

2011 -  
2016

# PLEAN OIDEACHAIS



COISTE  
GAIRMOIDEACHAIS  
CHATHAIR  
CHORCAÍ



Cúis áthais dom is ea é ár bPlean Oideachais 2011 a chur os bhur gcomhair thar ceann bhail Choiste Gairmoideachais Chathair Chorcaí. Tháinig athruithe móra chun cinn ón uair gur ghlac an Coiste lena chéad Phlean Oideachais sa bhliain 2006. Leanfaidh Coiste Gairmoideachais Chathair Chorcaí lena thraidisiún fada de bheith ag freastal ar mhuintir Chorcaí agus, go háirithe iad siúd atá ar an imeall nó atá faoi mhíbhuntáiste, ach ní mór dó é sin a dhéanamh le hacmhainní atá ag dul i laghad.

Agus cúrsaí mar atá i láthair na huair, tá sainchuspóirí ag baint leis na hAidhmeanna Straitéiseacha mar aon le Gníomhaíochtaí na nAidhmeanna céanna. Táim ag súil leis an bfeabhas a dhéanfar amach anseo ar sholáthar Sheirbhísí an Choiste a bheidh mar thoradh ar na gníomhaíochtaí a leagfar amach sa Phlean seo.

An Comhairleoir Jim Corr, Cathaoirleach, Coiste Gairmoideachais Chathair Chorcaí



Faoi Alt 30 den Acht um Ghairmoideachas (Leasú), 2001, titeann an dualgas ormsa mar POF Plean Oideachas cúig bliana a ullmhú agus a chur faoi bhráid an Choiste Ghairmoideachais lena fhaomhadh a fháil.

Seo an dara Plean dá leithéid agus cuimseoidh sé an tréimse 2011-2016. Níor baineadh amach aidhmeanna agus cuspóirí uile an chéad Phlean (205-2010). D'fhéadfaí a áiteamh fiú amháin, nach raibh an Plean sin mar phointe tagartha mar ba cheart chun treoir a chur ar an gCoiste agus é i mbun a chuid gníomhaíochtaí le roinnt blianta.

Dréachtaíodh an dara Plean tar éis dul i gcomhairle le príomh-gheallsealbhóirí agus, cé gur deacair an rud é, go háirithe nuair a chuirtear athruithe móra agus neamhchinnteacht na linne seo san áireamh, pleanáil éifeachtach a dhéanamh le haghaidh tréimhse cúig bliana, táthar ag súil go dtabharfaidh na haidhmeanna agus na cuspóirí straitéiseacha, atá leagtha amach, fócas don Choiste i rith na mblianta atá romhainn.

Ar na ceachtanna tábhachtacha a foghlaimíodh ón gcéad phlean, tá an tábhacht a bhaineann le meithleacha chun faireachán a dhéanamh ar ghníomhaíochtaí ar leith agus an gá atá le athbhreithnithe rialta ar an dul chun cinn. Mar sin, moladh sa Phlean go mbunófaí 5 ghrúpa chuige seo.

Ba mhaith liom mo bhuíochas a ghábháil leis an gCoiste Stiúrtha a rinne faireachán ar fhorbairt an Phlean agus leis na grúpaí geallsealbhóirí as a gcuid ionchuir agus smaointe. Tá sé beartaithe gur cheart don phlean a bheith ar fáil dóibh seo leanas: Bail uile an Choiste, foireann, scoláirí agus tuismitheoirí agus gur cheart don choiste gnó a bheith freagrach as cur i bhfeidhm na ngníomhaíochtaí agus na gcuspóirí mar atá siad leagtha amach sa Phlean.

An tUas. Timothy Owens, Príomh-Oifigeach Feidhmiúcháin, Coiste Gairmoideachais Chathair Chorcaí

## Réamhrá

Is é seo an dara plean a ullmhaíodh faoi réir ag Alt 30 den Acht um Ghairmoideachas (Leasú), 2001. Nuair a scríobhadh Plean 2006-2010 bhí an geilleagar ag fás leis, bhí cistí móra ar fáil, mar aon le glan-inimirce, praghsanna réadmhaoine ag méadú, leibhéil isle fostaíochta agus laghdú ar an méid daoine a bhí ag cur isteach ar Choláistí Breisoideachais an Choiste.

