
Donegal Education & Training Board

Service Plan

2025

Adopted by Donegal ETB
on 24 February 2024



etb

Bord Oideachais agus
Oiliúna Dhún na nGall
*Donegal Education and
Training Board*

#WeAreDonegalETB

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1. Message from the Cathaoirleach of Donegal ETB - Cllr Donal Coyle

As Cathaoirleach of Donegal Education and Training Board, I am honoured to present our Service Plan for 2025. This plan outlines our commitment to providing high-quality education and training opportunities that empower learners across County Donegal to achieve their full potential.

Building upon the foundations laid in our Strategy Statement 2022-2026 we continue to focus on:

- **Teaching, Learning and Assessment:** Enhancing educational experiences to meet diverse learner needs.
- **A progressive, accountable organisation:** Ensuring transparency and efficiency in our operations.
- **Working with Partners:** Working with stakeholders to enrich educational provisions.

As we navigate the educational landscape in 2025, we remain dedicated to fostering an environment that supports lifelong learning, adaptability, and innovation. Our goal is to equip learners with the skills and knowledge necessary to thrive in a dynamic world. We are proud to continue offering a diverse range of programs that cater to various interests and career aspirations.

I extend my gratitude to my fellow Board members, our dedicated staff, and all stakeholders for their unwavering support and commitment to education in Donegal. Together, we will continue to transform learning and change lives.

Cllr Donal Coyle
Chairperson Donegal ETB

2. Foreword by the Chief Executive

As Chief Executive of Donegal Education and Training Board (ETB), I am pleased to present our Service Plan for 2025. This document sets out our strategic priorities and operational commitments to ensure the delivery of high-quality education and training services across County Donegal. This plan has been developed in accordance with the provisions of Section 47 of the Education and Training Boards Act 2013.

Donegal ETB continues to play a vital role in providing learning opportunities and remains committed to enhancing the skills and knowledge required for learners of all ages. We aim to empower individuals and communities by fostering lifelong learning and supporting pathways to employment, further and higher education and personal development.

This Service Plan reflects our dedication to excellence and our agility in responding to local and national priorities. We will continue to collaborate with key stakeholders, including government departments, industry partners, local communities and our dedicated staff to ensure that our services align with evolving educational and economic needs.

With a strong emphasis on innovation and continuous improvement, Donegal ETB remains steadfast in its mission to provide the highest standard of education and training for all learners in our region.

I would like to express my sincere gratitude to our learners, staff, Board members, and partners for their ongoing dedication and support. It is through your commitment and hard work that we are in a position to continue to achieve our shared vision for education and training in Donegal.

We look forward to another year of progress, collaboration and success.

Anne McHugh
Chief Executive

3. Profile / Background of Donegal ETB

On July 1st 2013, County Donegal Vocational Education Committee (VEC) became a new entity called Donegal Education and Training Board – Donegal ETB. The former FÁS Training provision and all of the associated functions were transferred and integrated into Donegal ETB later the following year.

Donegal ETB is the statutory body within the county with responsibilities for the delivery of education and training in second level schools, further education and training, outdoor education and training, tuition in music performance and youth services.

In accordance with the Education and Training Board Act, 2013, Donegal ETB will establish and maintain schools and centres for education and will plan, provide, coordinate and review the provision of education and training within their service areas. They will also be required (under direction from the Minister for Education) to provide support services to other education and training providers. Such support may be in the context of capital projects and land, human resources, financial services, legal services, ICT and corporate governance.

In respect of services and supports, Donegal ETB is required by the Education and Training Boards Act to prepare, adopt and publish a five-year Strategy Statement (priorities, objectives and strategies). Donegal ETB is statutorily required to adopt and publish an annual Service Plan (services proposed with estimated income and expenditure) and an Annual Report (to report on the performance of its functions).

Donegal ETB is also primarily accountable to SOLAS for the delivery of a range of Further Education and Training (FET) Services. Donegal ETB is required to sign an annual Service Level Agreement (SLA) with SOLAS, setting out the training targets and commitments.

Donegal ETB's administrative headquarters are in Letterkenny, and it is a significant employer within the county with a total staff of 1,579.

The Chief Executive (CE) is responsible for the executive management of the ETB and has overall responsibility for the performance of the ETB schools, colleges, and centres with three Directors assigned responsibilities under the following three pillars:

- (a) Schools
- (b) Further Education and Training (FET)
- (c) Organisation Support and Development (OSD)

(a) Schools

There are 15 schools throughout the county under the Patronage of Donegal ETB under this directorate. The Director of Schools works in conjunction with the Principals and Deputy Principals in managing the 15 schools. The Director of Schools links with the school principals and the ETB senior management team on a regular basis in identifying the infrastructural needs of schools, including forward planning in line with demographic and curricular needs. There is a strong emphasis on supporting education leaders in promoting excellence in teaching and learning through the schools. There is also priority given to ensuring the effective governance of the schools through strong Boards of Management.

Under this directorate, there are also several significant projects that are non-school, but they all have a strong educational focus:

Youth Work Service, REALT Service, Music Education Partnership , Educational Psychologist, Drugs and Alcohol Education

The Director of Schools also provides executive support to the Youth Work Committee of the Board.

(b) Further Education and Training

The Further Education and Training (FET) service offers a wide range of courses (part-time and full-time) through which students are supported to progress both within programmes and onto further and higher education, training and employment options. Provision is delivered through a network of 18 ETB centres and in multiple outreach locations. The Director of FET works with the Director of OSD, Director of Schools and CE to identify strategic direction for FET in accordance with national directives; and with the FET Senior Management Team who have responsibility for individual programmes and services and for areas of cross-service strategy and development, including Enterprise Engagement, Student Support, Data Management, Quality Assurance, Programme Planning and Professional Learning and Development..

(c) Organisation Support and Development

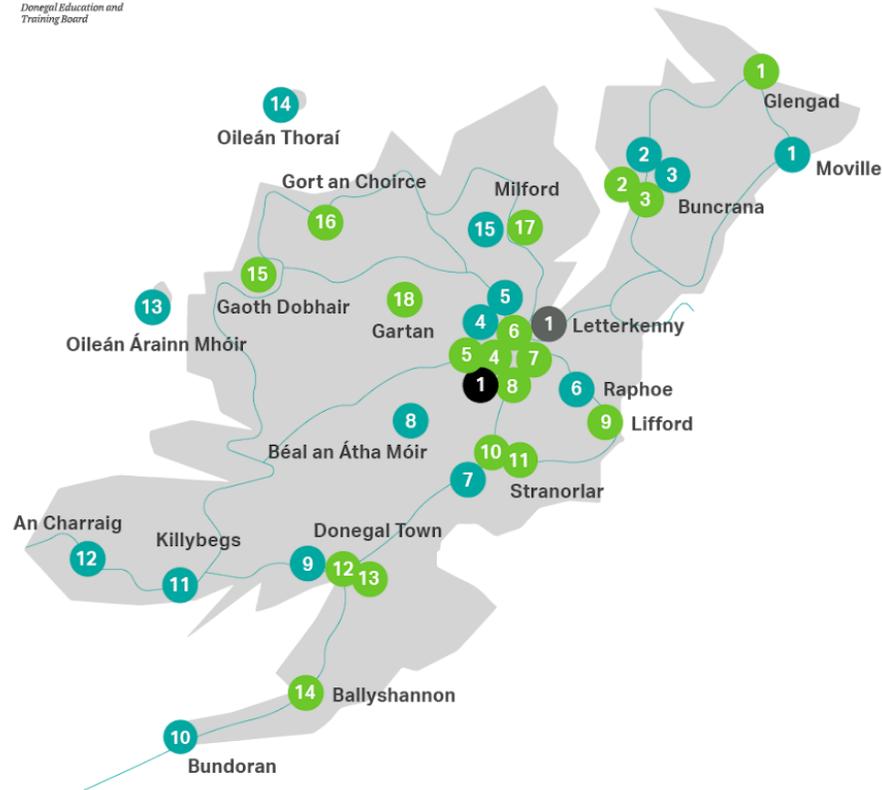
The Administrative Offices are central to Donegal ETB operations and act as the hub for the delivery of its programmes and services in the ETB schools and centres. In 2025, administrative functions will be delivered through a five-strand structure, comprising:-

- Corporate Services including services to the Board and sub Committees, Compliance, Health, Safety and Welfare, Data Management - FOI/Data Protection, and Communications
- Human Resources
- Finance including Procurement
- ICT
- Innovation, Change Management and Capital Development

The above strands are under the Director of Organisation Support and Development (DOSD). The DOSD also has responsibility for governance and compliance, including the provision of executive support to both the Audit & Risk and Finance Committees of the Board.

