasaíochta a bhfuil glacadh leis.

Is é mo thuairim gur leor taifid chuntasaíochta SOLAS chun mé a chumasú iniúchadh réidh cuí a dhéanamh ar na ráitis airgeadais. Tá na ráitis airgeadais ag teacht leis na taifid chuntasaíochta.

#### Ábhair ar a dtuairiscim trí eisceacht

Tuairiscim trí eisceacht sa chás nach bhfuair mé an fhaisnéis agus na mínithe ar fad a theastaigh uaim do m'iniúchadh, nó sa chás

- gur tháinig mé ar aon chás ábhartha nár caitheadh airgead do na críocha a bhí beartaithe ann nó aon chás nach ndearnadh na hidirbhearta de réir na n-údarás a bhí á rialú ann, nó
- nach bhfuil an fhaisnéis atá tugtha i dtuarascáil bhliantúil SOLAS comhsheasmhach leis na ráitis airgeadais ghaolmhara nó leis an eolas a ghnóthaigh mé le linn an t-iniúchadh a dhéanamh, nó
- nach léirítear sa ráiteas faoin gcóras rialaithe inmheánaigh airgeadais gur chomhlíon SOLAS an Cód Cleachtais do Rialachas Comhlachtaí Stáit, nó
- go bhfuil ábhair ábhartha eile ann a bhaineann leis an dóigh ar cuireadh gnó poiblí i gcrích.

Nil aon rud le tuairisciú agam maidir leis na hábhair sin ar a dtuairiscítear trí eisceacht.

Seamus McCarthy  
An tArd-Reachtair Cuntas agus Ciste  
26 Bealtaine 2017

# Ráiteas faoi Rialú Inmheánach

## Rialuithe Rialachais agus Airgeadais

Thar ceann Bhord na Seirbhíse Oideachais Leanúnaigh agus Scileanna (SOLAS), aithním an fhreagracht atá orainn as dea-rialachas a chur ar fáil agus as a chinntiú go ndéantar córas éifeachtach rialaithe inmheánaigh a choinneáil agus a fheidhmiú. Agus a chuid feidhmeanna á gcomhlíonadh aige, tharmlig an Bord leibhéil údaráis atá sainithe go soiléir chuig coiste feidhmiúcháin SOLAS agus chuig a foireann. Choimeád an Bord ábhair áirithe dá chinneadh féin ag an am céanna.

Ní féidir leis an gcóras rialaithe inmheánaigh ach dearbhú réasúnach, agus ní dearbhú iomlán, a thabhairt go gcosnaítear sócmhainní, go ndéantar idirbhearta a údarú agus a thaifead go cuí agus go seachnaítear earráidí nó mírialtachtaí ábhartha nó go n-aimseofaí iad laistigh de thréimhse thráthúil. Éilíonn an córas go ndéanfaidh bainisteoirí líne, an coiste feidhmiúcháin agus na feidhmeanna airgeadais, soláthair agus acmhainní daonna rialú dian a fheidhmiú agus go dtuairisceoidh siad aon teipeanna suntasacha rialaithe don Bhord.

## Timpeallacht Rialaithe Airgeadais

Tá bearta déanta ag an mBord chun a chinntiú go bhfuil timpeallacht chuí rialaithe i bhfeidhm tríd an méid seo a leanas a dhéanamh:

- freagrachtaí agus cumhachtaí na bainistíochta a shainiú agus a dhoiciméadú go soiléir; níosann imeachta foirmiúla a bhunú, trí bhíthin feidhmeanna éagsúla coiste, chun faireachán a dhéanamh ar ghníomhaíochtaí na heagraíochta agus chun a sócmhainní a chosaint;
- níosann imeachta a bhunú chun laigí suntasacha rialaithe a thuairisciú agus chun a chinntiú go ndéantar gníomh ceartaitheach cuí;
- cultúr láidir cuntasachta a fhorbairt ar fud gach leibhéil den eagraíocht;
- an Cód Cleachtais do Rialachas Comhlachtaí Stáit a ghlacadh agus cloí leis;
- an timpeallacht rialaithe a áirithiú, rud a chuimsíonn na nithe seo a leanas: Coiste um Athbhreithniú Iniúchta agus Bainistíochta Riosca (ARMRC), feidhm Iniúcháireachta Inmheánaí, an tuarascáil mhíosúil ón bPríomhoifigeach Feidhmiúcháin don Bhord agus an cur i láthair míosúil maidir le gníomhaíocht agus le torthaí airgeadais sa mhí reatha agus sa bhliain go dtí seo ón bPríomhoifigeach Feidhmiúcháin don Bhord.

## Bainistíocht Riosca

Is é an Coiste Feidhmiúcháin um Bainistíocht Riosca i SOLAS a dhéanann na próisis bhainistíochta riosca laistigh de SOLAS a chur chun cinn agus a stiúradh. Déanann an Coiste faireachán ar na próisis sin freisin. Tá an Coiste comhdhéanta de na Stiúrthóirí Feidhmiúcháin uile agus tá sé faoi chathaoirleacht ag an bPríomhoifigeach Feidhmiúcháin. D'fhoill cabhrú leis na próisis sin, cheap SOLAS Stiúrthóir amháin mar Chomhordaitheoir Riosca. Tá an Comhordaitheoir Riosca freagrach as tacaíocht a thabhairt d'obair an Choiste um Bainistíocht Riosca agus as tuarascálacha a ullmhú don Choiste um Athbhreithniú Iniúchta agus Bainistíochta Riosca (ARMRC). Déanann an Bord agus ARMRC maoirseacht agus athbhreithniú neamhspleách ar a éifeachtaí atá an córas bainistíochta riosca i SOLAS.

Cuireadh próiseas foirmiúil ar bun chun rioscaí gnó a shainaithint, a mheas, a mhaolú agus a bhainistiú. Áirítear na nithe seo a leanas leis an bpróiseas sin:

- aithint rioscaí agus cineál rioscaí;
- an dóchúlacht go dtarlódh siad;
- impleachtaí airgeadais nó impleachtaí de chineálacha eile;
- na rialuithe agus na tosca maolaitheacha;
- pleananna chun rioscaí sainaitheanta a bhainistiú;
- faireachán a dhéanamh ar an bpróiseas agus tuairisc a thabhairt air.

## Príomhphróisis rialaithe airgeadais agus príomhnósanna imeachta maidir le rialú airgeadais

Tá an córas rialaithe inmheánaigh bunaithe ar chreat faisnéise rialta bainistíochta, ar bheartais agus ar nósanna imeachta, lena n-áirítear leithscaradh dualgas, agus ar chóras tarmligin agus cuntasachta. Áirítear leis go háirithe:

- córas cuimsitheach buiséadaithe lena ngabhann buiséad bliantúil, rud a dhéanann an Bord a athbhreithniú agus a chomhaontú. Bíonn próiseas an-mhionsonraithe pleanála gnó i gceist leis an gcóras sin;
- spriocanna a leagan síos chun feidhmíocht airgeadais agus feidhmíocht eile a thomhas;
- athbhreithniú ón mBord ar Thuarascálacha Airgeadais míosúla agus bliantúla ina léirítear gníomhaíocht agus feidhmíocht airgeadais i gcomparáid leis an mbuiséad;

- nósanna imeachta bunaithe maidir le soláthar faoina gceannaítear earraí agus seirbhísí de réir ceanglais soláthair AE agus ceanglais náisiúnta soláthair;
- gach iarraidh ar thaisteal thar lear a bheith faoi réir cheadú an Phríomhoifigigh Feidhmiúcháin;
- nósanna imeachta maidir le hinfheistíocht caipitil a rialú atá ag teacht leis na Treoirínte maidir le Tograí Caiteachais Chaipitil a Mheas agus a Bhainistiú arna n-eisiúint ag an Roinn Airgeadais i mí Feabhra 2005;
- Téarmaí agus Coinníollacha an chistiúcháin atá i bhfeidhm do gach Bord Oideachais agus Oiliúna, doiciméad paraiméadar ina leagtar amach an próiseas pleanála gnó, lena n-áirítear cuspóirí do gach bliain agus plean cuimsitheach seirbhíse gnó a ndéantar athbhreithniú air dhá uair sa bhliain.

### **Iníúcháireacht Inmheánach**

Tá feidhm iníúcháireachta inmheánaí i bhfeidhm ag SOLAS, rud a oibríonn de réir Chreat-Chód an Dea-Chleachtais atá leagtha amach sa Chód Cleachtais do Rialachas Comhlachtaí Stáit. Bíonn obair na feidhme Iníúcháireachta Inmheánaí bunaithe ar phróifíl anailís riosca ar chaiteachas agus ar ghníomhaíocht; ar chuspóirí straitéiseacha; ar chlúdach timthriallach iniúchta; agus ar na torthaí ó iniúchtaí roimhe. Tríd is tríd, bíonn an obair sin dírithe ar réimsí lena mbaineann riosca féideartha suntasach don eagraíocht. Is é an Coiste um Athbhreithniú Iniúchta agus Bainistíochta Riosca (ARMRC) a cheadaíonn, thar ceann an Bhoird, pleananna na feidhme Iníúcháireachta Inmheánaí. Le linn na bliana 2016, eisíodh 14 Thuarascáil Iniúchta Inmheánaigh inar cumhdaíodh réimsí amhail airgeadas, rialachas, oibríochtaí agus TF.

Tagann ARMRC le chéile ar bhonn rialta leis an gCeann Iníúcháireachta Inmheánaí chun athbhreithniú a dhéanamh ar obair na feidhme Iníúcháireachta Inmheánaí, lena n-áirítear tuarascáil a chur le chéile ar ghníomhaíocht iniúchta inmheánaigh. Cuireann ARMRC tuarascáil ar an ngníomhaíocht iniúchta inmheánaigh don bhliain faoi bhráid an Bhoird ar bhonn bliantúil.

Ceann de na forbairtí le linn na bliana ba ea gur éirigh SOLAS ina comhalta de Choiste Stiúrtha Aonad Iníúcháireachta Inmheánaí na mBord Oideachais agus Oiliúna. Bhí díospóireacht ann idir Aonad Iníúcháireachta Inmheánaí na mBord Oideachais agus Oiliúna agus Aonad Iníúcháireachta SOLAS maidir le faisnéis ábhartha iniúcháireachta a chomhroinnt le chéile.

### **Athbhreithniú ar an gCóras Rialaithe Inmheánaigh**

Is í an obair a dhéanann na daoine seo a leanas a thugann eolas don fhaireachán agus don athbhreithniú a dhéanann an Bord ar a éifeachtaí atá an Córas Rialaithe Inmheánaigh Airgeadais:

- na Stiúrthóirí Feidhmiúcháin/Bainisteoirí laistigh de SOLAS, ar a bhfuil freagracht as an gcreat rialaithe airgeadais a fhorbairt agus a chothabháil;
- Ceann na hIníúcháireachta Inmheánaí;
- ARMRC, a dhéanann maoirseacht ar obair na feidhme Iníúcháireachta Inmheánaí; agus
- na nótaí tráchta a dhéanann Oifig an Ard-Reachtair Cuntas agus Ciste sa litir a sheolann sí chuig an bhfoireann bhainistíochta nó i dtuarascálacha eile uathí.

Deimhním gur thug an Bord faoi athbhreithniú ar a éifeachtaí atá an Córas Rialaithe Inmheánaigh don bhliain dar críoch an 31 Nollaig 2016.



**Patrick Delaney**  
Cathaoirleach, SOLAS

Dáta: 23 Bealtaine 2017

## Ráiteas Ioncaim agus Caiteachais don bhliain dar críoch an 31 Nollaig 2016

	Nóta	2016	2015
		€'000	€'000
<b>Ioncam</b>	2	<b>605,341</b>	<b>591,325</b>
<b>Caiteachas</b>			
Costais Phárolla	5	11,734	12,139
Forchostais	5	6,874	7,908
<b>Costais Oibriúcháin SOLAS</b>		<b>18,608</b>	<b>20,047</b>
Costais Sochar Scoir	5	<b>19,200</b>	<b>19,190</b>
Costais Chlár	6	<b>11,978</b>	<b>17,069</b>
Deontais do Bhoird Oideachais agus Oiliúna	7(a)	538,232	527,377
Deontais do VSCCanna*	7(b)	726	581
Deontais d'Eagraíochtaí san earnáil Breisoideachais agus Oiliúna	7(c)	7,147	5,639
<b>Iomlán na nDeontas</b>		<b>546,105</b>	<b>533,597</b>
<b>Iomlán an Chaiteachais</b>		<b>595,891</b>	<b>589,903</b>
<b>Barrachas don Bhliain</b>		<b>9,450</b>	<b>1,422</b>

*Is cuid dhílis de na Ráitis Airgeadais seo iad nótaí 1 go 19.*

\* Scoileanna Deonacha, Meánscoileanna agus Scoileanna Pobail agus Cuimsitheacha



**Patrick Delaney**  
Cathaoirleach, SOLAS



**Paul O'Toole**  
Príomhoifigeach Feidhmiúcháin, SOLAS

Dáta: 23 Bealtaine 2017

Dáta: 23 Bealtaine 2017

## Ráiteas faoi Ioncam Cuimsitheach don bhliain dar críoch an 31 Nollaig 2016

	Nóta	2016	2015
		€'000	€'000
<b>Barrachas don Bhliain</b>		<b>9,450</b>	<b>1,422</b>
Tionchar na n-athruithe ar thoimhdí achtúireacha	13(i) (e)	(75,817)	54,510
Gnóthachan/(Caillteanas) Achtúireach ar Shócmhainní/ (Dliteanais) Sochar Scoir		(75,817)	54,510
Coigeartú ar Chistiú larchurtha Sochar Scoir		75,817	(54,510)
<b>Iomlán an Bharrachais Aitheanta don Bhliain</b>		<b>9,450</b>	<b>1,422</b>

Is cuid dhílis de na Ráitis Airgeadais seo iad nótaí 1 go 19.