A mhalairt atá i gceist anois in aimsir seo na neamhchinnteachta agus tá an Plean seo á ullmhú agus cúrsaí ag athrú as cuimse. Bhí dúshlán mhóra i ndán don tír de dheasca na géarchéime eacnamaíochta – ualach ollmhór fiachais, imirce ag méadú, fostaíocht ag méadú, laghdú nach beag i luach réadmhaoine. Tá sé ag dul dian ar an gCoiste déileáil leis an éileamh atá ag fás ar sheirbhísí oideachais do dhaoine fásta agus ar sheirbhísí breisoideachais ós rud é go bhfuil cistí ag dul i laghad agus go bhfuil teorainn curtha leis na háiteanna breisoideachais.

## Comhthéacs

Tá an Plean á ullmhú agus é á mholadh foai láthair go laghdófaí líon na gCoistí Gairmoideachais trí chomhiomlánú. D'fhéadfadh athrú teacht ar bhallraíocht, ar fheidhmeanna agus fiú amháin ar an teideal “Coiste Gairmoideachais”. D'fhéadfadh na forbairtí seo, mar aon leis na moltaí chun laghdú a dhéanamh ar líon na ndaoine atá ag obair sa tseirbhís phoiblí, tionchar suntasach a bheith acu ar ról na gCoistí amach anseo.

Chuir an tAire Oideachais sainghrúpa ar bun ar phátrúnacht bhunscoile agus is cosúil go rachaidh seo i bhfeidhm go mór ar Choistí Gairmoideachais. De réir dealraimh beidh líon nach beag bunscoileanna faoi phátrúnacht an Choiste Ghairmoideachais ar bhonn náisiúnta. Níl mórán scóip do sholáthar bunscolaíochta i gCathair Chorcaí, mar nach bhfuil éileamh ar scoileanna nua, ach beidh athruithe patrúnachta i gceist má shocraíonn an Eaglais Chaitliceach go gcuirfidh sí deireadh lena pátrúnacht i mbunscoileanna atá ann cheana.

Sa bhliain 2007, léiríodh an Straitéis Scileanna Náisiúnta go mbeadh gá le huas-sciliú do 500,000 duine breise san fhórsa oibre agus go gcaithfidís dul chun cinn a dhéanamh agus leibhéal NFAQ amháin a ghnóthú anuas ar a leibhéal oideachais agus oiliúna reatha faoin mbliain 2020. Tá athbhreithniú ar siúl ar FÁS, an ghníomhaireacht oiliúna náisiúnta, faoi láthair agus b'fhéidir go mbeidh ról na gCoistí Gairmoideachais ag méadú maidir le forbairtí solúbhtha agus nuálaíochta a shásóidh an t-éileamh seo le linn na mblianta atá romhainn.

Ar an láimh eile, caillfidh Coistí cuid dá bhfeidhmeanna, mar shampla riarachán Deontas agus Scoláireachtaí, a aistrefar go dtí údarás nua ó mhí Mheán Fómhair 2010 ar aghaidh.

## **An Comhthéacs Déimeagrafach Áitiúil**

Is mór idir déimeagrafaíocht Chathair Chorcaí agus na noirm náisiúnta. Léirigh an Daonáireamh deireanach go raibh 43,971 teaghlach, ina raibh 119,522 duine aonair. 23% an céatadán den daonra a bhí faoi bhun 19 mbliana i nDaonáireamh 2006. 29% atá i gceist i gContae chorcaí agus 27% atá i gceist sa Stát ar an iomlán. A mhalairt atá i gceist le seandaoine (os cionn 65 bliain) agus iad mar 14% den daonra i gCathair Chorcaí. 11% atá i gceist i gContae chorcaí agus sa Stát ar an iomlán.