The Donegal Education and Training Board has 21 Members, 12 of whom are elected following the local authority elections, two (2) members of staff, two (2) parents and the five (5) remaining members are appointed arising from nominations from bodies and organisations specified by the Minister for Education. The Board meets on a regular basis to carry out its reserved functions under the ETB Act 2013.

4. Geographical Map of Donegal ETB



School Map – Clockwise from Movice

1	Movice Community College	Movice
2	Crana College	Buncrana
3	Coláiste Eoghain	Buncrana
4	Coláiste Ailigh	Letterkenny
5	Errigal College	Letterkenny
6	Deele College	Raphoe
7	Finn Valley College	Stranorlar
8	Gairmscoil Chú Uladh	Béal an Átha Móir
9	Abbey Vocational School	Donegal Town
10	Magh Éne College	Bundoran
11	St Catherine's Vocational School	Killybegs
12	Coláiste na Carraige	An Charraig
13	Gairmscoil Mhic Diarmada	Oileán Árains Mhóir
14	Coláiste Phobail Cholmcille	Oileán Thoraí
15	Mulroy College	Milford

Administrative Offices

1	Ard O'Donnell	Letterkenny
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Music Education

1	Donegal Music Education Partnership	Letterkenny
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FET Centres – Clockwise from Glengad

1	Youthreach Centre	Glengad
2	FET Centre Buncrana	Buncrana
3	Youthreach Centre	Buncrana
4	FET Centre Letterkenny (Port Road)	Letterkenny
5	FET Centre Letterkenny (Business Park Road)	Letterkenny
6	Errigal College (PLCs)	Letterkenny
7	Training Centre Letterkenny	Letterkenny
8	Youthreach Centre	Letterkenny
9	Youthreach Centre	Lifford
10	FET Centre Stranorlar	Stranorlar
11	Finn Valley College (PLCs)	Stranorlar
12	FET Centre Donegal Town (Drumcliff)	Donegal Town
13	FET Centre Donegal Town (Ard Scoil na gCeithre Máistir)	Donegal Town
14	FET Centre Ballyshannon	Ballyshannon
15	Training Centre Gaoth Dobhair	Gaoth Dobhair
16	FET Centre Gort an Choirce	Gort an Choirce
17	FET Centre Milford	Milford
18	Gartan Outdoor Education and Training Centre	Church Hill

5. Donegal ETB Strategy Statement 2022 – 2026

Transforming Learning, Changing Lives

Mission – Donegal ETB

Donegal ETB offers education and training opportunities that help students to achieve their full potential and to contribute to the social, cultural, and economic life of their communities.

Vision – Donegal ETB

By 2026, we will have improved the life chances of people in Donegal, by helping them to achieve success in education and training.

Donegal ETB: Core Values

We are a learning organisation. We place students at the centre of our work. Everything we do to serve the best interests of our students is based on our core values: excellence; equality; care; community, and respect.

Excellence

We strive for excellence in all aspects of our work. We are committed to achieving the highest quality standards of teaching, learning and assessment in all our programmes. We value innovation and seek to achieve continuous improvement, supporting our staff to engage in professional development opportunities.

Equality

We strive to ensure that all students are afforded equal opportunity to participate in our education and training programmes that are based on respect for human rights and diversity. Our learning and work communities are inclusive of race, gender, religion or belief, age, family status, civil status, membership of the Traveller community, sexual orientation, ability, and socio-economic status. As an employer, we value diversity, and we aim to be fully inclusive in our staff teams.

Care

We care for the well-being of our students and our staff by creating safe and welcoming environments for learning and working. We have a culture that recognises and celebrates the achievements of students and staff. At the same time, we support people who are experiencing challenges in their lives.

Community

Our Donegal ETB community includes our staff, our students, and our partners, working together to achieve our collective goals. We are closely linked to communities throughout Donegal. We value the partnerships that we have developed with other groups and organisations to bring social, cultural, and economic benefits to the county.

Respect

We treat every person with respect. Our relationships with students, staff and communities are based on openness and trust. We respect the laws and rules that govern all aspects of our work: we operate within a culture of accountability, fairness, honesty, and inclusion.

Current Developments impacting on Service Plan 2025

Defective Blocks

Defective blocks is an ongoing issue with homes in Donegal. This presents challenges for our school communities and the effects are likely to increase in the coming years. Donegal ETB will continue to lobby for resources to respond to the needs of our effected students and staff. This issue has huge implications for the general wellbeing of those experiencing the effects of the crisis.

Climate Action and Sustainability

The Climate Action and Low Carbon Development (Amendment) Act 2021 gives a legal underpinning to climate action by the public sector. It requires all public bodies to perform their functions in a manner consistent with Ireland's climate ambition. The public sector is to lead by example, demonstrating the necessary climate action to reduce Ireland's greenhouse gas emissions by 51%, and to increase the improvement in energy efficiency in the public sector to 50% by 2030. This leadership role is supported by a Public Sector Decarbonisation Strategy developed by the Department of the Environment, Climate and Communications.

The ETB Sector is unique in that it has three identifiable areas:

- Primary and Post Primary School Buildings
- Further Education Buildings
- ETB Office Buildings and operations.

The Public Sector Climate Action Mandate applies to many public sector bodies including Donegal ETB (however, one of the exceptions is the Schools sector, where a sector-specific mandate applies and we follow this mandate for Schools under the remit of Donegal ETB).

Donegal ETB produced our first Climate Action Roadmap in 2024. The Roadmap demonstrates how we will work with our two main funding bodies, the Department of Education and Youth and SOLAS, together with the support of the Sustainable Energy Authority of Ireland, to focus on reducing carbon emissions, and enhancing our energy management and other sustainability practices in order to meet the targets set out in the the Government's Climate Action Plan.

In 2025 we will review and update our Climate Action Roadmap within 6 months of the publication of the updated national Climate Action Plan.

Public Sector Duty

The Duty requires public bodies to have regard to the need to eliminate discrimination, promote equality, and protect human rights for service users, policy beneficiaries, and employees, across all function areas.

Donegal ETB developed an implementation plan in 2023 to address these requirements in line with the relevant legislative requirements, and in 2025 will begin implementing the 'Address' step of the Duty which will involve the development, monitoring and review of plans, internal policies, strategies, and programmes.

Information Security Management

Donegal ETB recognises the risks that exist in relation to Cyber Security, Data Protection and Information Security. Accordingly, Donegal ETB in 2024 established an Information Security Management System (ISMS) working group. The Chief Executive has nominated the Director of OSD to lead this working group and to ensure that the ISMS group focuses its work on addressing information security objectives that align with and support the achievement of the organisation's overall strategic objectives, as set out in our Strategy Statement 2022-2026.

The Chief Executive and Directors will hold regular meetings in 2025 at which they will provide direction and seek ongoing reports and updates from the ISMS group on the progress that the group is making towards meeting the objectives set out for it to strengthen Donegal ETB's security posture in this area.

How this Service Plan was developed

This Service Plan is developed to support the implementation of Donegal ETB Strategy Statement 2022 – 2026. While the Strategy Statement sets out our priorities and aims over a 5-year period, it is important that there is a process in place to support their delivery.

In developing the Service Plan, a consultation process was undertaken with Senior Managers and Principals across all areas of provision to ensure that the actions set out for delivery during the Service Plan cycle are appropriate to the overall priorities and aims set out in the Corporate Strategy Statement.

The consultation process also ensures that the outcomes set out for 2025 are achievable and are owned by the Senior Managers and Principals in their respective areas of service provision.