**Patrick Delaney**  
Cathaoirleach, SOLAS

Dáta: 23 Bealtaine 2017



**Paul O'Toole**  
Príomhoifigeach Feidhmiúcháin, SOLAS

Dáta: 23 Bealtaine 2017

## Ráiteas faoin Staid Airgeadais amhail an 31 Nollaig 2016

	Nóta	2016		2015	
		Amhail an 31 Nollaig 2016		Amhail an 31 Nollaig 2015	
		€'000	€'000	€'000	€'000
<b>Sócmhainní Neamhreacha</b>					
Réadmhaoín, Gléasra agus Trealamh	8		1,005		754
<b>Sócmhainní Reatha</b>					
Fardal	9	9		11	
Suimeanna Infhaighte	10	1,233		840	
Airgead agus Coibhéisí Airgid		10,058		4,610	
		11,300		5,461	
<b>Suimeanna a bheidh dlite laistigh de bhliain amháin</b>					
Suimeanna Iníoctha	11	(1,660)		(3,808)	
<b>Glansócmhainní Reatha</b>			9,640		1,653
<b>Iomlán na Sócmhainní Lúide Dlíteanais Reatha roimh Oibleagáidí Sochar Scoir</b>					
			10,645		2,407
Dlíteanais Sochar Scoir SOLAS	13	(758,630)		(694,502)	
Cistiú larchurtha Sochar Scoir	13	758,630	0	694,502	0
<b>Iomlán na Sócmhainní</b>			10,645		2,407
<b>Caipiteal agus Cúlchistí</b>					
Cúlchiste Caipitil		1,005		754	
Cuntas Caipitil		168	1,173	231	985
<b>Cúlchiste Ioncaim</b>			9,472		1,422
			10,645		2,407

Is cuid dhilis de na Ráitis Airgeadais seo iad nótaí 1 go 19.



**Patrick Delaney**  
Cathaoirleach, SOLAS



**Paul O'Toole**  
Príomhoifigeach Feidhmiúcháin, SOLAS

Dáta: 23 Bealtaine 2017

Dáta: 23 Bealtaine 2017



## Ráiteas faoi Shreabhadh Airgid don bhliain dar críoch an 31 Nollaig 2016

	Nóta	2016	2015
		€'000	€'000
<b>Sreabhadh Airgid ó Ghníomhaíochtaí Oibriúcháin</b>			
Barrachas don Bhliain		9,450	1,422
Lúide: Ús a Fuarthas		(1)	(28)
Aisiocaíocht leis an Roinn Oideachais agus Scileanna		(1,420)	(3,338)
<b>Coigeartú le haghaidh míreanna neamhairgid</b>			
(Méadú)/Laghdú ar Fhardal	9	2	(1)
(Méadú)/Laghdú ar Shuimeanna Infhaighte	10	(393)	(209)
Méadú/(Laghdú) ar Shuimeanna Iníoctha	11	(2,148)	547
<b>Insreabhadh/(Eis-Sreabhadh) Glan Airgid ó Ghníomhaíochtaí Oibriúcháin</b>		<b>5,490</b>	<b>(1,607)</b>
<b>Sreabhadh Airgid ó Ghníomhaíochtaí Infheistíochta</b>			
Fáltais ó Dhiól Sócmhainní Seasta		20	0
Íocaíochtaí chun Sócmhainní Seasta a Cheannach	8	(586)	(484)
Deontais Chaipitil a Fuarthas	3	3,000	3,000
Deontais Chaipitil do Bhoird Oideachais agus Oiliúna	7(a)	(2,477)	(2,705)
<b>Sreabhadh Airgid ó Ghníomhaíochtaí Maoiniúcháin</b>			
Ús a Fuarthas		1	28
<b>Méadú/(Laghdú) ar Airgead agus ar Choibhéisí Airgid sa Bhliain</b>		<b>5,448</b>	<b>(1,768)</b>
<b>Airgead agus Coibhéisí Airgid i dtús na Bliana</b>		<b>4,610</b>	<b>6,378</b>
<b>Airgead agus Coibhéisí Airgid ag deireadh na Bliana</b>		<b>10,058</b>	<b>4,610</b>

Tá an Barrachas luaite tar éis aird a thabhairt ar Dhímheas agus ar Amúchadh an Deontais Chaipitil.

*Is cuid dhílis de na Ráitis Airgeadais seo iad nótaí 1 go 19.*

**Ráiteas faoi Athruithe i gCúlchistí agus sa Chuntas Caipitil don bhliain dar críoch  
an 31 Nollaig 2016**

	Nóta	Cúlchistí Ioncaim	Cuntas Caipitil	Cúlchistí Caipitil	Iomlán
		€'000	e€'000	€'000	€'000
<b>Iarmhéid amhail an 31 Nollaig 2014</b>		<b>3,338</b>	<b>420</b>	<b>540</b>	<b>4,298</b>
Barrachas don Bhliain		1,422	0	0	1,422
Aisíocaíocht leis an Roinn Oideachais agus Scileanna		(3,338)	0	0	(3,338)
Deontais Chaipitil a Fuarthas	3	0	3,000	0	3,000
Deontais Chaipitil do Bhoird Oideachais agus Oiliúna		0	(2,705)	0	(2,705)
Íocaíochtaí chun Sócmhainní Seasta a Cheannach	8	0	(484)	484	0
Aisíocaíocht leis an Roinn Oideachais agus Scileanna		0	0	(1)	(1)
Amúchadh an Deontais Chaipitil - Dímheas	2 & 8	0	0	(269)	(269)
<b>Sochair Scoir</b>					
Gnóthachan/(Caillteanas) Achtúireach ar Shócmhainní/ (Dlíteanais) Sochar Scoir	13(i)(e)	54,510	0	0	54,510
Coigeartú ar Chistiú larchurtha Sochar Scoir ón Stáitchiste		(54,510)	0	0	(54,510)
<b>Iarmhéid amhail an 31 Nollaig 2015</b>		<b>1,422</b>	<b>231</b>	<b>754</b>	<b>2,407</b>
Barrachas don Bhliain		9,450	0	0	9,450
Aisíocaíocht leis an Roinn Oideachais agus Scileanna		(1,400)	(20)	0	(1,420)
Díol Sócmhainne		0	20	0	20
Deontais Chaipitil a Fuarthas	3	0	3,000	0	3,000
Deontais Chaipitil do Bhoird Oideachais agus Oiliúna	7(a)	0	(2,477)	0	(2,477)
Íocaíochtaí chun Sócmhainní Seasta a Cheannach	8	0	(586)	586	0
Amúchadh an Deontais Chaipitil - Dímheas	2 & 8	0	0	(335)	(335)
<b>Sochair Scoir</b>					
Gnóthachan/(Caillteanas) Achtúireach ar Shócmhainní/ (Dlíteanais) Sochar Scoir	13(i)(e)	(75,817)	0	0	(75,817)
Coigeartú ar Chistiú larchurtha Sochar Scoir ón Stáitchiste		75,817	0	0	75,817
<b>Iarmhéid amhail an 31 Nollaig 2016</b>		<b>9,472</b>	<b>168</b>	<b>1,005</b>	<b>10,645</b>

*Is cuid dhílis de na Ráitis Airgeadais seo iad nótaí 1 go 19.*

# Nótaí leis na Ráitis Airgeadais

## 1. Beartais Chuntasaíochta

Is iad seo a leanas an bunús cuntasaíochta agus na beartais shuntasacha chuntasaíochta a ghlac SOLAS:

### Bunú SOLAS

Bunaíodh SOLAS an 27 Deireadh Fómhair 2013 de réir an Ahta Breisoideachais agus Oiliúna, 2013.

Sna ráitis airgeadais seo, leagtar amach torthaí SOLAS don bhliain dar críoch an 31 Nollaig 2016 agus tugtar figiúirí comparáideacha don tréimhse ón 1 Eanáir 2015 go dtí an 31 Nollaig 2015.

Tá feidhmeanna SOLAS leagtha amach in ailt 7 go dtí 9 den Acht Breisoideachais agus Oiliúna, 2013.

### Beartais Shuntasacha Chuntasaíochta

Cuireadh na beartais chuntasaíochta seo a leanas i bhfeidhm go comhsheasmhach nuair a bhíodas ag déileáil le míreanna a mheastar a bheith ábhartha maidir le ráitis airgeadais SOLAS.

### Bunús an Ullmhúcháin

Ullmhaíodh na ráitis airgeadais faoi choinbhinsiún mionathraithe an chostais stairiúil agus de réir Chaighdeán Tuairiscithe Airgeadais (FRS) 102 i bhfoirm a cheadaigh an tAire Oideachais agus Scileanna le toiliú an Aire Caiteachais Phoiblí agus Athchóirithe faoin Acht Breisoideachais agus Oiliúna, 2013.

Ach amháin mar atá luaite thíos, ullmhaíodh na ráitis airgeadais trí úsáid a bhaint as modh fabhráithe na cuntasaíochta agus de réir an chleachtais chuntasaíochta a bhfuil glacadh leis in Éirinn. Is iad na caighdeáin chuntasaíochta a bhfuil glacadh leo in Éirinn maidir le ráitis airgeadais a ullmhú lena dtugtar léargas fírinneach cóir ná na caighdeáin sin arna bhfoilsíú ag Institiúid na gCuntasóirí Cairte in Éirinn agus arna n-eisiúint ag an gComhairle um Thuairisciú Airgeadais.

De réir Chiorclán 21/2015 maidir le FRS 102 ón Roinn Caiteachais Phoiblí agus Athchóirithe, cuimsíonn na ráitis airgeadais seo an Ráiteas Ioncaim agus Caiteachais, an Ráiteas faoi Ioncam Cuimsitheach, an Ráiteas faoin Staid Airgeadais, an Ráiteas faoi Shreabhadh Airgid, agus an Ráiteas faoi Athruithe i gCúlchistí agus sa Chuntas Caipitil. Ina theannta sin, is cuid dhílis de na ráitis airgeadais iad nótaí 1 go 19.

## Réadmhaoin, Gléasra agus Trealamh

### Caipitliú

Luaitear Réadmhaoin, Gléasra agus Trealamh de réir costas stairiúil nó de réir suimeanna athluacháilte lúide dímheas carntha agus soláthairtí do bhearnú.

Tá costas na sócmhainne comhdhéanta de luach ceannaigh na sócmhainne móide aon chostais is inchurtha go díreach i leith an tsócmhainn a ullmhú dá húsáid bheartaithe.

I gcás daingneán agus feisteas a bhfuil a luach faoi bhun na tairsí caipitlithe, muirearaítear iad ar an Ráiteas Ioncaim agus Caiteachais i mbliain an cheannaigh. Is é €1,000, CBL san áireamh, suim na tairsí caipitlithe. Déantar gach cineál trealamh ríomhaireachta a chaipitliú beag beann ar a luach.

### DDímheas

Is mar seo a leanas a ríomhtar dímheas chun costas bunaidh na sócmhainne nó suim athluacháilte na sócmhainne lúide luach iarmharach measta na sócmhainne a dhíscríobh de réir méid cothrom thar a saolré eacnamaíoch úsáideach mheasta:

- Talamh – Nialas
- Foirgnimh – 50 bliain (2%)
- Feabhsúcháin ar Fhoirgnimh ar Léas (thar théarma an léasa)
- Trealamh agus Troscán – 5 bliana (20%)
- Ríomhairí agus trealamh eile ríomhaireachta – 3 bliana nó 5 bliana (33 ⅓% nó 20%)

Ní dhéantar aon soláthar do dhímheas i dtaca le talamh ruilse. Is le haistriú ón gCúlchiste Caipitil a mheaitseáiltear dímheas ar shócmhainní caipitil.

Déantar luach anonn na sócmhainní seasta inlámhsithe a athbhreithniú i gcomhair bearnaithe sa chás go dtugann eachtraí nó athruithe i gcúinsí le fios go bhféadfadh nach mbeadh an tsuim ghlanluacha in-aisghabhála.

### Cúlchiste Caipitil

Is ionann an cúlchiste caipitil agus an ghlan-suim a chaitear ar shócmhainní inlámhsithe. Cistítear é le Deontais ón Státchiste. Is chuig ioncam a amúchtar na deontais sin thar shaolré ionchasach na sócmhainní de réir dímheasa, bearnú sócmhainní inlámhsithe agus díscríobh sócmhainní inlámhsithe.

## Fardal

Luaitear fardal de réir costais lúide díluachálacha cuí i gcomhair laghdú ar luach. Is ionann an costas agus praghas sonraisc na n-earraí.

## Airgead Tirim

I gcás na ráiteas faoi shreabhadh airgid, is é is airgead tirim ann airgead ar láimh agus taiscí atá inioctha ar éileamh..