Mhéadaigh an céatadán de dhaonra na cathrach nach Éireannaigh iad ó 6% sa bhliain 2002 go dtí 11% sa bhliain 2006. De bharr staid eacnamaíochta na tíre faoi láthair, tháinig laghdú ar chéatadán an daonra nach Éireannaigh iad ón méid a bhí anseo agus an borradh eacnamaíochta ar siúl ach tá fós líon ard de ghrúpaí eitneacha éagsúla sa chathair. Tá leibhéal ard míbhuntáiste eacnamaíochta agus oideachais sa Chathair leis. Chuaigh an cúlú eacnamaíochta i bhfeidhm ar rátaí fostaíochta agus tháinig méadú de 5% ar an ráta céanna idir Meán Fómhair 2009 agus Meán Fómhair 2010, rud a fhágann 27,283 dífhostaithe. I gceantair mhóra i dtuaisceart na cathrach agus i bhfo-áit i ndeisceart na cathrach, tá idir ceathrú agus trian den daonra, atá os cionn cúig bliana déag, nar chríochnaigh a gcuid oideachais dara leibhéal. As an 37 Bunscoil a fhaigheann cúnaimh breise faoin Tionscadal Teagmhála Baile, Scoile agus Pobail i gCeantar Chorcaí, tá 30 díobh lonnaithe sa Chathair féin.





## Soláthar Reatha

(Líon scoláirí 2010/2011):

### Coláistí Breisoideachais

| Ionad                                | Líon na Scoláirí |
|--------------------------------------|------------------|
| Coláiste Tráchtála Chorcaí           | 1,884            |
| Lár-Choláiste Eoin                   | 1,188            |
| Coláiste Stiofáin Naofa              | 942              |
| Coláiste Pobail Traolach Mac Suibhne | 152              |
| Coláiste Pobail de Nóglá             | 64               |

### Iar-Bhunscoileanna:

| Ionad  | Líon na Scoláirí |
|--|------------------|
| Coláiste Daibhéid (Gaelcholáiste)                          | 192              |
| Coláiste Tráchtála Chorcaí (Athscrúdú Ardteistiméireachta) | 319              |
| Coláiste Pobail Traolach Mac Suibhne                       | 190              |
| Coláiste Pobail de Nóglá                                   | 169              |

### Ionaid Ógtheagmhála:

| Ionad                                | Oiliúnaithe |
|--------------------------------------|-------------|
| Sráid an Déin                        | 25          |
| Seirbhís Tacaíochta Foghlama Chorcaí | 65          |
| Cnoc na hAoine                       | 25          |
| An Gleann                            | 25          |
| Machain                              | 25          |

### **Seirbhísí Eile:**

Tacaíonn seirbhísí Aosoideachais Bhunúsáigh agus Pobail de chuid Choiste Gairmoideachais Chathair Chorcaí le níos mó ná 100 eagraíocht éagsúil, naoi scéim litearthachta san áireamh, chun seirbhísí oideachais a chur ar fáil do nach mór 6,000 foghlaimoir.

Tá sainaonad oideachais i bPríosún Chorcaí ina bhfuil seomraí ranga ealaíne, adhmaadóireachta agus tís. Fir is ea na socláirí seo ar fad, agus bheadh an chuid is mó acu tar éis oideachas foirmiúil a fhágáil gan aon chreidiúnú. Pléann an tAonad le thart ar 400 príosúnach gach bliain.

Cuirtear cláir aosoideachais ar fáil i dtrí Choláiste Bhreisoideachais, a dhíolann astu féin, agus freastalaíonn siad ar nach mór 10,000 foghlaimoir gach bliain.

### **Soláthar Foirne:**

D'fhonn na seirbhísí seo a sholáthar, fostaíonn Coiste Gairmoideachais Chathair Chorcaí suas le 1,600 duine, ar bhonn lán- agus páirtaimseartha, sna róil seo leanas: Múinteoirí, Teagascóirí, Foireann Riaracháin, Foireann Teicneolaíochta agus Tacaíochta.

Léiríonn an leibhéal ard seo de sholáthar foirne an méid a chuirimid le leibhéal fostaíochta i réimse an oideachais inár bpobal.