To support delivery on the outcomes identified, the following groups are in place to provide assistance and/or resources where required to ensure that outcomes are delivered upon:

- CE/Directors Forum
- OSD Forum
- Principals Group
- Deputy Principals Group
- FET Senior Management Team
- Administration Head Office Staff
- FET Funding and Planning Group
- FET Buildings Group

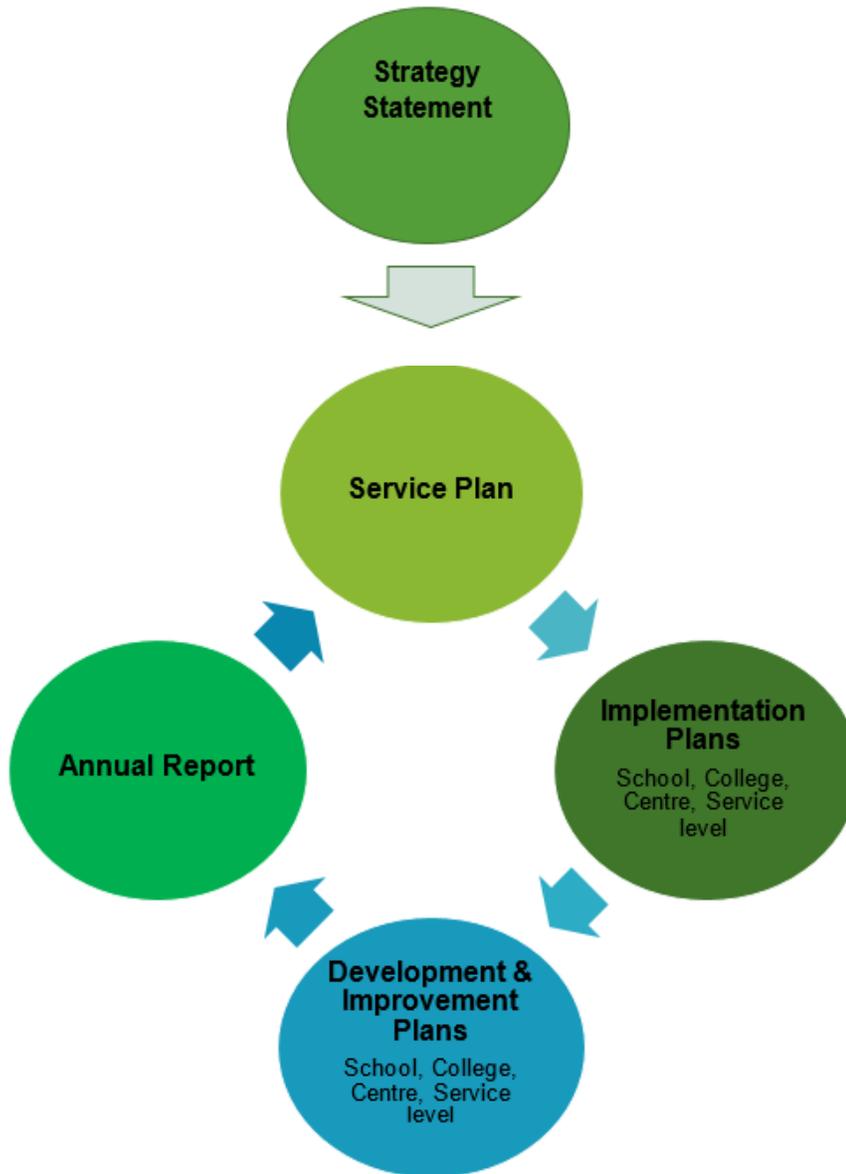
These Groups meet regularly and provide cross sector/location support by ensuring a multi-dimensional communication process is in place to support and monitor delivery. This support also includes, where appropriate, the establishment of cross-service Working Groups where particular actions identified for delivery require an integrated approach.

- Communications Advisory Group
- Coiste na Gaeilge
- TEL Strategy Working Group
- Information Security Management Working Group
- Workplace Wellbeing Strategy Group
- Climate Energy and Sustainability Steering Group
- Energy Management / Sustainability Working Group

- Equality, Diversity and Inclusion Working Group
- Youth Work Coordination Group

6. Planning Cycle Workflow

5-year Strategy Statement leading to Annual Planning Cycle



It is important that the above process is utilised to ensure transparency, clarity of purpose and to keep a focus on actively working to deliver what we have set out to achieve over the lifetime of the Strategy Statement.

7. Statement of Services 2025

Under the terms of the Performance Delivery Agreement between the Department of Education and Donegal ETB, the following goals and priorities were identified. The specific actions for the achievement of these priorities, together with the associated performance indicators and targets to be delivered are as follows:

GOAL: Optimise Student/Learner Experience

PRIORITY: Provide a positive learning experience for all learners, including learners from marginalised groups		
Action	Performance Indicator	Target
Ensure that digital skills offerings are in line with community and industry needs.	Maintain student beneficiary numbers on digital courses	All Centres have a basic skills offering and higher level skills education and training is available regionally.
<p>Ensure our 5 core values are embedded across our schools and FET Centres</p> <p>Upskill our middle management teams in our schools</p> <p>Support FET Centres in embedding the five core values through deploying central support and facilitation.</p>	<p>Greater awareness of our core values among students, staff, BoM members and parents</p> <p>Training for our middle management teams in our schools</p> <p>Training and support for middle management in FET Centres</p> <p>Increased use of Google Classroom in Schools</p>	<p>All schools have an active Ethos Team working on the promotion of the 5 core values</p> <p>Increased awareness and understanding of core values evident in FET Centres</p> <p>All schools actively engaged in Google Classroom and exploring appropriate Apps</p>

<p>Identification of opportunities for sharing good practice between Schools and Centres including continuing involvement in the Curriculum Planning and Content Creation Group and the Instructional Leadership Programme which is promoted and supported within ETBI.</p> <p>Continue to seek updates in relation to the start date for a PeacePlus IL project with the EA in NI</p>	<p>Greater awareness of our core values among students, staff, BoM members and parents</p> <p>Training for our middle management teams in our schools</p> <p>Training and support for middle management in FET Centres</p> <p>Increased use of Google Classroom in Schools</p> <p>Schools and Centres participating in Erasmus Projects</p>	<p>Increased number of staff involved in communities of practice and CPD projects in relation to Teaching, Learning and Assessment.</p>
<p>Further upskilling in integrating ICT in promoting Teaching and Learning approaches</p>	<p>Numbers of schools participating in SEN Provision Mapping as part of ETBI/MIC initiative.</p>	<p>8 schools participating in SEN Provision Mapping Needs of marginalised learners addressed</p>
<p>Ongoing provision of a wide range of responsive education and training programmes and relevant supports in all schools, colleges and centres.</p>	<p>Wide range of programmes and services available and delivered across the county</p>	<p>Increased responsive provision to ensure inclusion of all learners</p>

<p>Developmental work in promoting and embedding the ethos of an ETB school through the statements of practice</p> <p>Continue to implement the recommendations of the EDI Working Group</p>	<p>Ethos Coordinator working with schools in promoting the statements of practice.</p> <p>Schools participating in the Patrons Short Course teacher training.</p>	<p>Increased awareness among students, staff, parents, Boards of Managements and ETB Board Members of the ethos of ETB schools and services.</p> <p>IMBV embedded in schools</p> <p>Key staff complete ETBI social diversity elearning module</p> <p>Junior and Senior Debating Forum for students on the 5 core values of our ETB</p>
<p>Further development in the 4 schools participating in an Scéim Aitheantais mar Scoil Ghaeltachta</p>	<p>Progress in relation to the school plan for the Scéim Aitheantais mar Scoil Ghaeltachta</p>	<p>Strengthened basis upon which to continue to improve on the use of Gaeilge within the 4 schools by achieving goals for 2025.</p> <p>Continuation of the work of the Coiste Gaeilge</p>
<p>Progress the SEN Provision Mapping in Practice for Schools</p> <p>Strategically plan SEN provision, build systems for promoting an approach through SSE, allocate resources and identify staff CPD</p> <p>Promote the resource associated with our REALT Coordinators to support students and their families in accessing and attending school provision</p>	<p>Provision of all the relevant resources schools need to support implementation of provision mapping in schools.</p> <p>Ukrainian and IPAS students integrating well into their respective school communities</p> <p>CPD provided for relevant staff through the NCSE</p>	<p>Strengthened SEN provision in our schools resulting in an improved learning experience for students</p> <p>Improve access and retention</p>
<p>Integrate learner payments process to improve efficiency and use of staff resources</p>	<p>Learner payments processed accurately and on time</p>	<p>All payment deadlines met</p>