## Soláthar

Aithnítear soláthar sa Ráiteas faoin Staid Airgeadais sa chás go bhfuil oibleagáid reatha dhlíthiúil nó inchiallaithe ar SOLAS agus gur dóigh go mbeadh eis-sreabhadh tairbhí eacnamaíocha ag teastáil chun an oibleagáid a chomhlíonadh.

## Ioncam

### Cistiú ón Stát

Tugtar cuntas i leith deontais reatha agus deontais chaipitil ar bhonn airgid thirim. I gcás deontas caipitil atá ar áireamh i gcúlchistí caipitil, aithnítear iad sa ráiteas ioncaim thar shaolré ionchasach na sócmhainní de réir dímheasa, bearnú sócmhainní inláimhsithe agus díscríobh sócmhainní inláimhsithe.

I gcás barrachais a tháinig chun cinn i mblianta roimhe, tugtar iad ar aghaidh go dtí an bhliain reatha le comhaontú na Roinne Oideachais agus Scileanna. Ina dhiaidh sin, aisíoctar iad go hiomlán nó go páirteach leis an Roinn sa bhliain reatha nuair a iarrtar iad.

### Airgeadra Eachtrach agus Airgeadra Feidhmiúil

Cuirtear na míreanna atá ar áireamh sna ráitis airgeadais i láthair in Euro, airgeadra na príomhthimpeallachta eacnamaíche ina bhfeidhmíonn SOLAS (an "tAirgeadra Feidhmiúil").

I gcás idirbheart a rinneadh in airgeadra eachtrach le linn na tréimhse, aistríodh iad de réir an ráta malairte a bhí i bhfeidhm ag dáta na n-idirbheart. I gcás sócmhainní agus dliteanas atá ainmnithe in airgeadra eachtrach, aistrítear iad go Euro ag na rátaí malairte a bhíonn i bhfeidhm ag dáta an Ráitis faoin Staid Airgeadais. Is sa Ráiteas Ioncaim agus Caiteachais a phléitear leis an mbrabús nó leis an gcaiteachas a thagann as sin.

## Deontais

Is ar bhonn airgid thirim a thugtar cuntas i leith deontais reatha agus deontais chaipitil a íoctar le Boird Oideachais agus Oiliúna, le Scoileanna Deonacha, le Scoileanna Pobail agus le Meánscoileanna, agus le raon gníomhaireachtaí agus comhlachtaí eile chun críocha Breisoideachais agus Oiliúna. Tá sé sin ag teacht leis an dóigh a dtugann SOLAS cuntas i leith cistiú ón Stát.

## Drochfhiacha

Nochtar féichiúnaithe de réir shuim an tsonraisc bhunaidh lúide liúntas le haghaidh fiach a bhfuil baol ann nach n-íofar iad. Déantar soláthar do dhrochfhiacha sa chás go bhfuil fianaise neodrach ann nach mbeidh SOLAS in ann na fiacha lena mbaineann a bhailiú. Ar a n-aithint, díscríobhtar drochfhiacha chuig an Ráiteas Ioncaim agus Caiteachais.

## Léasú

I gcás cíosanna a bhaineann le léasanna oibriúcháin, muirearaítear iad ar an Ráiteas Ioncaim agus Caiteachais de réir méid cothrom thar théarma an léasa. Níl aon léasanna airgeadais i bhfeidhm. Baineann na léasanna oibriúcháin le foirgnimh atá á n-áitiú ag SOLAS.

## Cásanna Dlí

Aithnítear costais dlí sna ráitis airgeadais de réir mar a thabhaítear iad, lena n-áirítear costais a bhaineann le cásanna oidhreacht a raibh FÁS ina pháirtí iontu. Sa chás go meastar gur dóigh go dtiocfadh ar shocraíocht sa chás agus gur féidir costas na socraíochta a thomhas go hiontaofa, déantar soláthar don mheastachán is fearr ón mBord ar an gcostas lena mbaineann.

## Sochair Scoir

Tá dhá scéim sochar scoir i bhfeidhm, is iad sin:

- Scéim sochair shainithe lena soláthraítear sochair scoir d'iarfhostaithe de chuid AnCO. Dúnadh an scéim sin do bhaill nua an 1 Eanáir 1988. An 31 Nollaig 2009, aistríodh sócmhainní na scéime chuig an gCúlchiste Náisiúnta Pinsean de réir an Achta um Bearta Airgeadais (Forálacha Ilghnéitheacha) 2009. Déantar ranníocaíochtaí ó SOLAS agus ó bhaill foirne sa scéim seo a íoc leis an Roinn Oideachais agus Scileanna gach bliain.
- Scéim neamhchistithe sochair shainithe a n-íoctar a sochair as an gcistiú a chuireann an Roinn Oideachais agus Scileanna ar fáil gach bliain. Déantar ranníocaíochtaí ó bhaill foirne sa scéim seo a íoc leis an Roinn Oideachais agus Scileanna gach bliain.

Is ionann na costais sochar scoir agus na sochair scoir a thuill fostaithe sa tréimhse.

Is sa Ráiteas faoi Ioncam Cuimsitheach a léirítear gnóthachain nó caillteanais achtúireacha ar dhliteanais scéime. Aithnítear coigeartú comhfhreagrach sa tsuim is in-aisghabhála ón Roinn Oideachais agus Scileanna.

Léiríonn na dliteanais sochar scoir luach láithreach na n-íocaíochtaí sochar scoir todhchaí a shaothraigh an fhoireann go dtí seo. Is ionann cistiú iarchurtha sochar scoir agus an tsócmhainn chomhfhreagrach a bheidh le haisghabháil i dtréimhsí amach anseo ón Roinn Oideachais agus Scileanna.

## Meastacháin agus Breithiúnais Chriticiúla Chuntasaíochta

Agus ráitis airgeadais á n-ullmhú, is gá don lucht bainistíochta breithiúnais, meastacháin agus toimhdí a dhéanamh a théann i gcion ar an dóigh a gcuirtear beartaí i bhfeidhm agus ar shuímeanna na sócmhainní, na ndlíteanas, an ioncaim agus na speansas atá tuairiscithe. Tá na meastacháin agus na toimhdí gaolmhara bunaithe ar thaithí stairiúil agus ar roinnt tosca éagsúla eile a mheastar a bheith réasúnta sna himthosca. Tá na torthaí orthu ar an mbunús do bhreithiúnais a dhéanamh ar luachanna anonn sócmhainní agus dlíteanas nach bhfuil soiléir ó fhoinsí eile. D'fhéadfadh na torthaí iarbhir bheith éagsúil leis na meastacháin sin.

Déantar athbhreithniú ar na meastacháin agus ar na buntoimhdí ar bhonn leanúnach. Aithnítear leasuithe ar réamh-mheastacháin chuntasaíochta sa tréimhse inar leasáidh an meastachán sa chás nach dtéann an leasú i bhfeidhm ach ar an tréimhse sin. Is i dtréimhse an leasaithe agus i dtréimhsí amach anseo a aithnítear an leasú sa chás go dtéann an leasú i bhfeidhm ar an tréimhse reatha agus ar thréimhsí amach anseo araon. Áirítear iad seo a leanas le réimsí lena mbaineann méid mór breithiúnais nó castachta nó le réimsí ina bhfuil toimhdí nó meastacháin tábhachtach ó thaobh na ráiteas airgeadais de:

### Bearnú Maoine, Fearais agus Treailaimh

Déantar luachanna anonn talún agus foirgneamh agus míreanna treailaimh agus troscáin a athbhreithniú i gcomhair comharthaí bearnaithe ag gach dáta tuairiscithe agus cuirtear iad faoi réir tástáil bearnaithe sa chás go dtugann eachtraí nó athruithe i gcúinsí le fios go bhféadfadh nach mbeadh an luach anonn in-aisghabhála.

Sa chás gur mó an luach anonn ná an tsuim in-aisghabhála mheasta (agus é níos mó ná an luach cóir lúide costais diúscartha agus luach úsáide), aithnítear caillteanas bearnaithe trí na sócmhainní a dhíluacháil go dtí a suim in-aisghabhála. Agus luach úsáide á mheas, déantar na sreafaí airgid measta amach anseo a lascainiú de réir a luacha reatha trí leas a bhaint as ráta lascaine roimh cháin a léiríonn measúnuithe reatha margaidh ar amluach an airgid agus ar na rioscaí a bhaineann go sonrach leis an tsócmhainn nár coigeartaíodh na réamh-mheastacháin ar shreafaí airgid amach anseo ina leith.

Sa phróiseas tástála bearnaithe, ceanglaítear ar an lucht bainistíochta breithiúnais agus meastacháin shuntasacha a dhéanamh ar na sreafaí airgid amach anseo ar dóigh dóibh teacht as úsáid sócmhainní fadsaolacha agus, más infheidhme, as diúscairt sócmhainní fadsaolacha, agus ar thosca eile ar mhaithe le luach cóir na sócmhainní a chinneadh.

### Sochair Scoir

I gcás na ndlíteanas agus na gcostas a bhaineann leis na scéimeanna sochair shainithe scoir (idir na scéimeanna cistithe agus na scéimeanna neamhchistithe), is iad achtúirí atá cáilithe go cuí a mheasúnaíonn iad bunaithe ar

mhodh an aonaid réamh-mheasta. Tagtar orthu trí úsáid a bhaint as toimhdí achtúireacha atá bunaithe ar ionchais mhargaidh ag an dáta tuairiscithe airgeadais. Maidir leis na rátaí lascaine a úsáidtear chun luachanna reatha dhliteanais na scéimeanna a chinneadh, cinntear iad trí thagairt a dhéanamh do thorthaí margaidh ag an dáta tuairiscithe airgeadais ar bhannaí corparáide ar ardchaighdeán lena ngabhann airgeadra agus téarma atá ag teacht le hairgeadra agus le téarma na n-oibleagáidí gaolmhara sochair iarfhostaíochta.

Maidir leis an nglanbharrachas nó leis an nglaneasnamh a thagann as na scéimeanna sochair shainithe scoir, mar aon leis na dlíteanais a bhaineann leis na scéimeanna neamhchistithe, léirítear iad laistigh de shócmhainní neamhreatha nó laistigh de dhliteanais neamhreatha sa Ráiteas faoin Staid Airgeadais.

### – Toimhdí

Maidir leis na toimhdí taobh thiar de na luachálacha achtúireacha óna gcinntear na suimeanna atá aitheanta sna ráitis airgeadais (lena n-áirítear rátaí lascaine, rátaí méadaithe i leibhéil chúitimh amach anseo, rátaí mortlaíochta agus treochtaí maidir le rátaí costas cúram sláinte), nuashonraítear iad gach bliain bunaithe ar dhálaí reatha geilleagracha agus ar aon athruithe ábhartha ar théarmaí agus coinníollacha na bpleananna sochar scoir agus iarscoir.

Is féidir na nithe seo a leanas dul i bhfeidhm ar na toimhdí sin:

- (i) I gcás an ráta lascaine, athruithe sa ráta toraidh ar bhannaí corparáide ar ardchaighdeán.
- (ii) I gcás leibhéil chúitimh amach anseo, dálaí sa mhargadh saothair amach anseo.
- (iii) I gcás treochtaí maidir le rátaí costas cúram sláinte, an ráta boilscithe i gcostais leighis sna réigiúin lena mbaineann.

Is leagtha amach i Nóta 13 atá na meántoimhdí achtúireacha ualaithe a chuirtear i bhfeidhm chun dlíteanais sochar scoir agus dlíteanais eile iarfhostaíochta a chinneadh. Cé go gcreideann an lucht bainistíochta gur cuí atá na toimhdí a úsáideadh, d'fhéadfadh difríochtaí sa taithí iarbhir nó athruithe i dtoimhdí dul i bhfeidhm ar na hoibleagáidí agus ar na speansais a aithneofar i dtréimhsí cuntasaíochta amach anseo. Maidir le sócmhainní agus le dlíteanais na scéimeanna pinsean sochair shainithe scoir, d'fhéadfadh go mbeadh luaineacht shuntasach tréimhse ar thréimhse le brath iontu, agus an luaineacht sin is inchurtha go díreach i leith athruithe i dtorthaí bannaí agus i bhfadsaolaí. Mar aon le ranníocaíochtaí seirbhíse amach anseo, d'fhéadfadh go mbeadh ranníocaíochtaí suntasacha airgid ag teastáil ón Roinn Oideachais agus Scileanna chun easnaimh sheirbhíse roimhe seo a leigheas.

