

Mid-Year Progress Report for 2019

Agency Details

Name of Agency:	IACTO CLG
Business Address:	Suite 1b, Bluebell Business Centre, Old Naas Rd, D12XV7K
Contact Person and Position in Agency:	Estelle Webb – Executive Director
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SOLAS Funding Details

Total Grant Approved by SOLAS for 2019	€162,000
Amount of 2019 Grant Expended as at 30 th June 2019	€82,522.61

Progress on Activities/Services Planned for 2019 and Key Outputs/Outcomes Achieved to date

Please complete a separate form for each activity identified in your 2019 Funding Allocation Request

Activity/Service planned for 2019 for which the grant was allocated	1. Enable consistency in the application of national policy across the sector and support the drive for continuous improvement (IACTO Strategic Statement (SS) theme 2)			
How is the grant being used to improve/increase services and/or supports for learners	How is the grant being used to improve/increase services and/or supports for employers	How is the grant being used to improve/increase services and/or supports for communities	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners.	IACTO services support CTCs to work as Employers to approximately 269 FTE staff.	<p>IACTO services support CTCs to work with 34 local Communities where the CTCs are based.</p> <p>CTC Innovation ‘pilots’ x 2: (1) Quality Framework Initiative (QFI): Self-Assessment and Internal process evaluating all aspects of the CTC, led by CTC team. 2019 focus on teaching and learning & learner assessment of programme. Links to Better Outcomes Brighter Futures – 9 CTCs to progress 2018 ‘pilot’ implementation plans</p> <p>(2) Blended Learning: on-going curriculum development with An Cosán (TEL) – up to 12 x CTCs may be involved in this continued phased pilot in 2019</p> <p>NB – (3) Work Related Skills ‘pilot’ now under development and in research phase - partner agency engagement to form a project group</p>	<p>Collective advice and Consultancy service to 34 CTCs employing approx. 450 staff & 245 voluntary Board Directors</p> <p>Support and briefings delivered to 12 CTCs involved in pilots (1) and (2)</p> <p>N/A</p>	<p>Service delivered to date = 1,345 telephone, Skype and What’s App video calls, 1,260 emails, 1 x Webinar, 386 tweets to 286 followers and 16 direct items of correspondence to CTCs</p> <p>2 x Regional Information Forums</p> <p>2 x Strategic Planning workshops</p> <p>2 x Innovation S&L project group meetings</p> <p>1 x PMDS Policy & Procedures working groups</p> <p>Exploratory meetings held with NCGE, NEPs (MG) & OAK/Eckerd</p>
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 1, Skills for the Economy, Objective 1 & SG 3, Quality Provision, Objective 2 & SG 5, Standing of FET, Objective 1 – We provide advice via telephone, email & HRM face to face, through national collective policy and employment law support as required			

Progress on Activities/Services Planned for 2019 and Key Outputs/Outcomes Achieved to date

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Activity/Service planned for 2019 for which the grant was allocated	2. Improve the capacity of voluntary boards to meet their employer obligations in a fair and reasonable manner through Induction and & other Continuous Professional Development (CPD) (IACTO SS theme 3)			
How is the grant being used to improve/increase services and/or supports for learners	How is the grant being used to improve/increase services and/or supports for employers	How is the grant being used to improve/increase services and/or supports for communities	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners.	IACTO services support CTCs to work as Employers to approximately 269 FTE staff.	IACTO services support CTCs to work with 34 local Communities where CTCs are based and provide direct support to 27 x CTC Boards = 189 Directors & 27 x General Managers (GMs) and teams where appropriate	20 x Board members & 21 x GMs 8 x CTC staff, 1 x GM, 2 x Directors 10 x Board members & 3 x GMs 18 x Directors 3 x CTC staff 15 new Board members 20 CTC staff & 4 GMs	Operational Management (Leadership) CPD workshop x 1 Operational Management CPD (PMDS) x 1 Dignity @ Work CPD x 1 1:1 Induction briefings x 3 Change Management x 3 Boards Mediation Interventions Corporate Governance CPD x 2 Conflict Management CPD initiatives x 2
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 1, Skills for the Economy, Objective 1 & SG 3, Quality Provision, Objective 2 & SG 5, Standing of FET, Objective 1			