GOAL: Optimise Student/Learner Experience

PRIORITY: Provide a broad based curriculum		
Action	Performance Indicator	Target
<p>Prepare and contribute to consultation on Senior Cycle Reform</p> <p>Continue to promote best practice in Junior Cycle across the schools with all subjects now included.</p>	<p>Awareness among staff on progress in relation to Senior Cycle Reform</p> <p>Number of curriculum reviews performed</p> <p>Schools successfully prepare for the initial roll out in September 2025</p>	<p>Increased number of staff engaging with NCCA curriculum reviews</p>
<p>Review of current Leaving Cert subjects provided in the curriculum in each school</p>	<p>Clear rationale provided to Director of Schools at each school visit on the Leaving Certificate Provision</p> <p>Schools participate in review of TY</p>	<p>Address new and existing education & training needs of community</p>
<p>Further development of new FET Programmes in relevant curricular areas e.g. 'green' skills, communications technology, remote working, work-based learning</p> <p>Explore possibility of Erasmus funding to support future upskilling</p>	<p>Number of new programmes introduced (FET)</p>	<p>Minimum of 3 new programmes introduced in FET in 2025</p>
<p>Cross-FET Integrated Provision Planning</p> <p>Streamline how provision is presented to the public by establishing a centralised admissions service.</p>	<p>Integrated provision planning (FET) to minimise duplication and improve progression pathways for learners</p> <p>Naming conventions complete, duplication minimised and new website launched</p>	<p>Cross-FET Integrated Provision Planning established /meeting regularly</p> <p>New admissions service established and new digital presence launched in website launched Q2 2025</p>

GOAL: Optimise Student/Learner Experience

PRIORITY: Implement relevant and appropriate Quality Assurance systems		
Action	Performance Indicator	Target
Continuous engagement with the Inspectorate in our schools	Positive constructive Inspection reports Recommendations from Inspection Reports presented to BoMs who provide oversight and direction.	Timely implementation of recommendations of Inspection Reports
Ongoing development and integration of QA Systems in FET Plan to address recommendations of Inaugural Statutory Review of FET QA (May 2021)	Number of recommendations from QA review implemented	Continued implementation of QA Action Plan

PRIORITY: Support students/learners at risk of educational disadvantage in line with current national policy		
Action	Performance Indicator	Target
Active DEIS Plan in all of our 11 DEIS schools	Practical and dynamic DEIS Plans	Address educational disadvantage
Student Support Teams further embedded in school life Embrace and implement the new Cinealtais Guidelines	Active School Support Teams Clear procedures on dealing with bullying issues in schools Participation in Bí Cinealtá training	Improved access, retention and progression to the world of work/further/higher education
Provide increased supports to FET Students through Student Supports & Welfare Service	Deliver FET learner supports in a consistent manner across programmes	Referrals of FET Students to FET Student Supports & Welfare services.

GOAL: Optimise Student/Learner Experience

<p>Ensure student voice is represented within different decision making fora</p> <p>Opportunity for our 6 Irish Medium schools to contribute to discussions on ethos.</p>	<p>Student Forums and other student feedback mechanisms in place.</p> <p>Facilitated day for Irish Medium schools to discuss ethos</p>	<p>Timely implementation of Action Plan</p> <p>Evidence of implementation of changes arising from student feedback.</p>
<p>Promotion of REACH fund to community groups (FET)</p>	<p>Support for community groups in implementing actions funded under REACH e.g. establishment of digital hubs at local level, and in accessing 2025 fund.</p>	<p>Increase in access to disadvantaged students through Implementation of the FET REACH funding</p> <p>Disburse full REACH funding allocation</p>
<p>Mainstreaming and integration of RPL process as a means of making skills gained through experiential (workplace) learning visible (FET)</p>	<p>Number of learners achieving awards through the RPL process (FET)</p>	<p>Sustain the number of students accessing awards through the RPL process. (FET)</p>
<p>Continued access to Professional Learning Network/Community of Practice in Universal Design for Learning.</p>	<p>Number of staff participating in UDL training</p>	<p>Improved access, progression and retention</p>
<p>Continued implementation of the Adult Literacy for All Strategy</p>	<p>Active engagement of marginalised learners in provision of digital upskilling, literacy and numeracy education</p>	<p>Increased numbers of students engaged in literacy, numeracy and digital skills education programmes (FET)</p>
<p>Provision of counselling services to students in need (FET)</p>	<p>FET students engaging with the service as needed.</p>	<p>Continued promotion of counselling service (FET)</p>
<p>Increase FET options for students with disabilities</p>	<p>Continue to promote the Autism programme (FET) (The Collective)</p>	<p>Autism programme reviewed and maintained</p>

GOAL: Optimise Student/Learner Experience

PRIORITY: Provide Guidance and Counselling services		
Action	Performance Indicator	Target
Guidance service available in schools and FET Centres	Engaging Guidance Counsellors in all our schools Further development of Whole School Guidance Plan (WSG Plan)	Increased number of teachers in Donegal ETB qualified as Guidance Counsellors Embedding of WSG Plan in schools
Guidance Service offered in disadvantaged communities (FET)	FET Guidance service provided in unemployment “blackspots” areas FET Fair held	Increased access to guidance services for FET students and potential students, including in disadvantaged areas

PRIORITY: Provide high quality learning/training facilities		
Action	Performance Indicator	Target
Continuous refurbishment and development of facilities in liaison with Estates Management Rental of FET premises where additional accommodation is required	Ongoing analysis / risk assessment of refurbishment needs of centres and schools FET facilities meeting the needs of learners and staff Energy Audits	OSD/FET/Schools Buildings Working Group ensuring coordinated planning of buildings’ projects and optimum use of resources Use FET Devolved and Green Devolved Grants to invest in FET buildings Submit Minor Capital and Emergency Works applications where appropriate

GOAL: Optimise Student/Learner Experience

Facilitate access of students where current premises are inadequate to meet the needs of programmes/learners	Access for students facilitated	Continue to improve access in FET Centres where improvements are required. Strategically use existing funds to achieve this target and apply for additional funding as opportunities arise.
On-going review of all facilities to ensure optimum delivery to students	Enhanced facilities for learners Planned upgrade of the existing WiFi infrastructure in Schools / Centres	Continued engagement with DE, DFHERIS and SOLAS regarding the long term estates plan.

PRIORITY: Promote and develop Outdoor Education and Training		
Action	Performance Indicator	Target
Further development of the OETC funding model with progression towards embedding the OETC within the FET service (in accordance with national policy)	Financial performance Numbers participating in activities at Centre Further development in integration of OETC into FET	Strive towards creating a financially viable service Maximised numbers participating in activities at centre Awareness of how the OETC can contribute to FET programmes

GOAL: Optimise Student/Learner Experience

<p>OETC delivering relevant programmes to both schools, the FET Service and the wider community.</p> <p>Realign OETC model to reflect all the challenges including focused branding and PR.</p> <p>Improve partnerships approach of national OETC network.</p> <p>Identify plans for future of centre as part of development of overall FET Estates Strategy</p>	<p>Dynamic and relevant programmes to meet the needs of the target groups accessing the centre</p> <p>Regular upskilling of staff</p> <p>Increased awareness of the Centre</p>	<p>Enhanced linkages with ETBI OETC National Network</p>
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PRIORITY: Provide and develop Traineeship and Apprenticeship programmes		
Action	Performance Indicator	Target
Continue to operate both Training Centres at full Apprenticeship capacity while exploring opportunities with SOLAS to expand further in leased facilities	Maintain the number of Apprenticeship intakes for 2025	Have three intakes across as many Apprenticeship programmes as possible
Continued engagement with industry and designing programmes that respond to local needs.	New programmes approved/ validated as required	Maintain numbers engaged in employment progression courses

PRIORITY: Prioritise STEM in Schools		
Action	Performance Indicator	Target
Support the ATU programme in linking with schools on the VEX Robotics module.	Schools aware of and participate in VEX Robotics	At least 5 schools participating.
Upskilling teachers in Coding Modules Embedding of Leaving Certificate Computer Science in 4 schools	Number of teachers participating in CPD	Encourage increased participation in competitions and exhibitions BTYS, SFI, VEX Robotics and STEM/STEAM related projects

GOAL: Optimise Student/Learner Experience

PRIORITY: Provide high quality ICT learning supports in schools/centres		
Action	Performance Indicator	Target
Explore alternative platforms for learning supports during 2025 with a view to potential transition	Alternative platforms identified	Smooth transition to new platforms
Explore options for providing meaningful feedback to students through our Google platform	Improved functionality for students and staff Teachers using the online option as part of their work.	Online feedback to be embedded
Extensive CPD opportunities for staff to upskill in blended Teaching and Learning provision. Increased use by teaching and learning staff of online learner management systems such as Microsoft Teams	Number and level of CPD opportunities in ICT available to staff appropriate to meet the challenge of high-quality delivery of blended teaching and learning Staff uptake of TEL upskilling opportunities Plan to rollout devices to every Staff/Teacher over next 5 years; investment in upgrading WiFi infrastructure in all schools / centres	Increased numbers participating in CPD, particularly in relation to blended Teaching and Learning Increased staff numbers engaged in TEL