## 2. Ioncam

	Nóta	2016	2015
		€'000	€'000
Cistiú ón Stát - Cistiú Neamhchaipitil	3	610,943	595,976
Deontais Chaipitil do Bhoird Oideachais agus Oiliúna		2,477	2,705
Glanchistiú larchurtha Sochar Scoir	13(i)(c)	(11,689)	(11,388)
Ioncam Eile	4	3,275	3,763
Amúchadh an Deontais Chaipitil - Dímheas	5 & 8	335	269
<b>Iomlán an Ioncaim</b>		<b>605,341</b>	<b>591,325</b>

## 3. Cistiú ón Stát

	2016	2015
	€'000	€'000
Fuarthas cistiú ón Stát faoi na ceannteidil seo a leanas:		
<b>Cistiú Neamhchaipitil</b>		
<b>Vóta 26 (Fo-mhírchinn B3, B5 &amp; B7) - An Roinn Oideachais agus Scileanna</b>		
<b>Speansais Riaracháin agus Ghinearálta</b>		
Costais Foirne agus Forchostais (B3)	17,530	18,088
Lúide: Ranníocaíochtaí Sochar Scoir ó Fhostaithe a íocadh leis an Roinn	(675)	(914)
Lúide: Ranníocaíochtaí Sochar Scoir ó Fhostaithe a íocadh leis an Roinn	(216)	(239)
	16,639	16,935
Cláir Oiliúna SOLAS (B3)	5,558	5,000
Deontais Phá don Bhreisoideachas agus Oiliúint (B5)	101,507	100,207
Deontais Neamhphá don Bhreisoideachas agus Oiliúint (B5)	168,539	163,292
Cistiú Sochar Scoir (B7)	32,600	31,626
<b>Iomlán Vóta 26 - An Roinn Oideachais agus Scileanna</b>	<b>324,843</b>	<b>317,060</b>



### 3. Cistiú ón Stát (ar lean)

	2016	2015
	€'000	€'000
Airgead eile ón Oireachtas		
An Ciste Náisiúnta Oiliúna †	286,100	278,916
<b>Iomlán an Chistiúcháin ón Stát - Cistiú Neamhchaip- itil #</b>	<b>610,943</b>	<b>595,976</b>
Caipiteal		
Vóta 26 (Fo-mhírchinn B3.1 & B5.3) - An Roinn Oideachais agus Scileanna	3,000	3,000
<b>Iomlán an Chistiúcháin ón Stát - Cistiú Caipitil</b>	<b>3,000</b>	<b>3,000</b>
<b>Iomlán an Chistiúcháin ón Stát</b>	<b>613,943</b>	<b>598,976</b>

# Tá Cistiú Neamhchaipitil ón Stát tuairiscithe glan ó bharrachas €17.183m a aisghabhadh ó Bhoird Oideachais agus Oiliúna. Bhain an barrachas sin le blianta roimhe. Murab ann don aisghabháil sin, bheadh an Cistiú Neamhchaipitil ón Stát do ghníomhaíochtaí breisoideachais agus oiliúna cothrom le €628.126m agus bheadh an t-ioncam iomlán cothrom le €622.524m sa bhliain 2016.

† Fuarthas suim €286.100m (2015: €278.916m) ón gCiste Náisiúnta Oiliúna le linn na bliana. Úsáideadh na cistí sin chun raon Clár Breisoideachais agus Oiliúna a mhaoiniú go páirteach do dhaoine fostaithe agus do dhaoine dífhostaithe araon, lena áiríodh cúrsaí Printiseachta, cúrsaí Momentum, cúrsaí Oiliúna Scileanna, Cúrsaí Oiliúna, Cúrsaí Bonnleibhéil/Nasc-Chúrsaí, cúrsaí Bonnleibhéil / Dul Chun Cinn in Ionaid Oiliúna Pobail, Soláthraithe Sainoiliúna, an Ciste um Oideachas Bunúsach san Áit Oibre agus an Scéim Deiseanna Oiliúna Gairmoideachais.

Áirítear le cistiú ón Stát airleacain a fuarthas ó Chiste Sóisialta na hEorpa agus ón gCiste Eorpach um Choigeartú don Domhandú nuair is iomchuí.

Ar aon dul le Ciorclán 13/2014 ón Roinn Caiteachais Phoiblí agus Athchóirithe, rinne SOLAS aisíocaíocht €1.4m leis an Roinn Oideachais agus Scileanna le linn na bliana 2016 ar iarraidh ón Roinn sin.

### 4. Ioncam Eile

	2016	2015
	€'000	€'000
Tionscnaimh AE	0	198
Gníomhaíochtaí Tógála	3,101	3,355
Ioncam Ilghnéitheach	174	210
<b>Iomlán</b>	<b>3,275</b>	<b>3,763</b>

## 5. Costais Phárolla, Costais Sochar Scoir agus Forchostais

	Nóta	2016	2015
		€'000	€'000
<b>Costais Phárolla</b>			
An Príomhoifigeach Feidhmiúcháin, an Chumarsáid, agus an Rúnaíocht		618	600
Straitéis agus Eolas		2,684	2,764
Forbairt Scileanna / Cláir Lárnacha		3,994	4,180
Acmhainní		4,438	4,595
<b>Iomlán na gCostas Párolla *</b>		<b>11,734</b>	<b>12,139</b>
<b>Iomlán na gCostas Sochar Scoir</b>	<b>13(i)(a)</b>	<b>19,200</b>	<b>19,190</b>
<b>Forchostais</b>			
Taisteal agus Cothú †		336	348
Oiliúint agus Forbairt Foirne		80	143
Dímheas	8	335	269
Costais Bhunaithe		2,995	2,721
Costais Forbartha Clár		266	149
Teicneolaíocht Faisnéise agus Cumarsáide		1,200	1,170
Árachas agus Timpistí		792	304
Forchostais Eile ‡		870	2,804
<b>Iomlán na bhForchostas</b>		<b>6,874</b>	<b>7,908</b>
<b>Iomlán na gCostas Párolla, na gCostas Sochar Scoir agus na bhForchostas</b>		<b>37,808</b>	<b>39,237</b>
Táille Iniúchta an Ard-Reachtair Cuntas agus Ciste		40	40

\* Cuimsíonn na Costais Phárolla Tuarastal €11,718k, Liúntais ar fiú €15k iad agus costais Ragoibre ar fú €1k iad.

† Tá speansais Taistil agus Chothaithe ar fiú €53k iad don Chiste Eorpach um Choigeartú don Domhandú (EGF) ar áireamh i gCostais Chlár EGF (Nóta 6). Cuimsíonn na speansais thuasluaite Taistil agus Chothaithe suim €313k a bhain le turais náisiúnta agus suim €23k a bhain le turais idirnáisiúnta.

‡ Áirítear le Forchostais Eile an Táille Iniúchta a íocadh leis an Ard-Reachtair Cuntas agus Ciste.

‡ Áirítear le Forchostais Eile pinsin agus táillí comhairleachta acmhainní daonna ar fiú €20k iad, mar aon le costais chomhairleachta eile €14k a cuireadh ar fhorchostais.

‡ Ba ar chostais dhíreacha chlár a cuireadh táillí comhairleachta eile ar fiú €94k iad.

‡ Áirítear le hIomlán na bhForchostas 2016 suim €12k a caitheadh ar fholláine foirne agus ar bhaill foirne leighis, mar aon le caiteachas éagsúil.

‡ Áirítear le Forchostais Eile táillí agus costais a cuireadh i leith soláthraithe seirbhísí dlí agus seirbhísí gaolmhara. Cuireadh suim €391k ar fhorchostais i leith costais ghinearálta dlí agus cuireadh suim €205k ar chostais dhíreacha chlár i ndáil le Printíseacht Nua.

## 6. Costais Chlár

	2016	2015
	€'000	€'000
An rCholáiste	1,686	2,753
An Fhoghlaim le Cuidiú Teicneolaíochta	1,257	0
An Ciste Eorpach um Choigeartú don Domhandú	1,069	1,048
Momentum (an Ciste don Mhargadh Saothair, Oideachas agus Oiliúint)	4,792	10,887
<b>Oiliúint le haghaidh na Fostaíochta</b>	<b>8,804</b>	<b>14,688</b>
Printíseacht	1,767	1,156
Tógáil	1,063	1,057
<b>Oiliúint san Fhostaíocht</b>	<b>2,830</b>	<b>2,213</b>
Athbhreithniú ar an gClár Iar-Ardteistiméireachta	83	83
An Tionscadal um Próifíl Scileanna an Fhórsa Saothair Breisoideachais agus Oiliúna	261	85
<b>Ilghnéitheach</b>	<b>344</b>	<b>168</b>
<b>Iomlán na gCostas Clár</b>	<b>11,978</b>	<b>17,069</b>

## 7.(a) Soláthar Díreach Cistiúcháin

### Achoimre ar na Deontais a Íocadh le Boird Oideachais agus Oiliúna

			2016	2015
Bord Oideachais agus Oiliúna	Soláthar Breisoideachais agus Oiliúna	Caipiteal	Iomlán	Iomlán
	€'000	€'000	€'000	€'000
An Cabhán agus Muineachán	14,630	2	14,632	8,340
Cathair Bhaile Átha Cliath	79,651	101	79,752	82,017
Corcaigh	50,211	381	50,592	49,018
Dún na nGall	20,348	87	20,435	22,354
Baile Átha Cliath agus Dún Laoghaire	65,387	294	65,681	64,302
Gaillimh agus Ros Comáin	31,984	246	32,230	32,947
Ciaraí	24,227	212	24,439	24,354
Cill Dara agus Cill Mhantáin	26,667	0	26,667	20,263
Cill Chainnigh agus Ceatharlach	14,230	0	14,230	7,363
Laois agus Uíbh Fhailí	14,631	15	14,646	7,507
Luimneach agus an Clár	49,839	95	49,934	53,944
An Longfort agus an Iarmhí	22,444	211	22,655	34,520
Lú agus an Mhí	29,665	19	29,684	28,354
Maigh Eo, Sligeach agus Liatroim	30,131	454	30,585	27,848
Tiobraid Árann	13,567	0	13,567	8,221
Port Láirge agus Loch Garman	48,143	360	48,503	56,025
<b>Iomlán</b>	<b>535,755</b>	<b>2,477</b>	<b>538,232</b>	<b>527,377</b>

## 7.(b) Soláthar Díreach Cistiúcháin

### Achoimre ar na Deontais a Íocadh le Scoileanna agus Íocaíochtaí Ilghnéitheacha Deontais

	2016	2015
	€'000	€'000
<b>Scoileanna Deonacha, Meánscoileanna agus Scoileanna Pobail agus Cuimsitheacha (an Clár Iar-Ardteistiméireachta) san Earnáil Breisoideachais agus Oiliúna</b>		
Ballyhaunis Community School, Co. Mhaigh Eo	2	0
Castlecomer Community School, Co. Chill Chainnigh	2	0
Castlerea Community School, Co. Ros Comáin	2	0
Central College, Co. Luimnigh	31	0
Clifden Community College, Co. na Gaillimhe	2	0
Coláiste Mhuire, Co. na Gaillimhe	1	0
Donahies Community School, Domhnach Míde, Baile Átha Cliath 13	4	0
Dunmore Community School, Co. na Gaillimhe	2	0
Glenamaddy Community School, Co. Ros Comáin	4	0
Gorey Community School, Co. Loch Garman	9	0
Jesus & Mary Secondary School, Co. Shligigh	9	0
Kilrush Community School, Co. an Chláir	2	0
Mary Immaculate Secondary School, Lios Dúin Bhearna, Co. an Chláir	4	0
Mercy College, Co. na Gaillimhe	7	0
Moate Business College, Co. na hIarmhí	52	0
Our Lady's Secondary School, Co. Mhaigh Eo	2	0
Ramsgrange Community School, Co. Loch Garman	1	0
Sancta Maria College, Co. Mhaigh Eo	1	0
Scoil Phobail Mhic Dara, Co. na Gaillimhe	1	0
St Cuan's College, Co. na Gaillimhe	6	0
St Joseph's College, Co. na hIarmhí	3	0
St Joseph's Secondary School, Rinn na Spáinneach, Co. an Chláir	1	0
St Louis Community School, Coillte Mach, Co. Mhaigh Eo	17	0
St Patrick's Comprehensive School, Co. an Chláir	3	0
Tullow Community School, Co. Cheatharlach	4	0
	<b>172</b>	<b>0</b>

## 7.(b) Soláthar Díreach Cistiúcháin

### Achoimre ar na Deontais a Íocadh le Scoileanna agus Íocaíochtaí Ilghnéitheacha Deontais

	2016	2015
	€'000	€'000
<b>Scoileanna Deonacha, Meánscoileanna agus Scoileanna Pobail agus Cuimsitheacha (an Tionscnamh um Fhilleadh ar an Oideachas) san Earnáil Breisoideachais agus Oiliúna</b>		
Central College, Co. Luimnigh	54	54
Donahies Community School, Domhnach Míde, Baile Átha Cliath 13	52	52
Mary Immaculate Secondary School, Lios Dúin Bhearna, Co. an Chláir	39	39
Meánscoil de Nógla Rís, Dún ar Aill, Co. Chorcaí	17	17
North Presentation Secondary School, Co. Chorcaí	69	69
Presentation Secondary School, Sráid Uí Chanáin, Port Láirge	33	33
Sacred Heart Secondary School, Cloich na Coillte, Co. Chorcaí	39	39
Sancta Maria College, Co. Mhaigh Eo	13	13
Scoil Bernadette, Montenotte, Co. Chorcaí	12	23
Scoil Mhuire, Inis Díomáin, Co. an Chláir	13	13
St Joseph's Secondary School, Rinn na Spáinneach, Co. an Chláir	41	41
St Louis Community School, Coille Mach, Co. Mhaigh Eo	20	20
St Michael's School, an Caisleán Riabhach, Co. Ros Comáin	28	28
	<b>430</b>	<b>441</b>

## 7.(b) Íocaíochtaí Ilghnéitheacha Deontais

	2016	2015
	€'000	€'000
An Roinn Oideachais agus Scileanna (Aisíocaíocht i leith i leith Measúnuithe atá Ceaptha go hÁitiúil (LDA)) ‡	121	124
Íocaíochtaí le scoileanna éagsúla i dtaca le Fíordheimhniú ó QQI	3	16
	<b>124</b>	<b>140</b>
<b>Iomlán</b>	<b>726</b>	<b>581</b>

‡ Is tríd an Roinn Oideachais agus Scileanna a dhéantar íocaíochtaí i leith Measúnuithe atá Ceaptha go hÁitiúil (LDA) le múinteoirí i Meánscoileanna Deonacha, i Scoileanna Pobail agus i Scoileanna Cuimsitheacha.