Progress on Activities/Services Planned for 2019 and Key Outputs/Outcomes Achieved to date

Please complete a separate form for each activity identified in your 2019 Funding Allocation Request

Activity/Service planned for 2019 for which the grant was allocated	3. Through HR/IR support and improved communication strategies enable CTC management to remain focused on the delivery of services to learners (IACTO SS theme 5)			
How is the grant being used to improve/increase services and/or supports for <u>learners</u>	How is the grant being used to improve/increase services and/or supports for <u>employers</u>	How is the grant being used to improve/increase services and/or supports for <u>communities</u>	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners	IACTO services support CTCs to work as Employers to approximately 269 FTE staff.	IACTO services support CTCs to work with 34 local Communities where the CTCs are based.	39 Directors & 31 GMs from 31 CTCs GMs x 11 3 x CTCs participated in this first trial webinar	2 x Regional quarterly Information Forums 2 day's support to Innovation Project evaluations and briefings 1 x Corporate Governance Webinar delivered
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 1, Skills for the Economy, Objective 1 & SG 3, Quality Provision, Objective 2 & SG 5, Standing of FET, Objective 1			

Progress on Activities/Services Planned for 2019 and Key Outputs/Outcomes Achieved to date

Please complete a separate form for each activity identified in your 2019 Funding Allocation Request

Activity/Service planned for 2019 for which the grant was allocated	4. Minimise IR risk and exposure to CTCs as employers and support developing early responses to same (IACTO SS themes 1 & 4)			
How is the grant being used to improve/increase services and/or supports for learners	How is the grant being used to improve/increase services and/or supports for employers	How is the grant being used to improve/increase services and/or supports for communities	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners.	<p>IACTO services support CTCs to work as Employers to approximately 269 FTE staff.</p> <p>*High level need indicates daily/weekly contact</p> <p>*Medium level need indicates weekly contact</p> <p>*Low level need indicates monthly contact</p>	IACTO services support CTCs to work with 34 local Communities where the CTCs are based.	<p>19 GMs & 38 Directors</p> <p>3 x CTC Boards</p> <p>27 x GMs & Directors</p>	<p>HR/IR consultancy service x 52 days x 19 CTCs</p> <p>Consultancy across 30 days to CTC Board Directors x 3 with recruitment processes for appointment of new GMs</p> <p>Operational Management CPD interventions x 4</p>
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 1, Skills for the Economy, Objective 1 & SG 3, Quality Provision, Objective 2 & SG 5, Standing of FET, Objective 1			

Progress on Activities/Services Planned for 2019 and Key Outputs/Outcomes Achieved to date

Please complete a separate form for each activity identified in your 2019 Funding Allocation Request

Activity/Service Proposed for 2019 for which the funding is requested	5. Implementation of collective bargaining and other CTC agreements as agreed (IACTO SS theme 1)			
How is the grant being used to improve/increase services and/or supports for learners	How is the grant being used to improve/increase services and/or supports for employers	How is the grant being used to improve/increase services and/or supports for communities	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners.	IACTO services support CTCs to work as Employers to approximately 269 FTE staff. *High level need indicates daily/weekly contact *Medium level need indicates weekly contact *Low level need indicates monthly contact	IACTO services support CTCs to work with 34 local Communities where the CTCs are based.	Reps from full 34 CTCs (includes x 27 HR/IR member CTCs) 269 FTE Staff across 34 CTCs 50 Board members & GMs with 1:1/Group IR 'coaching' sessions	3 x days engagement to date with staff side in collaboration with CTC Board/ETB Management/Community 34 Director 1:1 coaching interventions & 15 GM x 1:1 coaching interventions delivered to date
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 3, Quality Provision, Objectives 2 & 4, and SG 5, Standing of FET, Objective 1			

Progress on Activities/Services Planned for 2019 and Key Outputs/Outcomes Achieved to date

Please complete a separate form for each activity identified in your 2019 Funding Allocation Request