PRIORITY : Ensure all necessary child safeguarding measures are in place in accordance with the Child Protection Procedures for Primary and Post-Primary Schools 2023/Ensure full compliance with the Child Protection Procedures for Primary and Post Primary Schools 2023		
Action	Performance Indicator	Target
Monitor the development of Adult Safeguarding Legislation nationally and respond accordingly	Adopt and implement adult safeguarding legislation and policy if the legislation is passed	Respond to the introduction of adult safeguarding legislation if introduced

GOAL: Optimise Student/Learner Experience

PRIORITY : Plan for changing demographics		
Action	Performance Indicator	Target
<p>Liaison with Estates Management, DE and DFHERIS/ SOLAS on expected anticipated enrolments</p> <p>Ongoing work by the Estate Management Team in liaison with School Management</p> <p>Continue to link with the Schools Accommodation Section in DE</p>	<p>Sufficient places available for all students</p>	<p>Increase building stock as required</p>

PRIORITY: Engage effectively with employers and employer bodies		
Action	Performance Indicator	Target
<p>Work collaboratively with Regional Skills Forum/ Enterprise Ireland/ DCC Economic Unit/ IDA/ LEO/ ICBAN/ Engineering Cluster Executive/NW Regional Enterprise Plan/Northern & Western Regional Assembly.</p> <p>Develop new courses under GRASP and DEPTH SEUPB funding.</p>	<p>Numbers of employees in the county participating in QQI and vendor-certified courses.</p> <p>Roll out of course offerings under GRASP and DEPTH SEUPB funding.</p>	<p>Delivery of programmes which meet the needs of learners and industry.</p> <p>Grow the number of FET beneficiaries engaging in upskilling while in employment.</p>
<p>Intensive engagement with employers in key sectors in SMEs and multi-national companies e.g. engineering, tech sector with a view to new FET programme development and upskilling of existing workforce, including provision of online and blended learning opportunities</p>	<p>Programmes designed to meet the needs of workforce development employment opportunities in the county</p> <p>Delivery of online and blended learning opportunities to meet industry needs, including upskilling of existing employees</p> <p>Ongoing development of positive relationships with industry sector</p>	<p>Increased number and types of companies engaged</p> <p>Increased number of opportunities offered to industry sector employees e.g. green skills, supervisory management, remote working, work-based learning, engineering, Future Skills</p>
<p>Work collaboratively with all relevant employers/employer bodies to effectively establish training needs and provide the</p>	<p>Increased numbers of employers accessing our training programmes.</p> <p>Increased numbers of employers providing work experience.</p>	<p>Increase networking opportunities at IBEC and Letterkenny Chamber events/meetings.</p>

GOAL: Optimise Student/Learner Experience

<p>required upskilling. Respond to the changing needs of industry arising from technological and other advances. Maintain positive relationships in order to effect work experience and placements for DETB students.</p>	<p>Better knowledge and awareness of what DETB can offer employers. Participate in Local Enterprise Week events.</p>	<p>Expand links through Local Enterprise Week.</p>
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GOAL: Staff Support

PRIORITY: Recruitment and retention of staff		
Action	Performance Indicator	Target
Implement an effective recruitment and retention policy to include the use of innovative approaches to attract high calibre candidates	Staff retention	Enhanced induction processes
Implement a new recruitment system to streamline the application process, enhance user experience, and ensure an accessible platform for all candidates	Successful implementation and launch of the new recruitment system, reduction in application processing time and engagement from diverse candidates.	New recruitment system embedded, reduction in application processing time.
Implement probation procedures for staff	Vacancies advertised and filled in reasonable timeframe	Increase in applications from underrepresented groups.
Make support services available equally for all staff for Staff Wellbeing	Induction process expanded to cover all staff	Probation procedures implemented
	Number of staff availing of Staff Wellbeing support	Make DETB an employer of choice in the region

PRIORITY: Support staff in ongoing Professional Development		
Action	Performance Indicator	Target
Enhance the organisation's Irish Language capacity	Use of the language is increased within the organisation and in external engagements.	Gaeilge CPD intervention for Ard O Donnell staff.
Offer additional CPD opportunities for staff based on results of an annual Training Needs Analysis	Staff attendance at Courses in Gaeltacht.	Link with Lionra Leitir Ceanainn to access supports. Increased number of staff attending Gaeilge courses.
Provide a range of staff learning opportunities and supports to build organisational capacity and enhance the quality of educational and training provision	Calendar of CPD opportunities	High-quality CPD opportunities available at an appropriate level to meet the needs of the organisation
Seek expressions of interest from staff members in the Public Sector Apprenticeship plan	Staff member enrolled in Public Sector Apprenticeship Plan	1 Staff member enrolled in Public Sector Apprenticeship Plan
Enhance the streamlining of CPD provision across the entire organisation		

GOAL: Staff Support

Optimise use of Linked In Learning platform subscription		Increase in uptake of LinkedIn Learning courses
Review of Training Needs Analysis (TNA) to identify priority CPD requirements	Numbers undertaking CPD	

PRIORITY: Support and develop high quality leadership in the ETB		
Action	Performance Indicator	Target
Build leadership capacity within the organisation	More people upskilling with a view to progression and promotion	Continue to develop strategies to improve leadership capacity
Training provided by DETB/ETBI and external providers to address identified needs	Numbers undertaking relevant CPD	
Deliver annual managers seminar	Managers seminar delivered	
Management to identify and provide targeted training for middle management	Provision and uptake in targeted training	

PRIORITY: Promote awareness of Health and Safety		
Action	Performance Indicator	Target
Identify and address H&S training needs	Less accidents occurring in schools and centres	Up to date Safety Statements in place for all Schools, Centres and Offices HSA Audit findings implemented
Implement findings of HSA audits and apply learnings to other locations	Number of Safety Statements completed	
Address gaps in Health and Safety provision	App identified to assist in improving monitoring of H&S	
Implement checklists to assist schools and centres to manage H&S compliance		
Research apps available to assist with H&S checks		

GOAL: Governance

PRIORITY: Attendance rates at Board meetings		
Action	Performance Indicator	Target
<p>Re-emphasise the requirement for attendance at all Board meetings as per the Code of Practice for Governance of ETB's</p> <p>Review timing of meetings to encourage and maximise attendance</p>	Attendance records	Full attendance by all Board members

PRIORITY: Board Self-Assessments		
Action	Performance Indicator	Target
The Board should carry out a self-assessment, using the questionnaire included in the Code of Practice, to identify areas where improvements are required	Board Self-Assessment completed	Assessment performed annually and any identified areas for improvements addressed

PRIORITY: Financial expertise on Audit and Risk and Finance committees		
Action	Performance Indicator	Target
<p>Appointments to Audit and Risk and Finance committees should be made by the Board in consultation with committee chairs.</p> <p>External members of committees should bring the required audit and financial skills and experience to the role</p>	Appropriate financial and audit expertise and experience on ARC and Finance Committee	External appointees to ARC and FC to have experience and expertise in finance and audit

GOAL: Governance

PRIORITY: Board appraisal of work carried out by Finance and Audit and Risk Committees		
Action	Performance Indicator	Target
The Chair of the Board should ensure that Board members are provided with written reports on the work carried out by the Finance and Audit and Risk Committees as required under the Code of Practice for Governance of ETBs	Reports submitted to Board	Reports submitted and appraisals completed annually

PRIORITY: Self-Assessment by Finance and Audit and Risk Committees		
Action	Performance Indicator	Target
The Chairs of both the Finance Committee and the Audit and Risk Committee should ensure that a self-assessment exercise is completed annually as required under the Code of Practice for the Governance of ETBs	Self assessments completed	Assessments performed annually and any identified areas for improvements addressed

PRIORITY: Staff Development		
Action	Performance Indicator	Target
The Chief Executive will ensure that: - A member of staff is appointed as the training manager - A training needs analysis in financial management is carried out on an annual basis - A training programme on financial management is developed and implemented	Number of budget holders trained Number of training courses offered Number of staff participating in training	All staff offered opportunity to participate in relevant training during the year Each school/centre budget holder receives training in financial management at least once in every three year period

PRIORITY: Departmental reporting deadlines		
Action	Performance Indicator	Target
Returns to funding Departments must be accurate and reporting deadlines adhered to	Adherence to deadlines New reports developed using d/EPM	FAR, Annual Service Plan, Annual Financial Statements and Annual Report all submitted by due dates.