## 7.(c) Soláthar Díreach Cistiúcháin

### Achoimre ar na Deontais a íocadh le Tionscadail de chuid na hEarnála Breisoideachais agus Oiliúna agus an Aontais Eorpaigh agus le Tionscadail Shonracha

	2016	2015
	€'000	€'000
<b>Breisoideachas agus Oiliúint - Eagraíochtaí Tacaíochta</b>		
AONTAS - an Eagraíocht Náisiúnta um Fhoghlaim Aosach	1,086	1,080
Cumann Disléicse na hÉireann	129	129
Boird Oideachais agus Oiliúna Éireann (ETBI)	11	50
An Áisíneacht Náisiúnta Litearthachta d'Aosaigh (NALA)	1,729	1,758
An Lárionad Náisiúnta um Threoir san Oideachas (NCGE)	277	179
Institiúid Teicneolaíochta Phort Láirge-Seirbhís Réigiúnach Treorach Oideachasúla (WIT/REGSA)	134	151
	<b>3,366</b>	<b>3,347</b>
<b>Breisoideachas agus Oiliúint - Eagraíochtaí a dhéanann Ionadaíocht do Bhaill Foirne</b>		
Cumann na hÉireann um Threoir san Oideachas Aosach (AEGAI)	5	5
Cumann na nEagraithe Litearthacht Aosach (ALOA) †	0	13
Cumann na nÉascaitheoirí Oideachas Pobail (CEFA)	0	5
Cumann Náisiúnta na Stiúrthóirí Oideachas Aosach agus Pobail (NACED)	4	4
Cumann Náisiúnta na gComhordaitheoirí VTOS (NAVC) #	0	10
	<b>9</b>	<b>37</b>
<b>Breisoideachas agus Oiliúint - Deiseanna Foghlaim ar Feadh an tSaoil</b>		
Gníomhaíocht Aoise Éireann	67	67
Bantracht na Tuaithe	21	21
Coláiste na nDaoine, Baile Átha Cliath 1	92	92
An tIonntaobhas Oideachais, f/c PACE, Baile Bhlainséir, Baile Átha Cliath 15	18	18
	<b>198</b>	<b>198</b>
<b>Breisoideachas agus Oiliúint - Forbairt Ghairmiúil Leanúnach</b>		
Institiúid Teicneolaíochta Phort Láirge (WIT/NALA)	<b>494</b>	<b>494</b>
<b>Tionscadail de chuid an Aontais Eorpaigh agus Tionscadail Shonracha</b>		
An Roinn Gnóthaí Eachtracha agus Trádála (PIAAC)*	64	0
Fast track to Information Technology (FIT)	1,144	1,144
Cumann Eagraíochtaí Oiliúna Pobail na hÉireann (IACTO)	150	195
Eagraíocht Náisiúnta na hÉireann do Dhaoine Dífhostaithe (INOUE)	20	20
Léargas	34	0
	<b>1,412</b>	<b>1,359</b>



## 7.(c) Soláthar Díreach Cistiúcháin

**Achoimre ar na Deontais a íocadh le Tionscadail de chuid na hEarnála Breisoideachais agus Oiliúna agus an Aontais Eorpaigh agus le Tionscadail Shonracha (ar lean)**

	2016	2015
	€'000	€'000
<b>Breisoideachas agus Oiliúint - Soláthraithe Eile</b>		
An Áisíneacht Náisiúnta Litearthachta d'Aosaigh (NALA) - 'Write On'/Teagasc thar an nGuthán	204	0
Cumann Bodhar na hÉireann	215	204
	<b>419</b>	<b>204</b>
<b>Breisoideachas agus Oiliúint - Soláthar Deontas Printíseachta</b>		
Búistéirí Comhlachaithe Ceardaíochta	47	0
Fast track to Information Technology (FIT)	13	0
IBEC - Seirbhísí Airgeadais Éireann	72	0
IBEC - Printíseacht le Cumann Feistí Míochaine na hÉireann	177	0
IBEC - Plaistigh Éireann	135	0
Comhlachas Tarlú Bóthair na hÉireann	8	0
Institiúid Teicneolaíochta Luimnigh	50	0
Scottish Association of Master Bakers	38	0
An Institiúid Cuntasaíochta	13	0
Institiúid Árachais na hÉireann	39	0
	<b>592</b>	<b>0</b>
<b>Breisoideachas agus Oiliúint - Deontais Chéim a Dó le haghaidh Printíseachtaí atá Bunaithe ar Chaighdeán</b>		
Institiúid Teicneolaíochta Chorcaí	184	0
<b>Tionscnamh na nGairmithe Comhlacha TFC (FIT)</b>		
Fast track to Information Technology (FIT)	473	0
<b>Iomlán</b>	<b>7,147</b>	<b>5,639</b>

D'íoc Bord Oideachais agus Oiliúna Phort Láirge agus Loch Garman Deontas €9.5k le Cumann na nOifigeach Oideachas Aosach (AEOA) sna blianta 2016 agus 2015. Tá an méid sin leagtha amach i Nóta 7(a).

D'íoc Bord Oideachais agus Oiliúna Chill Chainnigh agus Cheatharlach Deontas €12.9k le Cumann na nEagraithe Litearthacht Aosach (ALOA) sa bhliain 2016. Tá an méid sin leagtha amach i Nóta 7(a).

† Agus é ag obair thar ceann SOLAS, ba é Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin a phróiseáil an deontas a íocadh le Cumann na nEagraithe Litearthacht Aosach sa bhliain 2015. D'íoc Bord Oideachais agus Oiliúna Bhaile Átha Cliath agus Dhún Laoghaire Deontas €19k le Cumann Náisiúnta na gComhordaitheoirí Ógtheagmhála (NAYC) sna blianta 2016 agus 2015. Tá an méid sin leagtha amach i Nóta 7(a).

# D'íoc Bord Oideachais agus Oiliúna Chorcaí Deontas €9.5k le Cumann Náisiúnta na gComhordaitheoirí VTOS (NAVC) sa bhliain 2016. Tá an méid sin leagtha amach i Nóta 7(a). Agus é ag obair thar ceann SOLAS, ba é Bord Oideachais agus Oiliúna Chorcaí a phróiseáil an deontas a íocadh le Cumann Náisiúnta na gComhordaitheoirí VTOS sa bhliain 2015.

\* An Clár um Measúnú Idirnáisiúnta ar Inniúlachtaí Aosach (CMIIA). Tá an Deontas €64k comhdhéanta de shuim €32k don bhliain 2015 agus de shuim €32k don bhliain 2016.

## 8. Réadmhaoín, Gléasra agus Trealamh

	Nóta	2016	2016	2016	2015
		Talamh agus Foirgnimh	Trealamh agus Trosacán	Iomlán	Iomlán
		€'000	€'000	€'000	€'000
<b>Costas</b>					
Iarmhéid Tosaigh		123	3,240	3,363	3,002
Breiseanna le linn na tréimhse		453	133	586	484
Diúscairtí le linn na tréimhse	8 (i)	0	(215)	(215)	(123)
Iarmhéid ag deireadh na tréimhse		<b>576</b>	<b>3,158</b>	<b>3,734</b>	<b>3,363</b>
<b>Dímheas Carntha</b>					
Iarmhéid Tosaigh		4	2,605	2,609	2,463
Dímheas ar Dhiúscairtí	8 (ii)	0	(215)	(215)	(123)
Muirear don tréimhse		54	281	335	269
		<b>58</b>	<b>2,671</b>	<b>2,729</b>	<b>2,609</b>
<b>Glanluach Leabhar ag deireadh na Bliana/Tréimhse</b>					
		<b>518</b>	<b>487</b>	<b>1,005</b>	<b>754</b>

**8(i)** Diúscaíodh trealamh agus trosacán arbh fhiú €0.215m iad sa tréimhse (2015: €0.123m). Bhain an méid sin le trealamh seanchaite oidhreachta a bhí dímheasta go hiomlán.

**8(ii)** Is trí aistriú comhfhreagrach ón gCúlchiste Caipitil a mhaoineítear gach muirear ó thaobh dímheasa, diúscairt sócmhainní, díscríobh sócmhainní agus bearnaithe de.

## 9. Fardal

	2016	2015
	Amhail an 31 Nollaig 2016	Amhail an 31 Nollaig 2015
	€'000	€'000
Páipéarachas	9	11
<b>Iomlán</b>	<b>9</b>	<b>11</b>

## 10. Suimeanna Infhaighte

	2016	2015
	Amhail an 31 Nollaig 2016	Amhail an 31 Nollaig 2015
	€'000	€'000
Suimeanna Infhaighte Trádála agus Suimeanna Infhaighte Eile	86	179
Réamhíocaíochtaí Ginearálta	1,147	661
<b>Iomlán</b>	<b>1,233</b>	<b>840</b>

## 11. Suimeanna Iníoctha

	2016	2015
	Amhail an 31 Nollaig 2016	Amhail an 31 Nollaig 2015
	€'000	€'000
Suimeanna Iníoctha Trádála	568	707
Fabhruithe	879	2,251
Soláthairtí	0	654
Soláthar do Phá Saoire	166	179
Asbhaintí Párolla	47	17
<b>Iomlán</b>	<b>1,660</b>	<b>3,808</b>

## 12. Fostaithe agus Luach Saothair

	Nóta	2016	2015
		€'000	€'000
<b>Cuimsíonn Costais Foirne na nithe seo a leanas:-</b>			
Pá agus Tuarastal		11,011	11,398
Costais ÁSPC ón bhFostóir		723	741
<b>Iomlán</b>	<b>5</b>	<b>11,734</b>	<b>12,139</b>

### 12.(a) Tábla Sochar Fostaithe

Banda Sochair €	† Líon na bhFostaithe FTE ag an 31 Nollaig 2016	Líon na bhFostaithe FTE ag an 31 Nollaig 2015
20,001 - 60,000	123	130
60,001 - 70,000	26	25
70,001 - 80,000	27	29
80,001 - 90,000	1	1
90,001 - 100,000	8	9
100,001 - 110,000	0	0
110,001 - 120,000	0	0
120,001 - 130,000	0	2
130,001 - 140,000	2	0
140,001 - 150,000	1	1
150,001 - 160,000	0	0
160,001 - 170,000	0	0
170,001 - 180,000	0	0
180,001 - 190,000	1	1
<b>Iomlán</b>	<b>189</b>	<b>198</b>

Áirítear le sochair fostaithe tuarastal agus sochair chomhchineáil agus ní áirítear leo ranníocaíochtaí sochar scoir ón bhfostóir.

B'ionann agus €216k iomlán na ranníocaíochtaí sochar scoir ón bhfostóir don eagraíocht don bhliain 2016. (2015: €239k).

† FTE - Coibhéis Lánaimseartha

## 12. Fostaithe agus Luach Saothair (ar lean)

Bhí SOLAS ag íoc le 189 mball foirne (coibhéis lánaimseartha) ag an 31 Nollaig 2016 (2015: 198 mball foirne).

Cuireadh Comhaontú Ceadaithe Tharmilgthe in áit an Chreata Rialaithe Fostaíochta. Tá feidhm ag an gcomhaontú maidir le hearcú agus ardú céime ball foirne suas go leibhéal an Stiúrthóra agus an leibhéal sin san áireamh. Tá sé sin faoi réir SOLAS a bheith ag cloí leis na huasteorainneacha ceangailteacha foriomlána pá trí bliana don tréimhse 2015 – 2017. Tá sé faoi réir SOLAS a bheith ag cloí le ceanglais Phleanála Fórsa Saothair freisin.

Ba é 203 dhuine figiúr an Chreata Rialaithe Fostaíochta don bhliain 2015.

Ní rabhtas ag íoc le 28 mball foirne eile toisc go raibh siad ar chead neamhláithreachta, ar shos gairme nó ar shaoire bhreiteachta nó toisc go raibh siad ag fáil Buanárachas Sláinte nó ag fáil pá de réir an ráta pinsin.

B'ionann agus €175,554 tuarastal an Phríomhoifigigh Feidhmiúcháin don bhliain ón 1 Eanáir 2016 go dtí an 31 Nollaig 2016.

B'ionann agus €175,554 tuarastal bliantúil an Phríomhoifigigh Feidhmiúcháin don bhliain 2015.

B'ionann agus €11,377 na costais eile luach saothair don bhliain ón 1 Eanáir 2016 go dtí an 31 Nollaig 2016. Ba le sochair chomhchineáil a bhain na costais sin.

B'ionann agus €9,620 na costais eile luach saothair don bhliain 2015.

Ní théann teidlíochtaí aoisliúntais an Phríomhoifigigh Feidhmiúcháin níos faide ná teidlíochtaí caighdeánacha scéim aoisliúntais shochair shainithe na seirbhíse poiblí.

B'ionann agus €406,346 tuarastal iomlán an phríomhphearsanra bainistíochta a thug tuairisc don Phríomhoifigeach Feidhmiúcháin sa bhliain 2016.