Cuireann Coiste Gairmoideachais Chathair Chorcaí le cúrsaí eacnamíochta an cheantair áitiúil sna slite seo: tuarastail foirne, soláthar seirbhísí inár gcuid ionad, agus cothabháil agus forbairt ár gcuid foirgneamh.



## **Staitéis Ghníomhaíochta a Fhorbairt**

Agus straitéis á forbairt acu do Choiste Gairmoideachais Chathair Chorcaí, chuir an coiste sitúrtha próiseas comhairleoireachta i bhfeidhm i dtreo is go bhféadfadh raon fairsing daoine cur leis an bplean.

### **Céim 1. Ráiteas Misin a Fhorbairt**

Nuair a forbraíodh an ráiteas misin, bhí na Príomhoidí Scoile páirteach i ngrúpa fócais chun tosaíochtaí a aithint don chéad chúig bliana eile. Rinneadh grúpa eile do bhainisteoirí Ionaid Ógtheagmhála agus do bhainisteoirí sheirbhísí eile sa Choiste Gairmoideachais. Tar éis an phróisis seo, leagadh amach ráiteas misin mar atá leagtha amach ar leathanach 10.

### **Céim 2. Aidhmeanna Straitéiseacha a Fhorbairt.**

- A. Nuair a aontaíodh an ráiteas misin, mhol an Coiste Siúrtha roinnt Aidhmeanna Straitéiseacha bunaithe ar phríomhghnéithe an ráitis mhisin.
- B. Forbraíodh ceistneoir a bhain leis an gcleachtas, -mar atá anois agus mar a bheidh amach anseo- in aonaid éagsúla de chuid Choiste Gairmoideachais Chathair Chorcaí i leith na n-aidhmeanna seo. Dáileadh an ceistneoir seo ar aonaid uile na seirbhíse.
- C. Tugadh cóip de na hAidhmeanna Straitéiseacha d'fhostaithe uile de chuid Choiste Gairmoideachais Chathair Chorcaí mar chuid dá ráiteas tuarastail i mí Eanáir agus ina theannta sin, tugadh an deis dóibh a gcuid tuairimí a chur in iúl tríd an r-phoist.

### **Céim 3. Gníomhaíochtaí Straitéiseacha a Fhorbairt.**

- A. De ghnáth, bíonn Cuspóirí Straitéiseacha mar thoradh ar Aidhmeanna Straitéiseacha agus ní mór cloí leis na cuspóirí céanna. Ach mheas an Coiste Stiúrtha dá dtabharfaí sainmhíniú ar Chuspóirí Straitéiseacha go mbeadh sé mar bhac, i gcásanna áirithe, ar sholúbthacht na heagraíochta chun freastal ar chúrsaí eacnamaíochta agus sóisialta ár linne a bhíonn ag athrú. Dá bharr sin, in áit Cuspóirí Straitéiseacha a fhorbairt, forbraíodh réimse Dréacht-Ghníomhaíochtaí Straitéiseacha a bhaineann le gach ceann de na haidhmeanna Straitéiseacha.
- B. Dáileadh na Dréacht-Chuspóirí Straitéiseacha ar Bhainisteoirí Sinsearach chun go ndéanfaí iad a phlé agus cuireadh na freagraí a fuarthas san áireamh sa Leagan Deirineach de na Gníomhaíochtaí Straitéiseacha atá leagtha amach ar leathanach 14.

#### **Céim 4. An Plean a Leagan Amach**

1. Chruthaigh an Coiste Stiúrtha dréachphlean a cuireadh faoi bhráid Choiste Gairmoideachais Chathair Chorcaí ar 28 Márta 2011
2. Ghlac an Coiste Gairmoideachais leis an bplean mar atá leagtha amach i gcuid 2 den fhoilseachán seo.

#### **Céim 5. An Plean a chur i bhFeidhm**

Mhol an Coiste Stiúrtha go mbeadh tacaíocht ag teastáí ó na scoileanna agus ó na hionaid chun go mbeadh rath ar chur i bhfeidhm an phlean. Mar sin, mhol sé go gcruthófaí na fochoistí seo leanas mar chúnamh don phróiseas feidhmithe.