GOAL: Governance

	functionality and in conjunction with ESBS where appropriate	<p>Continue to develop and enhance the roll out of new d/EPM reporting module to enhance reporting capability and timely decision-making</p> <p>Develop additional reporting in conjunction with ESBS</p>
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PRIORITY: Risk Management Policy

Action	Performance Indicator	Target
<p>The Board should ensure there is an ongoing process designed to identify and address significant risks involved in achieving an entity's outcomes. The Audit and Risk Committee should support the Board in this role</p> <p>Update the Corporate Risk Register at least annually and the Risk Management Policy in accordance with the Policy Schedule</p>	<p>Up to date Risk Management Policy Updated Corporate Risk Register Review of Risk Management performed by Board / ARC</p>	<p>Update the DETB Corporate Risk Register annually and Risk Management policy in line with policy requirements</p>

PRIORITY: Internal Controls

Action	Performance Indicator	Target
<p>The Board should ensure that it receives adequate assurance that specified controls are operating as intended</p>	<p>Board receives and reviews assurances from management and the Audit and Risk Committee regarding the operation of the internal control structure</p>	<p>SIC reviewed annually by ARC and Board</p>

PRIORITY: Develop organisational structures and systems to meet the changing needs of the organisation

Action	Performance Indicator	Target
<p>Engage with the Department of Education and Youth, DFHERIS, SOLAS, and ETBI to seek to implement proposed new organisational structures to enable Donegal ETB to meet its statutory obligations and to carry out new and enhanced functions.</p>	<p>Staffing structures are fit for purpose</p>	<p>The service meets the needs of the local community</p>

GOAL: Governance

Continuously review deployment of staffing resources to ensure we continue to meet the needs of our community		
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PRIORITY: Efficiently use resources		
Action	Performance Indicator	Target
<p>We will recruit an APO with specific responsibility for driving Innovation and Change in Donegal ETB.</p> <p>Ongoing guidance will be provided to Principal and Centre managers / budget holders on the best use of financial and staffing resources to maximise delivery of ETB services.</p> <p>Increased use of digitisation to enhance productivity and improve sustainability</p>	<p>APO recruited</p> <p>Delivering services that meet user needs</p>	<p>Recruit APO in Quarter 1, 2025.</p> <p>Annually identify opportunities for sharing best management and leadership practices and resources across the organisation</p>
Further development of Shared Services by engaging with the FSS team in ESBS in relation to work on Accruals	Accruals function implemented	Implement accruals function in 2025
Continue rollout of ICT Strategy	ICT Working Group progressing implementation of strategy	Upgrade 400 ICT devices and WiFi infrastructure in several locations

PRIORITY: Communicate effectively		
Action	Performance Indicator	Target
<p>Develop a clear and effective communications strategy for Donegal ETB.</p> <p>Communications Advisory Group to oversee implementation and advice on communication</p>	<p>Improved understanding within the local community of the range of services being provided by Donegal ETB</p> <p>Create a stand alone FET digital presence and</p>	<p>Finalise and commence implementation of draft communications strategy.</p> <p>New FET website launched and FET marketing strategy devised</p>

GOAL: Governance

matters. Review and introduce a new FET marketing strategy	marketing strategy in line with FET Future Strategy and FET COTF concept	
Review Donegal ETB website	Website kept up to date	Website kept updated and reviewed regularly
Enhance the profile of Donegal ETB within the community Continue to improve accessibility of digital presence. Leverage ETB Week organised by ETBI to enhance the profile of Donegal ETB	Increased social media presence and statistical indicators Retain high accessibility score Increased awareness of Donegal ETB and its services	Continued increase in Social Media engagement and metrics Ensure score does not drop when changes are made to digital presence

PRIORITY: Ensure effective data protection		
Action	Performance Indicator	Target
Data Protection (DP) function in place and training provided.	Number of data breaches reported	No significant data breaches requiring reporting to DPC
Continue to enhance Donegal ETB's cyber security infrastructure Upgrade Licensing to enhance security Continue to participate in HEAnet SOC/SIEM project Ensure, through leadership and direction from Senior Management, and accountability and progress reports from the ISMS group, that the organisation's information security objectives are aligned with our overall strategic business objectives	No loss/theft of data as a result of cyber attack Progress through ISMS Implementation checklists and regular reporting to senior management Rollout of Privacy Engine completed	Timely responses to threat alerts Ensure Donegal ETB data is protected as far as possible Continue progress towards achieving NCSC Baseline Standards

GOAL: Governance

Rollout new records management system (Privacy Engine)		
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PRIORITY: Engage effectively with stakeholders and develop partnerships		
Action	Performance Indicator	Target
<p>Build on relationships already established with local community groups and employers and with relevant voluntary, statutory, cross border and other organisations to work towards shared goals: DCC, ATU, ÚnaG, IBEC, DWIBN, DETE, NWTEC, ICBAN.</p> <p>Additional Tertiary courses developed with ATU</p>	<p>MoU/SLAs signed.</p> <p>Specific projects agreed with various stakeholders with work plans and targets outlined.</p> <p>Allocation of appropriate resources, if applicable.</p> <p>PeacePlus/Shared Island funding applications to be considered.</p> <p>Outcomes assessed against shared goals.</p> <p>Increase in number of employers engaging with our enterprise unit.</p> <p>Actions achieved in NW Regional Enterprise Plan.</p> <p>Participate in events to promote Donegal and the NW organised by relevant councils, Enterprise Ireland, IDA etc.</p> <p>Maintain numbers on tertiary courses</p> <p>Be a lead or support partner on a number of LECP actions</p>	<p>Complete actions under ICBAN working group.</p> <p>NWTEC Conference and work plan completed</p> <p>ATU collaboration progressed: metal fabrication apprenticeship</p> <p>Improve knowledge of skills training offering at IBEC regional meetings.</p> <p>Complete actions allocated to DETB as part of NWREP.</p> <p>Participate as required in events to promote the region.</p> <p>Participation in DCC Peace Partnership.</p> <p>Progress the actions of the Tertiary Education Working Group</p> <p>Contribute meaningfully to the LECP, 2023-2029</p>

GOAL: Governance

PRIORITY: Follow best practice in procurement		
Action	Performance Indicator	Target
Implement updated Procurement Policy in line with best practice Implement Article 5.2 where it is appropriate to do so Increased use of 'green' criteria as part of procurement process	More procurement competitions including the use of 'Green' criteria	All procurement exercises include 'Green' criteria where possible
New/continuing initiatives for improving procurement compliance	New/continued initiatives implemented e.g. Hosting 'bidders briefings' to improve participation and understanding of public sector procurement requirements among suppliers	Achieve all KPIs contained in annual CPP/MAPP process Ensure Procurement non-compliance is below threshold for reporting in Audit Certificate

PRIORITY: Ensure compliance with statutory and regulatory requirements		
Action	Performance Indicator	Target
Continuous review of the legislative / governance requirements of Donegal ETB operations and ensure implementation of outcomes.	Statement on Internal Controls	No significant compliance breaches
Identify and deliver a number of actions under the address step of the Public Sector Duty	Identified actions under Address Step of Public Sector Duty delivered in 2025	Include a report on the implementation of the Duty in our 2024 Annual Report.