Ní bhfuair aon bhall den phríomhphearsanra bainistíochta aon scaoilíocaíochtaí/aon íocaíochtaí foirceanta agus níor deonaíodh aon bhlianta breise chun críocha pinsin ná luathscor dóibh gan gnáthlaghduithe achtúireacha a dhéanamh orthu. Ní théann teidlíochtaí aoisliúntais an phríomhphearsanra bainistíochta níos faide ná teidlíochtaí caighdeánacha scéim aoisliúntais sochair shainithe na seirbhíse poiblí.

Asbhaineadh suim €585,756 ó Phá agus Tuarastail don bhliain ón 1 Eanáir 2016 go dtí an 31 Nollaig 2016. Bhain an tsuim sin leis an Tobhach Pinsin agus íocadh í leis an Roinn Oideachais agus Scileanna ina dhiaidh sin (2015: €762,154).

Ní dhearnadh aon scaoilíocaíochtaí/aon íocaíochtaí foirceanta sa bhliain 2016 ná sa bhliain 2015. Ba faoi réir gnáthlaghduithe achtúireacha a bhí gach bliain bhreise agus gach luathscor a deonaíodh.

### 12.(b) Táillí agus Speansais a íocadh le comhaltaí den Bhord

	2016	2015
	€	€
	Speansais	Speansais
Pat Delaney (Cathaoirleach)	0	0
Paul O'Toole (Príomhoifigeach Feidhmiúcháin)	0	0
Bernadette Brady	0	0
Paul O Sullivan	0	0
Sean Burke	2,328	0
Cathriona Hallahan	0	0
David Barrett	792	1,261
Liz Cassidy	0	3,038
Patricia Carey	3,132	4,409
Darragh J Loftus	1,784	4,199
Kenneth Whyte	2,077	2,833
Cecilia Munro	0	0
William Egerton	0	0
<b>Iomlán</b>	<b>10,113</b>	<b>15,740</b>

### 13. Scéimeanna Aoisliúntais

Faoi Alt 8 den Acht um Áiseanna Saothair, 1987, ceanglaíodh ar an bhForas Áiseanna Saothair scéimeanna sochar scoir a ullmhú agus a riar le haghaidh teidlíochtaí sochar scoir a dheonú dá fhoireann. Ba iad an tAire Airgeadais agus an tAire Fiontar, Trádála agus Fostaíochta ag an am a cheadaigh na scéimeanna aoisliúntais sa bhliain 1998.

Tá dhá scéim sochar scoir i bhfeidhm, is iad sin:

- Scéim sochair shainithe lena soláthraítear sochair scoir d'iarfhostaithe de chuid AnCO. Dúnadh an scéim sin do bhaill nua an 1 Eanáir 1988. An 31 Nollaig 2009, aistríodh sócmhainní na scéime, arbh fhiú €364.6m iad, chuig an gCúlchiste Náisiúnta Pinsean de réir an Achta um Bearta Airgeadais (Forálacha Ilghnéitheacha) 2009. Ar aon dul le forálacha an Achta, is tar éis dháta an aistrithe atá éifeacht leis an oibleagáid sochair a íoc de réir rialacha ceadaithe sochair an chiste aistrithe sochar scoir. Íoctar sochair as an gcistiú a chuireann an Roinn Oideachais agus Scileanna ar fáil gach bliain.
- Scéim neamhchistithe sochair shainithe a n-íoctar a sochair as an gcistiú a chuireann an Roinn Oideachais agus Scileanna ar fáil gach bliain.

Deántar ranníocaíochtaí ó bhaill foirne sa dá scéim a íoc leis an Roinn Oideachais agus Scileanna gach bliain. De réir Alt 46 den Acht Breisoideachais agus Oiliúna, 2013, tá Boird Oideachais agus Oiliúna faoi dhliteanas i leith na n-íocaíochtaí sochar scoir agus na ndlitéanas eile aoisliúntais de chuid ball foirne a aistríodh chucu an 1 Eanáir agus an 1 Iúil 2014.

- 13(i)** Choimisiúnaigh SOLAS luacháil achtúireach ar dhliteanais fhabhráithe ag an dáta tuairiscithe airgeadais agus ar an gcostas sochar (costas seirbhíse) a fabhraíodh le linn na bliana. Is liostaithe thíos atá na torthaí ar an luacháil sin agus na toimhdí a úsáideadh bunaithe ar mhodh an aonaid réamh-mheasta.

#### (a) Costais Sochar Scoir

	2016	2015
	€'000	€'000
Costas Reatha Seirbhíse	3,540	3,990
Speansas Úis	15,660	15,200
<b>Iomlán</b>	<b>19,200</b>	<b>19,190</b>

#### (b) Luach Reatha Dhliteanas Fabhráithe SOLAS i dtús na bliana

	2016	2015
	€'000	€'000
<b>Luach Reatha Dhliteanas Fabhráithe SOLAS i dtús na bliana</b>	694,502	760,400
Costas Reatha Seirbhíse	3,540	3,990
Ús ar an Oibleagáid	15,660	15,200
Ranníocaíochtaí ó Bhaill den Phlean	675	914
(Gnóthachan) / Caillteanas Achtúireach	75,817	(54,510)
Sochair a Íocadh	(31,564)	(31,492)
<b>Luach Reatha Dhliteanas Fabhráithe SOLAS ag deireadh na bliana</b>	<b>758,630</b>	<b>694,502</b>

**(c) Glanchistiú Iarchurtha le haghaidh Sochair Scoir sa Bhliain**

	2016	2015
	€'000	€'000
<b>Is mar seo a leanas an glanchistiú iarchurtha le haghaidh sochair scoir atá aitheanta sa Ráiteas Ioncaim agus Caiteachais:</b>		
Cistiú In-aisghabhála i ndáil le Costais Sochar Scoir sa tréimhse reatha	19,875	20,104
Deontas Stáit a cuireadh i bhfeidhm chun Sochair Scoir a íoc	(31,564)	(31,492)
	<b>(11,689)</b>	<b>(11,388)</b>

**(d) Toimhdí Achtúireacha**

	2016	2015
<b>Ba iad seo a leanas na Toimhdí Airgeadais a úsáideadh chun críocha FRS102:</b>		
Ráta Lascaine	1.50%	2.25%
Boilsciú Praghsanna	1.70%	1.50%
Méaduithe Tuarastail	2.20%	2.00%
Méaduithe ar an bPinsean Stáit	1.70%	1.50%
Méaduithe ar Shochair Scoir	2.20%	2.00%

Léirítear sna táblaí mortlaíochta a úsáideadh sa bhliain 2016 na torthaí ar imscrúdú a rinne Cumann na nAchtúirí le déanaí ar eispéireas mortlaíochta na scéimeanna féinriartha sochar scoir in Éirinn. Tugadh le fios san imscrúdú sin go leanann rátaí mortlaíochta de bheith ag laghdú, cé go mbíonn siad ag laghdú níos moille ná mar a glacadh leis roimhe seo. Tá sé sin ag teacht leis an laghdú ar rátaí feabhas mortlaíochta an daonra atá taifeadta ag an bPríomh-Oifig Staidrimh le blianta beaga anuas. Tá sé ag teacht freisin leis an gcinneadh ón bPríomh-Oifig Staidrimh na rátaí ar glacadh leo maidir le feabhsuithe mortlaíochta amach anseo a laghdú ina réamh-mheastacháin is déanaí ar an bhfórsa saothair.

	2016	2015
<b>Agus é leagtha amach de réir blianta, is mar seo a leanas an meánionchas saoil atá ag pinsinéir atá ag dul ar scor:</b>		
	Dul ar scor ag 60 bliain d'aois	Dul ar scor ag 60 bliain d'aois
Fir	26 bliain	25.8 bliain
Mná	28.6 bliain	28.5 bliain
	Dul ar scor ag 65 bliain d'aois	Dul ar scor ag 65 bliain d'aois
Fir	21.2 bliain	21.1 bliain
Mná	23.7 bliain	23.6 bliain

**(e) Gnóthachan / (Caillteanas) Achtúireach**

	2016	2015
	€'000	€'000
Tionchar na n-athruithe ar thiomhdí achtúireacha atá aitheanta sa Ráiteas Ioncaim agus Caiteachais †	(75,817)	54,510
Gnóthachan / (Caillteanas) Achtúireach atá aitheanta sa Ráiteas Ioncaim agus Caiteachais	(75,817)	54,510
Gnóthachain / (Caillteanais) Charnacha atá aitheanta sa Ráiteas Ioncaim agus Caiteachais	(29,521)	46,296

† Ráiteas faoi Ioncam Cuimsitheach



**13(ii)** Áirítear leis an dliteanas sochar scoir €758.630m suim €612.860m (80.8%) a bhain leis na dliteanas sochar scoir de chuid eagraíochtaí oidhreachtacha atá á riar ag SOLAS faoi láthair. Bíonn na sochair scoir sin á bpróiseáil ag an Ionad Seirbhísí Comhroinnte Párola. Tá comhaontuithe leis an Roinn Oideachais agus Scileanna á mbreithniú faoi láthair, trína ndéanfaí an cistiú a bhaineann le sochair scoir den sórt sin a thabhairt go díreach don Ionad Seirbhísí Comhroinnte Párola, in ionad iad a bheith á gcur trí leabhair SOLAS. Tá socruithe á mbreithniú leis an Roinn Oideachais agus Scileanna faoi láthair, ar socruithe iad trína n-íocfaí sochair scoir ar bhonn lárnach, in ionad iad a bheith á gcur trí leabhair SOLAS.

**13(iii)** Is bunaithe ar roinnt teagmhas roimhe a aithníonn SOLAS suimeanna sócmhainne atá dlite ón Stát don dliteanas neamhchistithe iarchurtha le haghaidh sochair scoir. I measc na dteagmhas sin, tá an tacaíocht reachtúil don scéim aoisliúntais agus an beartas agus an cleachtas maidir le sochair scoir san earnáil phoiblí a chistiú, lena n-áirítear an próiseas a bhaineann le meastacháin bhliantúla. Níl aon fhianaise ag SOLAS nach leanfaidh an beartas cistiúcháin de bheith ag freastal ar an tsuim sin de réir an chleachtais reatha. B'ionann agus €758.630 milliún an tsócmhainn cistiúcháin iarchurtha le haghaidh sochair scoir amhail an 31 Nollaig 2016. Ní ríomhtar an tsócmhainn iarchurtha ach amháin chun críocha tuairiscithe FRS102.

Ón mbliain 2010 ar aghaidh, agus de réir fhorálacha an Achta um Bearta Airgeadais (Forálacha Ilghnéitheacha) 2009, is ar bhonn "íoc mar a théitear" a fhreastalófar ar shochair scoir amach anseo de chuid an chiste aistrithe sochar scoir, agus leas á bhaint as an gcistiú a chuireann an Roinn Oideachais agus Scileanna ar fáil gach bliain. Déantar ranníocaíochtaí ó bhaill foirne agus ón bhfostóir sa scéim a íoc leis an Roinn ar bhonn míosúil.

### 14. Ceangaltais Léasa

Bhí SOLAS faoi dhliteanas i leith na n-íosíocaíochtaí léasa amach anseo seo a leanas faoi léasanna dochealaithe oibriúcháin (a bhí faoi réir clásail scoir léasa cibé áit a raibh siad sin i bhfeidhm)..

	2016	2015
	Amhail an 31 Nollaig 2016	Amhail an 31 Nollaig 2015
	€'000	€'000
<b>Ceangaltais Léasa Oibriúcháin</b>		
Iníoctha laistigh de bhliain amháin	2,427	3,769
Iníoctha laistigh de thréimhse idir 2 bhliain agus 5 bliana	4,250	6,145
Iníoctha tar éis 5 bliana	1,855	2,597
<b>Iomlán</b>	<b>8,532</b>	<b>12,511</b>

Is le Foirgnimh a bhaineann na Léasanna Oibriúcháin uile. Níl aon Léasanna Oibriúcháin eile i bhfeidhm ag SOLAS. Agus iad ag baint le 2 réadmhaoín, b'fhiú €7.713m iad na ceangaltais léasa ag deireadh na bliana 2016 (glan ó shuim €0.819m a bhain le réadmhaoine a bhí á bhfoligean). Agus iad ag baint le 4 réadmhaoín, b'fhiú €9.884m iad na ceangaltais léasa ag deireadh na bliana 2015 (glan ó shuim €2.627m a bhain le réadmhaoine a bhí á bhfoligean). B'ionann agus €2.264m na híocaíochtaí léasa oibriúcháin a aithníodh mar speansas sa bhliain 2016 (2015 : €1.935m). D'fhoirceann SOLAS na léasanna ar fhoirgnimh ar 23-25 Sráid Bhagóid Uachtarach agus i Ráth Caola, Co. Luimnigh, sa bhliain 2016. Foirceannadh na léasanna sin an 31 Lúnasa 2016 agus an 31 Bealtaine 2016 faoi seach.

Ní dhearnadh aon íocaíochtaí i leith trochlaithe do cheachtar réadmhaoín. Maidir leis an bhfoirgneamh ar 23-25 Sráid Bhagóid Uachtarach, foráladh leis an gcomhaontú go nglanfadh SOLAS an cíos ar fad a bhí dlite – ba é sin, suim €288,750 – suas go deireadh mhí na Bealtaine 2017, i.e. an gnáthdháta scoir ón léas. Foráladh leis an gcomhaontú freisin go n-íocfaí suim €50,000 in ionad árachais, rátaí, seirbhísí slándála, ardaitheora agus cothabhála, etc. Mar thoradh ar an scor ón léas sin, coigleofar ollsuim cíosa €505,000 gach bliain, móide costais reatha a mheastar a bheith cothrom le €125,000 gach bliain.