Activity/Service planned for 2019 for which the grant was allocated	6. To provide an effective early intervention Alternative Dispute Resolution (ADR) mechanism (IACTO SS themes 1 & 3)			
How is the grant being used to improve/increase services and/or supports for <u>learners</u>	How is the grant being used to improve/increase services and/or supports for <u>employers</u>	How is the grant being used to improve/increase services and/or supports for <u>communities</u>	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners.	IACTO services support CTCs to work as Employers to approximately 269 FTE staff.	IACTO services support CTCs to work with 34 local Communities where the CTCs are based.	Direct support to 27 x CTC Boards = 189 Directors & 27 x General Managers (GMs) and teams where appropriate	Quarterly HR/IR Regional Clinics x 2 Mediation Awareness workshop x 1 Conflict Resolution Workshops (for CTC Management teams) x 2 days delivered
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 3, Quality Provision, Objective 2			

Progress on Activities/Services Planned for 2019 and Key Outputs/Outcomes Achieved to date

Please complete a separate form for each activity identified in your 2019 Funding Allocation Request

Activity/Service planned for 2019 for which the grant was allocated	7. To provide an efficient mechanism to agree substantive changes (IACTO SS themes 1 & 2)			
How is the grant being used to improve/increase services and/or supports for <u>learners</u>	How is the grant being used to improve/increase services and/or supports for <u>employers</u>	How is the grant being used to improve/increase services and/or supports for <u>communities</u>	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners.	IACTO services support CTCs to work as Employers to approximately 269 FTE staff.	IACTO services support CTCs to work with 34 local Communities where the CTCs are based.	Direct support to 27 x CTC Boards = 189 Directors & 27 x General Managers (GMs) and teams where appropriate	Quarterly Liaison Committee (LC) meetings with ETBI/SOLAS/DES x 2 National SIPTU meetings x 2 & Local meetings x 2 IR (pay) workshop x 1 attended by 7 x CTC Chairs/Directors
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 1, Skills for the Economy, Objectives 1, 2,4,5 & SG 2, Active Inclusion, Objective 2 & SG 3, Quality Provision, Objectives 1, 2,3 & SG 4, Integrated Planning and Funding, Objective 4 & SG 5, Standing of FET, Objective 1			

Progress on Activities/Services Planned for 2019 and Key Outputs/Outcomes Achieved to date

Please complete a separate form for each activity identified in your 2019 Funding Allocation Request

Activity/Service planned for 2019 for which the grant was allocated	8. Identify how CTC Boards can be supported in the short and medium term to build a strong, diverse, engaged and connected membership (IACTO SS themes 1,2,3,4 & 5)			
How is the grant being used to improve/increase services and/or supports for <u>learners</u>	How is the grant being used to improve/increase services and/or supports for <u>employers</u>	How is the grant being used to improve/increase services and/or supports for <u>communities</u>	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners.	IACTO services support CTCs to work as Employers to approximately 269 FTE staff.	IACTO services support CTCs to work with 34 local Communities where the CTCs are based.	Direct support to CTC Boards x 34 = 238 Directors & 34 x GMs 18 x CTC Directors attended	Delivered CTC Strategic Planning workshops x 2
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 1, Skills for the Economy, Objectives 1,2 & SG 2, Active Inclusion, Objective 2 & SG 3, Quality Provision, Objective 2 & SG 4, Integrated Planning and Funding, Objective 1 & SG 5, Standing of FET, Objective 1			

Progress on Activities/Services Planned for 2019 and Key Outputs/Outcomes Achieved to date

Please complete a separate form for each activity identified in your 2019 Funding Allocation Request