PRIORITY: Ensure full compliance with the Child Protection Procedures for Primary and Post Primary Schools 2023		
Action	Performance Indicator	Target
Approval of Child Safeguarding Statements by BOMs	Child Safeguarding Statements produced	All statements approved by BOMs

GOAL: Governance

Training for Principals/Deputy Principals & BoM's	Number of Principals / Deputy Principals trained Access to BoM Child Protection ETBI Training	All training to be completed
Completion of Child Protection Oversight Reports by Principals	Number of reports completed	All reports to be completed
Staff are aware of their responsibilities under Child Protection	Inspection Reports Oversight of BoM minutes Number of staff completing relevant induction module	Full awareness by all relevant employees of their Child Protection responsibilities

GOAL: Protection Programmes

PRIORITY: Assist the DE, as needed, to meet the needs arising from the Irish Refugee Protection Programme and provision for international protection applicants		
Action	Performance Indicator	Target
<p>Embed the REALT Staff Team to assist in meeting the challenges of placing Ukrainian children in primary and post primary schools</p> <p>Provide appropriate resources to work in partnership with other agencies to provide appropriate services for refugees and asylum seekers</p>	<p>Integration and progression into mainstream programmes</p> <p>Appropriate provision in place for new communities as required</p>	<p>Provide all required supports</p>

In addition to the above nationally agreed goals and priorities, the following specific strategic priorities for Donegal ETB will be commenced or advanced during 2025 to ensure the advancement of the overall Strategy Statement:

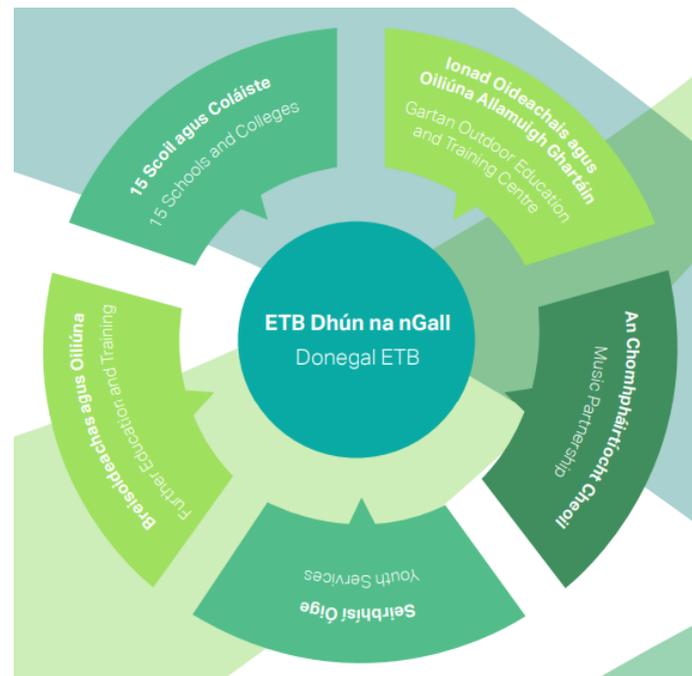
Goal	Priority	Action	Performance Indicator	Target
Capital Projects	Address school provision in Buncrana	Work with the Department of Education and Youth to progress the building project	Progress the project through the DE school building project stages	Continue to liaise with relevant authorities
	Errigal College, Letterkenny	Major extension Project (Devolved) 9,000m2	Progress the project through the DE school building project stages	To accommodate long term projected enrolment of 750 pupils
	Moville Community College	Major extension Project (Devolved) 5,000m2	Progress the project through the DE school building project stages	To accommodate long term projected enrolment of 550 pupils
Youth Work and work with children & young people.	<p>Ensure all those working with young people, both paid and volunteer, have the right skills, training and support to deliver high-quality youth work services to young people.</p> <p>Access to mainstream youth services for all young people, whatever their circumstances, and responsive to current and emerging needs.</p> <p>Expand, enhance and support Youth Work provision in the Donegal ETB area by ensuring the provision, coordination and oversight of youth work programmes and services.</p>	<p>Funded youth organisations and other delivery bodies will enhance their approach to proactively communicating and promoting the opportunities available to young people and the wider community, including making use of digital engagement tools.</p> <p>Continually review the UBU Your Place Your Space scheme as a whole to ensure that it is delivering on its policy aims and identify if changes are needed to its operating system in order to meet the needs of its target groups. Ensure strong governance structures are in place and are implemented.</p> <p>Continue to advocate for strong mechanisms for young people to influence decision-making including</p>	<p>Increased engagement of young people and youth organisations in youth programmes, in particular with respect to young people who are vulnerable and disadvantaged (Youth Clubs, Youth Information Centres, UBU Your Place Your Space, Integration).</p> <p>Ensure monitoring and oversight through the Performance Oversight Framework. Planning and Progress Review Meetings (PPRMs) held with UBU funded Youth Organisations, to review and discuss the delivery of the UBU Service. Continued engagement with the Donegal ETB Coordination</p>	<p>Growth in numbers of young people supported, increased investment in youth activities, programmes and facilities.</p>

Goal	Priority	Action	Performance Indicator	Target
	Schemes, agencies, organisations and services support and promote quality, innovation, collaboration and the sharing of best practice.	<p>expert and sectoral perspectives and those representing cohorts of young people who experience particular barriers to participation.</p> <p>Build on the good interagency work and collaboration through Donegal ETB Youth Work Committee, CYPSC, Donegal Youth Council, Tusla and HSE. Continued support and guidance for all established youth service provision, including staff and volunteer-led projects and clubs.</p>	<p>Group for Youth Work.</p> <p>Children and young people are a focal point for everyone, placing their rights and well-being as a core part of policy and decision-making.</p> <p>Progress on implementing the National Policy Framework for Children and Young People 2023-2028 and Opportunities for Youth: National Strategy for Youth Work and Related Services 2024 - 2028</p>	
Sustainability /Energy Efficiency	Continue implementation of DETB Climate Action Roadmap	<p>Submit the annual Climate Action Roadmap</p> <p>Progress actions addressing Donegal ETB's "Gap to Target" as part of the national Climate Action Plan and the Public Sector Mandate via Energy Audits, use of the FET Green Devolved Grant and other means.</p> <p>Continue to increase staff awareness regarding Energy Management and Sustainability</p> <p>Increased use of 'green' criteria as part of procurement process</p>	<p>Climate Action Roadmap completed and submitted by due date</p> <p>Reductions in kWh and Oil consumption</p> <p>Increased Staff awareness of Climate Action, Sustainability and Donegal ETB's Climate Action Roadmap</p> <p>Amount of FET Green Devolved Grant expended</p>	<p>To have implemented metering and monitoring systems, in as many of our buildings as possible, by the end of 2025 to improve our capacity to measure our progress</p> <p>Full expenditure of FET Green Devolved Grant</p>

Goal	Priority	Action	Performance Indicator	Target
		Senior Management will complete a Climate Action Senior Leadership Training Course	Completion of Senior Leadership Training Course by all Senior Management	All Senior Management to complete training.
Community National Schools	Continue to gauge need for additional choice in patronage in relation to primary schools	Monitor the need for these new patronage arrangements by meeting with existing patrons and promoting the CNS model.	Respond to inquiries received by meeting relevant parties and providing further information upon request. Continue exploratory discussions in relation to a Special School	Meet any identified need for Community National schools.
Donegal Music Education Partnership	Contribution to Donegal ETB	Lead the way in performance music education across Donegal Support the development of young musicians and contribute to the cultural life of the county	Maintaining numbers doing tuition Deliver busy programme of events Work with wide range of partners	Student timetables maintained and developed in centres DMEP concert series and workshops held Key relationships sustained with schools and centres, others
Cross Border Tertiary Education Cluster	In 2018 the North West Strategic Growth Partnership (NWSGP), in partnership with the FE and HE institutions of the Northwest City Region, announced a new agreement in education, training and innovation to	To continue to progress the work of the cluster with ATU, North West Regional College and Ulster University	Identified in Work Plan; focus on documenting and streamlining progression pathways during 2025. Project Workers to develop appropriate action plans in accordance with the Cluster objectives and under the	Regular meetings of working group and reports delivered on agreed outputs Work Plan targets achieved for 2025. Annual conference hosted by ATU October 2025. DEPTH PeacePlus project commenced. Website launched.

Goal	Priority	Action	Performance Indicator	Target
	establish the Cross-border Tertiary Education Cluster.		guidance of a Steering Group and the Cluster members	
Drugs and Alcohol	Promote and protect health and well-being Minimise the harms caused by use and misuse of substances	Research, design and deliver a range of continuous professional development courses in the North West Region to address the need for upskilling, knowledge refreshment and enhancement of professional development skills, educational and training needs within professional frontline staff. Deliver on national training objectives in respect of alcohol and other drugs.	Reach of communications via various networks / partnership and stakeholders	Improved access for all via technology
	Support participation of individuals, families and communities	Design and deliver short courses available to community members and those in recovery as well as professionals to contribute to knowledge skills and inform change and approaches to the issues. Engage with the regional task force on projects that work with marginalised groups to address alcohol and other drug use.	Numbers of participants on various training courses Learner feedback	Address emerging trends and keep professionals informed of same via training opportunities
DCB and Affected Schools	Seek Additional Resources to Support Students and Staff	Continue to advocate for the necessary additional resources to support students and staff	Secure additional resources	Deploy additional resources if secured

8. OVERVIEW OF SERVICES 2025



Donegal ETB has signed an Oversight Agreement and Performance Delivery Agreement with the Department of Education which governs the Administration and Schools operations. Second Level Education is served by fifteen Schools and Colleges (four of which are Gaeltacht schools and two of which are Gaelcholáistí, and eleven of which are designated as DEIS schools).