Baineadh úsáid as gach réadmhaoín sa bhliain 2016.

Déanann SOLAS athbhreithniú leanúnach ar gach Léas Oibriúcháin.

## 14. Ceangaltais Léasa (ar lean)

Faoin gcomhaontú léasa d'oifig SOLAS ar Bhóthar Chaisleán Foirbis, Baile Átha Cliath 1, cuireadh tús le tréimhse 10 mí saor ó chíos tar éis chíos na chéad ráithe a íoc. Leathnaíodh luach na dreasachta sin thar shaolré an léasa.

### Ceangaltais Léasa Airgeadais

Ní raibh aon Léasanna Airgeadais ann.

## 15. Cistiú

Is ó dheontas ón Roinn Oideachais agus Scileanna a thagann an chuid is mó d'ioncam SOLAS. Cuirtear an deontas sin ar fáil chun freastal ar dhliteanais a thiocfaidh in aibíocht le linn na bliana, agus ní chun freastal ar chaiteachas a thabhoir le linn na bliana. Is ar bhonn airgid thirim a aithníonn SOLAS a cuid ioncaim ón Roinn Oideachais agus Scileanna. Aithnítear caiteachas de réir mar a thabhaítear é. Dá bhrí sin, ní léiríonn an barrachas ná an t-easnamh bliantúil ar an Ráiteas Ioncaim agus Caiteachais ná an barrachas ná an t-easnamh carntha an gnáthbharrachas ná an gnátheasnamh oibriúcháin. Tá siad inchurtha go príomha i leith na difríochta idir caiteachas fabhrúithe agus cistiú airgid.

## 16. Ceangaltais Chaipitil

Ag an 31 Nollaig 2016, bhí SOLAS faoi réir ceangaltais chaipitil iomlána dar luach €0.008m. B'ionann agus €0.081m na ceangaltais chaipitil ag an 31 Nollaig 2015.

## 17. Dliteanas Teagmhasach

I ngnáthchúrsa an ghnó, bíonn SOLAS páirteach i gcaingne éagsúla dlí, lena n-áirítear cásanna oidhreacht a thabhairt chun críche. Tar éis dó measúnú cúramach a dhéanamh ar gach cás, tá muinín ag an mBord nach ann d'aon chaingne, na caingne oidhreacht ina measc, ar dóigh dóibh difear ábhartha a dhéanamh do na ráitis airgeadais nuair a réiteofar iad.

## 18. Nochtadh Páirtithe Gaolmhara

I measc na bpáirtithe gaolmhara i SOLAS, tá an Príomhoifigeach Feidhmiúcháin agus comhaltaí den Bhord Stiúrthóirí. B'ionann agus €197,044 (2015 : €200,914) an cúiteamh iomlán a íocadh le páirtithe gaolmhara, lenar áiríodh táillí agus speansais na gcomhaltaí den Bhord agus luach saothair iomlán an Phríomhoifigigh Feidhmiúcháin. Tá miondealú ar an luach saothair agus ar na sochair a íocadh le páirtithe gaolmhara tugtha i nótaí 12(a) agus 12(b).

Glacann SOLAS nósanna imeachta atá ag teacht le treoirilnte maidir le leasanna pearsanta comhaltaí Boird arna n-eisiúint ag an Roinn Caiteachais Phoiblí agus Athchóirithe. I ngnáthchúrsa an ghnó, féadfaidh SOLAS deontais a cheadú nó dul isteach i socrúithe conartha eile le haonáin ina bhfuil comhaltaí de Bhord SOLAS fostaithe nó ina bhfuil leas acu ar shlí eile.

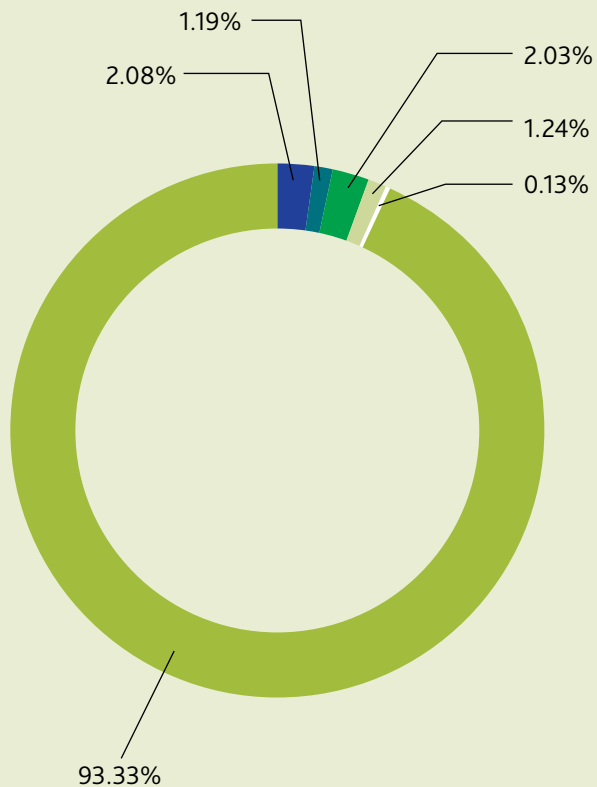
I gcásanna ina bhféadfadh coinbhleacht leasa teacht chun cinn, ní fhaigheann comhaltaí den Bhord doiciméadúcháin ón mBord maidir leis na hidirbhearta atá beartaithe ná ní bhíonn siad páirteach i ndíospóireachtaí an Bhoird maidir leis na hábhair lena mbaineann. Taifeadtar gach cás den sórt sin i miontuairiscí an Bhoird. Bhí cás amháin ann le linn na bliana nach raibh ceathrar comhaltaí den Bhord páirteach i ndíospóireachtaí an Bhoird maidir le hábhair a bhain lena gcoinbhleacht leasa ann. Bhí cruinniú amháin ann le linn na bliana nach raibh triúr comhaltaí den Bhord páirteach i ndíospóireachtaí an Bhoird maidir le ceithre ábhar a bhain lena gcoinbhleacht leasa iontu.

## 19. Ceadú ón mBord

Cheadaigh an Bord na Ráitis Airgeadais an 25 Aibreán 2017.

# Tuilleadh Faisnéise

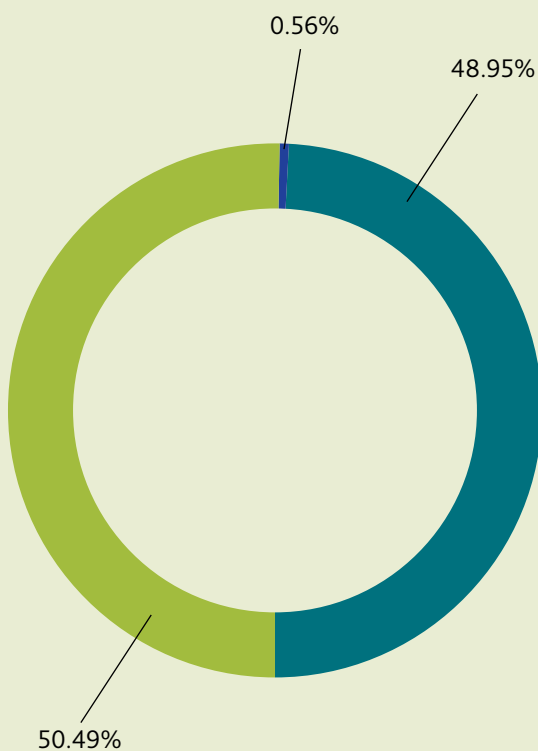
## Miondealú ar Chaiteachas seachas Pinsin



- lamlán na gCostas Párolla
- lamlán na bhForchostas
- lamlán na gCostas Clár
- lamlán na nDeontas do Bhoird Oideachais agus Oiliúna
- lamlán na nDeontas do Scoileanna agus d'Eagraíochtaí Eile
- lamlán na nDeontas d'Eagraíochtaí san earnáil Breisoideachais agus Oiliúna

	€'000
lamlán na gCostas Párolla	11,734
lamlán na bhForchostas	6,874
lamlán na gCostas Clár	11,978
lamlán na nDeontas do Bhoird Oideachais agus Oiliúna	538,232
lamlán na nDeontas do Scoileanna agus d'Eagraíochtaí Eile	726
lamlán na nDeontas d'Eagraíochtaí san earnáil Breisoideachais agus Oiliúna	7,147

## Foinsí Ioncaim seachas Pinsin



- An Ciste Náisiúnta Oiliúna
- Ioncam Eile
- Cistiú ón Stáitchiste

	€'000
An Ciste Náisiúnta Oiliúna	286,100
Ioncam Eile	3,275
Cistiú ón Stáitchiste	295,055

# Tablaí agus Aguisíní

# Aguisín i

## Soláthar Díreach Cistiúcháin (Deontais Bhreisoideachais)

### Miondealú ar Dheontais de réir an Chláir, faoi mar a Thuairiscigh na Boird Oideachais agus Oiliúna iad

Bord Oideachais agus Oiliúna	Treoir Aosach	Litearthacht Aosach	An Tionscnamh um Fhilleadh ar an Oideachas	Oideachas Pobail	Béarla do Chainteoirí Teangacha Eile	Tionscadail Nuálaíochta	Dianteagasc san Oideachas Bunata Aosach
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
An Cabhán agus Muineachán	350	943	869	403	161	0	75
Cathair Bhaile Átha Cliath	495	4,476	1,454	1,792	324	1,169	244
Corcaigh	422	1,793	1,404	1,453	50	587	168
Dún na nGall	311	895	950	454	49	19	57
Baile Átha Cliath agus Dún Laoghaire *	616	1,988	3,302	1,520	0	61	262
Gaillimh agus Ros Comáin	234	1,798	1,853	759	0	94	143
Ciarraí	236	869	969	423	102	450	62
Cill Dara agus Cill Mhantáin	400	1,459	1,331	626	114	(22)	94
Cill Chainnigh agus Ceatharlach	603	1,045	1,106	377	0	0	83
Laois agus Uíbh Fhailí	363	1,005	939	377	0	(30)	49
Luimneach agus an Clár	626	2,157	1,607	726	0	553	191
An Longfort agus an Iarmhí	282	1,322	955	185	0	0	71
Lú agus an Mhí	(16)	943	936	467	241	183	164
Maigh Eo, Sligeach agus Liatroim	370	1,044	1,396	544	144	30	78
Tiobraid Árann	248	888	1,228	376	131	0	56
Port Láirge agus Loch Garman	133	1,649	1,981	696	65	0	32
<b>Iomlán</b>	<b>5,674</b>	<b>24,274</b>	<b>22,279</b>	<b>11,180</b>	<b>1,380</b>	<b>3,094</b>	<b>1,829</b>

## Soláthar Díreach Cistiúcháin (Deontais Bhreiseoideachais)

### Miondealú ar Dheontais de réir an Chláir, faoi mar a Thuairiscigh na Boird Oideachais agus Oiliúna iad (ar lean)

Bord Oideachais agus Oiliúna	Clár Eile (Tathant, DEIS, Breacadh)	An Clár Iar-Ardteis- timéireachta	An Scéim Deiseanna Oiliúna Gair- moideachais	Ógtheag- mháil	Costais Oibriúcháin Bhreiseoide- achais	"Scileanna don Obair An Fórsa Saothair Bunúsach"	Iomlán
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
An Cabhán agus Muineachán	16	754	551	2,653	72	0	6,847
Cathair Bhaile Átha Cliath	52	1,183	12,672	9,258	1,771	0	34,890
Corcaigh	168	927	3,786	6,817	592	0	18,167
Dún na nGall	137	28	2,411	3,135	1,021	0	9,466
Baile Átha Cliath agus Dún Laoghaire *	0	1,115	5,219	6,582	1,467	2,674	24,806
Gaillimh agus Ros Comáin	317	234	4,898	4,606	1,764	0	16,700
Ciarraí	160	217	2,767	2,483	331	0	9,068
Cill Dara agus Cill Mhantáin	188	201	7,969	3,981	752	0	17,093
Cill Chainnigh agus Ceatharlach	16	245	2,876	911	(50)	0	7,213
Laois agus Uíbh Fhailí	82	92	2,712	2,439	49	0	8,077
Luimneach agus an Clár	202	251	7,215	5,498	1,616	0	20,640
An Longfort agus an Iarmhí	23	85	2,220	1,947	213	0	7,302
Lú agus an Mhí	79	697	2,305	5,082	1,013	0	12,093
Maigh Eo, Sligeach agus Liatroim	10	464	3,670	2,749	365	0	10,865
Tiobraid Árann	(1)	237	2,532	1,624	443	0	7,763
Port Láirge agus Loch Garman	145	424	7,979	4,727	349	0	18,179
<b>Iomlán</b>	<b>1,593</b>	<b>7,153</b>	<b>71,781</b>	<b>64,491</b>	<b>11,766</b>	<b>2,674</b>	<b>229,169</b>

Ba as barrachas a tugadh ar aghaidh ó bhlianta roimhe a tháinig na hiarmhéideanna diúltacha a thuairiscigh roinnt Bord Oideachais agus Oiliúna ar chlár áirithe.