#### **Coistí le bunú**

1. Grúpa Tacaíochta Feidhmithe
2. Grúpa Straitéisí Cumarsáide
3. Grúpa Polasaí TFC agus Stiúrtha
4. Aonad Taighde agus Pleanála Polasaí
5. Fochoiste Chun Cinn

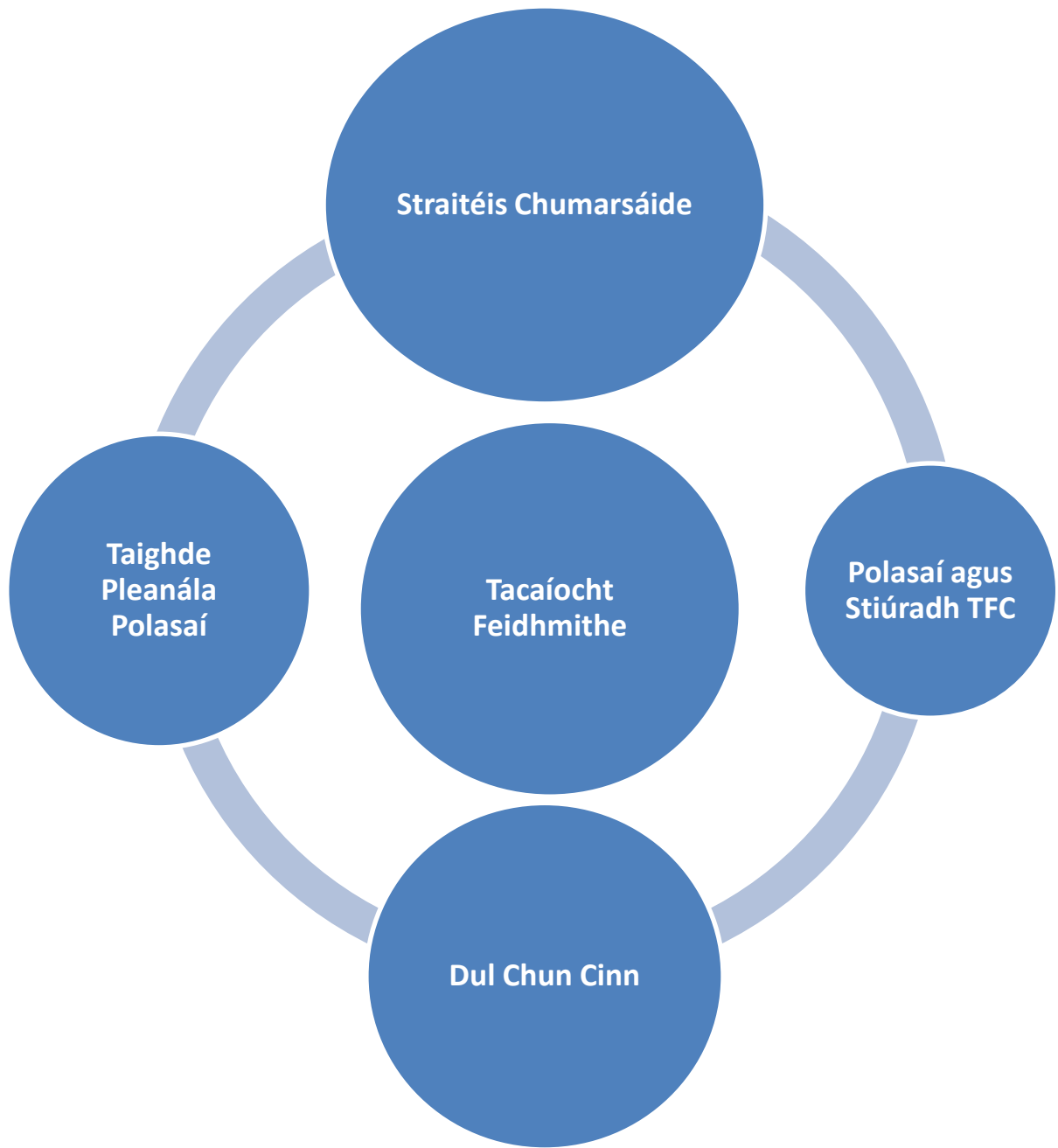
#### **Céim 6. Fochoistí a Bhunú.**

Tar éis don Choiste Gairmoideachais glacadh leis an bPlean, ceapfaidh an POF daoine ar na coistí éagsúla atá cáilithe go cuí ar bhonn taithí, spéise agus scileanna.