The Further Education and Training (FET) service is directed by a Strategic Performance Agreement with SOLAS. It has 18 dedicated Centres located in Gort a' Choisce, Gaoth Dobhair, Buncrana, Glengad, Donegal Town (Ardscoil and Drumcliff), Letterkenny (Ballyraine, Kilmacrennan Road, The Business Hub and Port Road), Ballyshannon, Milford, Lifford Youthreach, Buncrana Youthreach and Finn Valley. Post Leaving Certificate (PLC) programmes are delivered in two ETB Schools: Errigal College and Finn Valley College. Finally outdoor education and training is provided at the Gartan Outdoor Education and Training Centre which is set on an 87-acre estate. The FET service delivers full time and part time courses and also works collaboratively with 140+ community, voluntary, statutory and private bodies to deliver its programmes and services across the county, including extensive engagement with industry.

The Adult Guidance and Information Service offers impartial and confidential information, advice, guidance and counselling to adults on the education and training options that are available both within Donegal ETB and elsewhere.

Obligations and responsibilities for the provision of the Youth Work Services Programmes throughout the County under the Youth Work Act through the Youth Development Officer.

Music tuition covering voice and a wide range of instruments is provided by the Donegal Music Education Partnership (DMEP) to primary and second-level students throughout the county. The DMEP also has 10 performing groups, including the Donegal Youth Orchestra. The provision of Drugs and Alcohol Education and Training Studies Courses to Counties Donegal, Leitrim and Sligo through its Coordinator based in the Donegal ETB Administrative Offices.

There are five School Completion Programmes under the aegis of TUSLA, to which Donegal ETB provides administrative support.

The CE is a co-trustee of the 6 community schools in the county and has a contributory role in 2 comprehensive schools.

Donegal ETB works in partnership with various bodies including Donegal County Council, Donegal Sports Partnership (DSP), the Children and Young People's Services Committee (CYPSC) and the Local Community Development Committee (LCDC), ATU, ÚnaG, in the development of strategies for the County.

9. PROJECTED RECEIPTS AND PAYMENTS 2025

Bord Oideachais agus Oiliúna Dhún na nGall Donegal Education and Training Board

	Year Ended 31/12/2025	Year Ended 31/12/2024
	€000	*Provisional Outturn (Note 1) €000
RECEIPTS		
Post Primary Schools & Head Office	€64,387,607	€65,012,016
Further Education and Training	€33,124,899	€31,609,764
Youth Services	€1,282,243	€1,380,203
Agencies & Self-Financing Projects	€5,000,000	€5,634,451
Capital	€21,315,717	€17,649,327
TOTAL	€125,110,466	€121,285,761
PAYMENTS		
Post Primary Schools & Head Office (Note 2)	€64,387,607	€63,501,424
Further Education and Training	€33,124,899	€32,635,368
Youth Services	€1,282,243	€1,335,978
Agencies & Self-Financing Projects	€5,000,000	€5,113,969
Capital	€21,315,717	€17,268,484
TOTAL	€125,110,466	€119,855,223
Cash Surplus/(Deficit) for Year	€0	€1,430,538

Note 1

The 2024 Provisional Outturn is exclusive of the Opening Cash Balances c/f to 2024 and may be subject to change following completion of the Audit Fieldwork undertaken by and on behalf of the Office of the C&AG as part of the Annual Audit of the Annual Financial Statements (AFS).

Note 2

Includes the 2025 Approved Non Pay Spending Limit of €2,985,225 per Letter of Determination.

**Donegal Education and Training Board
Projected - Projects Payments - Schools and Head Office**

Programme	€000	€000
Schools and Head Office		
Pay	€58,626,147	€57,981,362
Other Non Pay	€2,985,255	€2,817,772
Associated and Targeted Programmes	€2,776,235	€2,702,290
Sub-Total	€64,387,607	€63,501,424

Further Education and Training (FET)

Further Education

Youthreach	€3,200,438	€3,153,141
Youthreach SEN	€62,252	€61,332
VTOS	€1,958,863	€1,929,914
Adult Literacy/DEIS Family Literacy/ITABE	€1,286,698	€1,267,683
ESOL	€1,144,106	€1,127,198
Community Education/SPIDAS	€415,477	€409,337
Skills for Work	€148,450	€146,256
FET Pathways from School	€90,721	€89,380
Back to Education	€1,288,753	€1,269,707
Adult Guidance	€299,507	€295,081
PLC	€822,469	€810,314
FE&T Premises - Repairs and Maintenance	€234,136	€230,676
FET Health and Safety	€135,272	€133,273
RPL	€229,845	€226,448
FE&T Promotion/Advertising	€146,575	€144,409
Blackspot Support	€57,090	€56,246
Combined Learner Supports	€177,373	€174,752
TEL	€163,909	€161,487
Curriculum Development	€57,223	€56,377
FET Staff & Operational Costs	€5,348,042	€5,269,007
FET All Staff Professional Development	€75,070	€73,961
MAED Funding	€222,323	€219,037
Quality Costs	€148,141	€145,952
Outdoor Education and Training	€274,290	€270,236
HEA Tertiary Programme Provision	€92,671	€91,301
Other-4 programmes	€92,477	€91,110

Sub-Total Training	€18,172,169	17,903,615
Specialist Training Providers (STP)	€1,370,213	€1,349,964
Skills Training - Direct & Contracted Provision	€3,136,612	€3,090,258
Traineeships - Direct & Contracted Provision	€2,016,463	€1,986,663
Apprenticeships	€7,601,776	€7,489,434
Skills to Advance Route 2 - Direct	€10,856	€10,696
Skills to Advance Route 3 Direct & Contracted	€398,460	€392,571
Evening Courses	€418,151	€411,971
Other - 1 programme	€199	€196
Sub-Total	€14,952,729	€14,731,753
Youth Work Services	€1,282,243	€1,335,978
Agencies/Self Financing Projects	€5,000,000	€5,113,969
Capital	€21,315,717	€17,268,484
Total	€125,110,465	€119,855,223

*Literacy includes Adult Literacy/DEIS Family Literacy/ITABE

Notes

1) Schools and Head Office:

Funded by the Department of Education and Other Sources

Covers Running Costs in respect of the following:

- 15 Post Primary Schools/Colleges including two Island Schools on Arranmore and Tory. Total Enrolments 2024/2025 : 6089

- ETB Administrative Offices
- Servicing Board of Donegal ETB and various Committees
- Self-Financing Night Classes in ETB Schools/Colleges

2) Further Education and Training (FET):

Funded by DFHERIS through SOLAS

SOLAS have changed their approach to funding ETB's compared with previous years. FET Funding parameter documentation has not been issued, nor has an indication of funding for 2025. SOLAS have further informed ETB's that there will not be a bid process for 2025 and that an indication of funding will not be issued until March.

In light of these changes, the figures included in the Service Plan have been estimated based on the information currently available

3) Youth Work Services:

Funded by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY)

Covers the following:

- Youth Officer Function
- UBU - Your Place Your Space (Various)
- Youth Information Services delivered by Donegal Youth Services (DYS)
- Local Youth Club Grant Scheme
- Youth Capital Scheme for specific Projects
- Targeted Youth Employability Support Initiative (TYESI) delivered by Foróige

4) Agencies/Self Financing Projects:

Agencies: Work done at cost for Agencies & Gov. Depts.

Self-Financing: Activities and Budgets funded through locally generated income and operated on a fully self-financing basis.

Details of all of the Agencies/Self-Financing Projects are detailed in the Draft Annual Financial Statements.

5) Capital:

Funded by the Department of Education, Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) and Other Government Departments and Agencies.
Covers specifically approved Capital Projects including new and Additional School Accommodation (ASA), Summer Works Schemes (SWS), Emergency Works Schemes (EWS), Loose Furniture and Equipment (LF&E) and ICT.