\* Rinneadh cistí ar fiú thart ar €2.2m iad don Chlár um Scileanna don Obair (an Ciste um Oideachas san Ionad Oibre) a chur ar fáil do Bhord Oideachais agus Oiliúna Bhaile Átha Cliath agus Dhún Laoghaire lena leithdháileadh ar gach ceann de na Boird Oideachais agus Oiliúna eile.



# Aguisín ii

## Soláthar Díreach Cistiúcháin (Deontais Oiliúna)

Miondealú ar Dheontais de réir an Chláir, faoi mar a Thuairiscigh na Boird Oideachais agus Oiliúna iad

Bord Oideachais agus Oiliúna	Printiseacht	Cúrsaí Bonn-leibhéil agus Nasc-Chúrsaí	Ionaid Oiliúna Pobail	Cúrsaí Oíche	Tionscnaimh Áitiúla Oiliúna	Oiliúint Scileanna	Soláthraithe Sainoiliúna
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
An Cabhán agus Muineachán	331	56	0	0	1,345	2,891	1,449
Cathair Bhaile Átha Cliath	7,172	192	9,978	912	1,391	4,674	9,536
Corcaigh	5,550	169	2,225	528	3,992	6,140	5,059
Dún na nGall	1,238	612	0	391	160	2,369	1,225
Baile Átha Cliath agus Dún Laoghaire *	4,139	439	2,708	1,113	2,269	10,123	4,174
Gaillimh agus Ros Comáin	1,712	(0)	743	352	1,694	3,968	2,291
Ciarraí	2,258	266	797	202	(79)	4,519	2,741
Cill Dara agus Cill Mhantáin	96	307	895	0	1,944	2,149	1,973
Cill Chainnigh agus Ceatharlach	640	210	2,084	0	1,094	1,203	432
Laois agus Uíbh Fhailí	3	113	826	0	729	869	1,876
Luimneach agus an Clár	5,058	116	3,338	405	3,180	4,821	3,123
An Longfort agus an Iarmhí	2,173	(132)	2,013	(77)	988	2,161	2,878
Lú agus an Mhí	4,941	152	1,003	43	1,447	1,824	2,768
Maigh Eo, Sligeach agus Liatroim	2,121	0	1,644	159	2,528	3,641	4,056
Tiobraid Árann	0	178	1,679	0	868	1,529	690
Port Láirge agus Loch Garman	6,367	985	2,900	918	3,259	4,957	2,119
<b>Iomlán</b>	<b>43,798</b>	<b>3,664</b>	<b>32,832</b>	<b>4,948</b>	<b>26,808</b>	<b>57,836</b>	<b>46,392</b>

## Soláthar Díreach Cistiúcháin (Deontais Oiliúna)

**Miondealú ar Dheontais de réir an Chláir, faoi mar a Thuairiscigh na Boird Oideachais agus Oiliúna iad (ar lean)**

Bord Oideachais agus Oiliúna	Cúrsaí Oiliúna	Cláir Eile (Cláir Cheartais, Cláir Leabharlainne, Cláir ar Líne)	Deontais Phá Oiliúna	Costais Oibriúcháin Oiliúna	Fo-iomlán	Caipiteal	Iomlán
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
An Cabhán agus Muineachán	551	0	784	376	7,783	2	7,785
Cathair Bhaile Átha Cliath	3,367	254	5,512	1,773	44,761	101	44,862
Corcaigh	1,350	85	4,651	2,294	32,043	381	32,425
Dún na nGall	2,051	0	2,037	799	10,882	87	10,969
Baile Átha Cliath agus Dún Laoghaire *	3,946	651	7,691	3,331	40,581	294	40,874
Gaillimh agus Ros Comáin	922	338	2,299	967	15,285	246	15,531
Ciarraí	1,581	7	2,050	816	15,159	212	15,371
Cill Dara agus Cill Mhantáin	993	0	643	574	9,574	0	9,574
Cill Chainnigh agus Ceatharlach	642	0	507	207	7,017	0	7,017
Laois agus Uíbh Fhailí	485	0	841	812	6,555	15	6,570
Luimneach agus an Clár	2,413	145	4,231	2,371	29,200	95	29,295
An Longfort agus an Iarmhí	1,394	80	2,986	676	15,142	211	15,353
Lú agus an Mhí	1,444	0	2,658	1,293	17,572	19	17,591
Maigh Eo, Sligeach agus Liatroim	1,976	13	2,068	1,061	19,265	454	19,718
Tiobraid Árann	98	0	448	315	5,804	0	5,804
Port Láirge agus Loch Garman	1,965	16	4,837	1,640	29,964	360	30,324
<b>Iomlán</b>	<b>25,176</b>	<b>1,589</b>	<b>44,242</b>	<b>19,306</b>	<b>306,586</b>	<b>2,477</b>	<b>309,063</b>

Ba as barrachas a tugadh ar aghaidh ó bhlianta roimhe a tháinig na hiarmhéideanna diúltacha a thuairiscigh roinnt Bord Oideachais agus Oiliúna ar chlár áirithe.

\* Ba mar seo a leanas a próiseáladh Deontais Oiliúna do 3 limistéar Boird Oideachais agus Oiliúna nach bhfuil ionad oiliúna acu:

Ba trí Ionad Oiliúna Phort Láirge i mBord Oideachais agus Oiliúna Phort Láirge agus Loch Garman a próiseáladh €2,059k den tsuim iomlán a leithdháileadh ar Bhord Oideachais agus Oiliúna Chill Chainnigh agus Cheatharlach

Ba trí Ionad Oiliúna Bhaile Átha Luain i mBord Oideachais agus Oiliúna an Longfoirt agus na hlarmhí a próiseáladh €822k den tsuim iomlán a leithdháileadh ar Bhord Oideachais agus Oiliúna Laoise agus Uíbh Fhailí

Ba trí Ionad Oiliúna Luimnigh i mBord Oideachais agus Oiliúna Luimnigh agus an Chlár a próiseáladh €542k den tsuim iomlán a leithdháileadh ar Bhord Oideachais agus Oiliúna Thiobraid Árann.

Ba trí Ionad Oiliúna Phort Láirge i mBord Oideachais agus Oiliúna Phort Láirge agus Loch Garman a próiseáladh €934k den tsuim iomlán a leithdháileadh ar Bhord Oideachais agus Oiliúna Thiobraid Árann.

# Aguisín iii

## Comhaltas de Choistí Comhairleacha

(don tréimhse ón 1 Eanáir go dtí an 31 Nollaig 2016)

An Coiste Comhairleach Náisiúnta um Printíseacht	Cruinnithe a Tionóladh (3)
William Egerton	Cathaoirleach (+ Comhalta de Bhord SOLAS)
Elizabeth Cassidy	Comhalta de Bhord SOLAS (d'fhreastail sí ar a cruinniú deiridh an 18/10/16)*
Dermot Carey	Ionadaí d'Fhostóirí (Cónaidhm Thionscal na Foirgníochta (CIF))
Fergal Costello *	An tÚdarás um Ard-Oideachas (HEA) - go dtí an 7 Meán Fómhair 2016**
Eamon Devoy (Ionadaí do Chomhdháil na gCeardchumann (ICTU))	Ceardchumann na nOibrithe Innealtóireachta Teicniúla agus Leictreacha (TEEU)
Jim Moore (Ionadaí do Chomhdháil na gCeardchumann (ICTU))	Ceardchumann na nOibrithe Foirgníochta, na gCeirdeanna Gaolmhara agus na dTeicneoirí (UCATT)
Barry O'Connor	Coiste Printíseachta na nInstitiúidí Teicneolaíochta (ITAC)
Phil O'Flaherty	An Roinn Oideachais agus Scileanna
Margaret O'Shea	Ionadaí d'Fhostóirí (Cumann Thionscal Mótair na hÉireann (SIMI))
Martin G. O'Brien	Boird Oideachais agus Oiliúna Éireann (ETBI)
Vivienne Patterson*	An tÚdarás um Ard-Oideachas (HEA) - ón 8 Meán Fómhair 2016***
Ray Kelly	SOLAS (Feidhmeannach)
Chris Feeney	SOLAS (Rúnaíocht)

## Athruithe ar chomhaltas le linn na bliana 2016

Ghlac Chris Feeney (SOLAS) an ról mar Rúnaí don Choiste Comhairleach Náisiúnta um Printíseacht.

- \* Chríochnaigh Elizabeth Cassidy (Comhalta de Bhord SOLAS) a téarma oifige an 26 Meán Fómhair 2016. Dá bhrí sin, níor fhreastail sí ar an gcruinniú de chuid an Choiste Chomhairligh Náisiúnta um Printíseacht i mí na Samhna 2016.
- \*\* Chríochnaigh Fergal Costello a théarma oifige an 7 Meán Fómhair 2016. Tháinig Vivienne Patterson Uas. i gcomharbacht air mar ionadaí ón Údarás um Ard-Oideachas.
- \*\*\* Tháinig Vivienne Patterson i gcomharbacht ar an Uas. Fergal Costello mar ionadaí ón Údarás um Ard-Oideachas ón 8 Meán Fómhair 2016. Mar sin féin, ní raibh sí in ann freastal ar an gcruinniú an 9 Meán Fómhair 2016. D'fhreastail an tUas. Ruaidhrí Neavyn ón Údarás um Ard-Oideachas ar an gcruinniú ina háit.

## Aguisín iii (ar lean)

An Coiste Comhairleach Náisiúnta um Printíseacht – an Fo-Choiste um Chreidiúnú Printíseach Iomarcach (3)	
Peter Egan	Cathaoirleach - Bord Oideachais agus Oiliúna Lú agus na Mí
Chris Feeney	SOLAS – (cathaoirleach sealadach in áit P. Egan – d'fhreastail sé ar dhá chruinniú an 28 Aibreán 2016 agus an 15 Nollaig 2016)
Eamon Devoy	Ceardchumann na nOibrithe Innealtóireachta Teicniúla agus Leictreacha (TEEU) (+ Comhalta den Choiste Comhairleach Náisiúnta um Printíseacht)
Paddy Kavanagh *	Ceardchumann na nOibrithe Innealtóireachta Teicniúla agus Leictreacha (TEEU) (Ionadaí sealadach do E. Devoy – d'fhreastail sé ar chruinniú amháin an 28 Aibreán 2016)
Tommy Moloney	G&T Crampton Limited (CIF)
David Nicholson	Institiúid Breisoideachais Dhún Laoghaire
Eugene Branley	Bord Oideachais agus Oiliúna Mhaigh Eo, Shligigh agus Liatroma
Julie Mannion	SOLAS (d'fhreastail sí ar an gcéad chruinniú dá cuid an 28 Aibreán 2016)
Bryan Redmond	Rúnaíocht (ghlac sé áit Martin McMahon sa bhliain 2016)

\* Tháinig an tUas. P. Kavanagh i gcomharbacht ar an Uas. E. Devoy mar ionadaí ó Cheardchumann na nOibrithe Innealtóireachta Teicniúla agus Leictreacha (TEEU) tar éis don Uas. Devoy dul ar scor ó TEEU i mí Iúil 2016.

An Coiste Comhairleach Náisiúnta um Printíseacht – an Coiste Náisiúnta um Achomhairc Phrintíseachta (4)	
Patricia Cassells	Cathaoirleach – Bord Oideachais agus Oiliúna Bhaile Átha Cliath agus Dhún Laoghaire
Tommy Flaherty	Cónaidhm Thionscal na Foirgníochta (CIF)
Eamon Devoy	Ceardchumann na nOibrithe Innealtóireachta Teicniúla agus Leictreacha (TEEU) (+ Comhalta den Choiste Comhairleach Náisiúnta um Printíseacht)
Brian Nolan	Ceardchumann na nOibrithe Innealtóireachta Teicniúla agus Leictreacha (TEEU) (Ionadaí sealadach do E. Devoy – d'fhreastail sé ar chruinniú amháin an 26 Eanáir 2016)
Arthur Hall	Ceardchumann na nOibrithe Innealtóireachta Teicniúla agus Leictreacha (TEEU) (Ionadaí sealadach do E. Devoy – d'fhreastail sé ar chruinniú amháin an 14 Aibreán 2016)
Paddy Kavanagh *	Ceardchumann na nOibrithe Innealtóireachta Teicniúla agus Leictreacha (TEEU) (Ionadaí sealadach do E. Devoy – d'fhreastail sé ar dhá chruinniú an 29 Meitheamh 2016 agus an 28 Meán Fómhair 2016)
Tony Wallace	Institiúid Teicneolaíochta Luimnigh
Eugene Branley	Bord Oideachais agus Oiliúna Mhaigh Eo, Shligigh agus Liatroma
Peter Heffernan	Bord Oideachais agus Oiliúna Chathair Bhaile Átha Cliath
Chris Feeney	SOLAS - Seirbhísí Printíseachta agus Tógála
Joe Roe	SOLAS - Seirbhísí Dlí
Bryan Redmond	SOLAS - Rúnaíocht (ghlac sé áit Martin McMahon sa bhliain 2016)

\* Tháinig an tUas. P. Kavanagh i gcomharbacht ar an Uas. E. Devoy mar ionadaí ó Cheardchumann na nOibrithe Innealtóireachta Teicniúla agus Leictreacha (TEEU) tar éis don Uas. Devoy dul ar scor ó TEEU i mí Iúil 2016.