Beidh an dualgas ar gach coiste pleananna gníomhaíochta a chruthú chun go mbainfear amach Aidhmeanna Straitéiseacha an phlean seo.







Cuid 2

# An Plean



# Ráiteas Misin

***Deiseanna oideachais agus oiliúna den chéad scoth a chur ar fáil go neamhspleách agus i bpáirt le gníomhaireachtaí eile, i réimse gort a fhreastalaíonn ar riachtanais na bhfoghlaimeoirí agus na sochaí.***



## Aidhmeanna Straitéiseacha

### Ráiteas Misin Príomh-Réimse

### Aidhmeanna Straitéiseacha

#### Cáilíocht

Beidh soláthar seirbhísí ar ardchaighdeán mar fhiúntas bunúsach ag Coiste Gairmoideachais Chathair Chorcaí i gcónaí. Déanfar ár gcuid seirbhísí a dhearadh, a chur ar fáil, a mheas agus a riaradh. Chuige seo, tabharfar spreagadh agus tacaíocht d'iarrachtaí na foirne agus iad ag cinntiú go mbeidh a leithéid ar siúl trínár seirbhís ar fad.

#### Comhpháirtíocht

Forbróidh Coiste Gairmoideachais Chathair Chorcaí comhpháirtíochtaí cuí agus coimeádfaidh sé iad i dtreo is go mbeimid in ann seirbhís fheabhsaithe a sholáthar dár bhfoghlaimeoirí agus don phobal i gcoitinne.

#### Suíomhanna

Cuirfear cúrsaí ar fáil i lear maith ionad agus suíomhanna. Déanfar gach cúrsa a shainaithint le seirbhís ar leith, ach déanfar iarrachtaí chun deiseanna foghlama a chur ar fáil i suíomhanna oiriúnacha a mbeidh teacht ag scoláirí orthu. Chomh maith leis seo, iarrfar ar sholáthróirí cúrsaí deiseanna ríomhfhoghlama a mhéadú de réir mar is cuí.



## **Riachtanais na bhFoghlaimoir í**

Déanfar iarrachtaí chun na riachtanas atá ag ár scoláirí faoi láthair a shainaithint mar aon leis na riachtanais a bheidh acu amach anseo. Baileofar eolas ónár scoláirí agus ó fhoinsi eile agus úsáidfear é dár soláthar seirbhíse féin, ar bhonn cainníochtúil agus cáilíochtúil. Cuirfear san áireamh, riachtanais na bhfoghlaimoirí a bhaineann leo seo: riachtanais iontrála, tacaíochtaí foghlama agus dul chun cinn.

## **Riachtanais na Socháí**

Tá idir éagsúlacht agus dheacracht ag baint leis na héilimh a bhíonn ag an tsocháí ar a soláthróirí seirbhíse oideachais. Le linn na mblianta atá romhainn, déanfaidh Coiste Gairmoideachais Chathair Chorcaí iarrachtaí chun freagairt d'éilimh na socháí a bhíonn ag síorathrú, agus cuirfidh sé roimhe na riachtanais nua a thuar agus beidh ról gníomhach aige maidir leis an soláthar a chur ar fáil agus a stiúradh chun na riachtanais atá ann faoi láthair a shásamh mar aon leis na riachtanais a bheidh ann amach anseo.





## 1. Cáilíocht

Beidh soláthar seirbhísí ar ardchaighdeán mar fhiúntas bunúsach ag Coiste Gairmoideachais Chathair Chorcaí i gcónaí. Déanfar ár gcuid seirbhísí a dhearadh, a chur ar fáil, a mheas agus a riaradh. Chuige seo, tabharfar spreagadh agus tacaíocht d'iarrachtaí na foirne agus iad ag cinntiú go mbeidh a leithéid ar siúl trínár seirbhís ar fad.