Activity/Service planned for 2019 for which the grant was allocated	9. Identify what role IACTO can play in supporting CTC Boards in delivery of services to ESLs and other disadvantaged and unemployed young people (IACTO SS themes 5, 6)			
How is the grant being used to improve/increase services and/or supports for learners	How is the grant being used to improve/increase services and/or supports for employers	How is the grant being used to improve/increase services and/or supports for communities	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners.	IACTO services support CTCs to work as Employers to approximately 269 FTE staff.	IACTO services support CTCs to work with 34 local Communities where the CTCs are based.	Direct support to CTC Boards x 34 = 238 Directors & 34 x GMs	<p>Support CTC Boards and GMs development to ensure programmes enable learners to make well informed realistic career choice decisions (WIRD) linked to labour market availability – 1 meeting with NCGE FET Co-ordinator to explore collaboration with IACTO Work Related & Soft Skills project</p> <p>Support CTC Boards and GMs to fully utilise new planning, evaluation and funding processes (e.g. reviews, FARRs) in relation to SOLAS data collection, validation and analysis systems as per ETB requirements – 2 x Information Forums with updates delivered</p> <p>Innovation projects x 3: Research, Develop & Lead on VET collaboration projects and pilots with (1)An Cosan TEL & (2) QFI/CIEP initiative to support sharing of good practice and CPD across CTC network. (3) Development of Work Related & Soft Skills project research with partners also underway in Q2</p>
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 1, Skills for the Economy, Objective 1 & SG 3, Quality Provision, Objective 2 & SG 5, Standing of FET, Objective 1			

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Please complete a separate form for each activity identified in your 2019 Funding Allocation Request

Activity/Service planned for 2019 for which the grant was allocated	10. To build the capacity of CTC Boards and GMs to effectively engage with ETBs at local level (IACTO SS themes 3, 4, 5, 6)			
How is the grant being used to improve/increase services and/or supports for <u>learners</u>	How is the grant being used to improve/increase services and/or supports for <u>employers</u>	How is the grant being used to improve/increase services and/or supports for <u>communities</u>	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners.	IACTO services support CTCs to work as Employers to approximately 269 FTE staff.	IACTO services support CTCs to work with 34 local Communities where the CTCs are based.	Direct support to CTC Boards x 34 = 238 Directors & 34 x GMs	Key Stakeholder consultation events/Information Forums x 2 delivered Support with identifying opportunities into general CTC development with ETBs – 1 st ETBI & IACTO forum meeting scheduled in July
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 1, Skills for the Economy, Objective 1 & SG 3, Quality Provision, Objective 2 & SG 5, Standing of FET, Objective 1			

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Please complete a separate form for each activity identified in your 2019 Funding Allocation Request

Activity/Service planned for 2019 for which the grant was allocated		11. To support the exchange of information and re-develop communication and engagement structures with CTC Boards and GMs to support service delivery (IACTO SS theme 5).		
How is the grant being used to improve/increase services and/or supports for <u>learners</u>	How is the grant being used to improve/increase services and/or supports for <u>employers</u>	How is the grant being used to improve/increase services and/or supports for <u>communities</u>	Number of clients who have benefited to date	Key outputs/outcomes achieved to date in 2019
IACTO services support CTCs to deliver FET services to over 1,400 learners.	IACTO services support CTCs to work as Employers to approximately 269 FTE staff.	IACTO services support CTCs to work with 34 local Communities where the CTCs are based.	Direct support to CTC Boards x 34 = 238 Directors & 34 x GMs 10 GMs attended	Attended 2 x DES/SOLAS/ETBI Liaison Committee meetings Facilitated regional CTC Boards networking x 2 Hosted regional best practice 'Sharing & Learning' forums x 2 with GMs Continued maximisation of IACTO website and Social Media to keep CTCs up to date with relevant information Invited key stakeholders to IACTO x 1 AGM & Information Forums x 2 Invited nominated GMs from NACTM to attend IACTO Board meetings x 2
Identify how this activity/service supports the relevant goal(s) of the FET Strategy	FET Strategic Goal (SG) 1, Skills for the Economy, Objective 1			

Declaration

I declare that I have the appropriate authority on behalf of IACTO CLG to submit this Mid-Year Report to SOLAS and that the information provided is a full and accurate account of activity and spending to 30th June 2019

Signature: _____ (written signature required).

Position in Agency: Executive Director

Date: 28th June 2019

Completed Progress Report to be submitted to agencygrants@solas.ie by Friday 19th July 2019