### GNÍOMHAÍOCHTAÍ STRAITÉISEACHA

- 1 A** Bunóidh Coiste Gairmoideachais Chathair Chorcaí próisis agus nósanna imeachta a chinnteoidh clár oideachais agus oiliúna ar ardchaighdeán d'fhoghlaimoirí a sheirbhísí uile.
- 1 B** Beidh an foghlaimoir mar chuid lárnach de na clár oideachais agus oiliúna ag gach leibhéal agus dearfar iad chun deis a thabhairt d'fhoghlaimoirí creidiúnú ag an leibhéal cuí a fháil ón gCreat Náisiúnta Cáilíochtaí.
- 1 C** Déanfaidh gach seirbhís agus ionad córas athbhreithnithe clár a fhobairt agus a chur i bhfeidhm. Déanfaidh an córas seo clár a mheas ar bhonn oiriúnachta agus scrúdóidh sé an bealach inar cuireadh i láthair é.
- 1 D** Déanfaidh gach seirbhís agus ionad nósanna imeachta a fhorbairt agus a chur i bhfeidhm maidir le meastóireacht agus feabhsú inmheánach.
- 1 E** Tabharfar faoi anailís riachtanais forbartha na foirne i rith an chéad dá mhí dhéag den phlean seo chun réimsí a aithint a bhfuil gá acu le tacaíocht forbartha gairmiúla.
- 1 F** Déanfar clár struchtúrtha de thionscnaimh a dhearadh agus a chur i láthair, rud a thacóidh le forbairt ghairmiúil na foirne atá páirteach i seirbhísí uile Choiste Gairmoideachais Chathair Chorcaí.



## 2. Comhpháirtíocht

Forbróidh Coiste Gairmoideachais Chathair Chorcaí comhpháirtíochtaí cuí agus coimeádfaidh sé iad i dtreo is go mbeimid in ann seirbhís fheabhsaithe a sholáthar dár bhfoghlaimoirí agus don phobal i gcoitinne.

### GNÍOMHAÍOCHTAÍ STRAITÉISEACHA

- 2 A** Straitéis chumarsáide chorparáideacha fhorbairt a dhíríonn ar chumarsáid a fheabhasú agus ar thiomsú feasachta agus tuisceana i réimsí seirbhísí uile an Choiste.
- 2 B** Meicníochtaí a chur chun cinn a spreagfaidh agus a éascóidh cumarsáid níos éifeachtaí idir an fhoireann sna hionaid.
- 2 C** Naisc chomhpháirtíochta a fhorbairt idir ionaid agus seirbhísí an Choiste Ghairmoideachais agus gníomhaireachtaí eile chun feabhas a chur ar réimse na ndeiseanna oideachais atá ar fáil d'fhoghlaimoirí agus ar an teacht atá ag foghlaimoirí orthu.
- 2 D** Na naisc Chomhpháirtíochta atá againn faoi láthair a aithint agus a anailísiú chun naisc dá leithéid a chaomhnú agus a fhorbairt níos mó.
- 2 E** Comhaontaithe seirbhíse a fhorbairt agus a chur i bhfeidhm lenár gcomhpháirtithe sna seirbhísí pobail agus óige agus i seirbhísí eile.
- 2 F** Straitéis chorparáideach mhargaíochta agus bhrandála a fhorbairt agus a chur i bhfeidhm chun feasacht phoiblí i dtaobh sheirbhísí an Choiste Ghairmoideachais a fheabhsú agus chun forbairt bhreise a dhéanamh ar an bhfís “Aon Seirbhís Amháin”.
- 2 G** Meicníochtaí agus nósanna imeachta a fhorbairt chun go mbeidh ionaid agus seirbhísí an Choiste Ghairmoideachais in ann feastal ar riachtanais atá ag teacht chun solais, a bhfuil taobh idir-ghníomhaireachta acu agus a bhfuil gá acu le próisis phleanála atá comheagraithe agus cuimsitheach.



### 3. Suíomhanna

Cuirfear cúrsaí ar fáil i lear maith ionad agus suíomhanna. Déanfar gach cúrsa a shainaithint le seirbhís ar leith, ach déanfar iarrachtaí chun deiseanna foghlama a chur ar fáil i suíomhanna oiriúnacha a mbeidh teacht ag scoláirí orthu. Chomh maith leis seo, iarrfar ar sholáthróirí cúrsaí deiseanna ríomhfhoghlama a mhéadú de réir mar is cuí.

#### GNÍOMHAÍOCHTAÍ STRAITÉISEACHA

- 3A** Déanfaidh na hionaid agus na seirbhísí go leir Iniúchadh Bonneagair i rith Bhliain 1 den phlean.
- 3B** Leagfar amach do gach ionad agus seirbhís Plean Forbartha Bonneagair.
- 3C** Foilseoidh Coiste Gairmoideachais Chathair Chorcaí, liosta de thosaíochtaí Forbartha Bonneagair.
- 3D** Leanfaidh gach seirbhís de bheith ar thóir féidearthachtaí maidir le soláthair cúrsaí in ionaid lasmuigh den champas.
- 3E** Cuirfidh Coiste Gairmoideachais Chathair Chorcaí úsáid Thimpeallachtaí Fíorúla Foghlama chun cinn.
- 3F** Bunóidh Coiste Gairmoideachais Chathair Chorcaí Grúpa Polasaí TFC agus Stiúrtha a dhéanfaidh pleanáil, cur chun cinn agus monatóireacht maidir le húsáid TFC sa scéim go léir i reimsí ar nós: VLE, ríomhfhoghlaim, cianfhoghlaim agus foghlaim chumaisc.
- 3G** Forbróidh gach ionad agus seirbhís straitéis ríomhfhoghlama.



## 4. Riachtanais na bhfoghlaimoirí.

Déanfar iarrachtaí chun na riachtanas atá ag ár scoláirí faoi láthair a shainaithint mar aon leis na riachtanais a bheidh acu amach anseo. Baileofar eolas ónár scoláirí agus ó fhoinsi eile agus úsáidfear é dár soláthar seirbhíse féin, ar bhonn cainníochtúil agus cáilíochtúil. Cuirfear san áireamh, riachtanais na bhfoghlaimoirí a bhaineann leo seo: riachtanais iontrála, tacaíochtaí foghlama agus dul chun cinn.

### GNÍOMHAÍOCHTAÍ STRAITÉISEACHA

- 4A** Sonróidh gach ionad agus seirbhís laistigh de Choiste Gairmoideachais Chathair Chorcaí éileamh agus riachtanais na bhfoghlaimoirí, atá ann agus atá tuartha ina réimsí féin.
- 4 B** Bainfidh gach ionad agus seirbhís leas as a gcórais phleanála agus athbhreithnithe chun an da ní seo a shonrú: an tslí ina sásóidh cláir riachtanais foghlaimoirí atá sainaitheanta agus an dul chun cinn atá déanta maidir le tosaíochtaí oideachais agus oiliúna náisiúnta.
- 4 C** Sonróidh gach ionad agus seirbhís na tacaíochtaí foghlama is gá mar aon leis na deiseanna chun cinn atá ar fáil don fhoghlaimoir.
- 4 D** Cuirfear ar fáil don fhoireann teagaisc uile, trí chlár forbartha gairmiúla pleanáilte, na bunscileanna agus an buneolas a theastaíonn chun tacú le foghlaimoirí a bhfuil sainriachtanais foghlama acu.
- 4 E** Bunófar fochoiste Chun cinn a thabharfaidh faoi na nithe seo leanas:
- (a) Athbhreithniú a dhéanamh ar na deiseanna agus ar na baic atá ann maidir le dul chun cinn laistigh de sheirbhísí Choiste Gairmoideachais Chathair Chorcaí agus lasmuigh díobh chomh maith. Cuirfear an t-athbhreithniú seo i gcrích i rith an chéad dá mhí dhéag den phlean seo.
  - (b) Straitéis chun cinn a fhorbairt agus a fhoilsiú, ina mbeidh cur síos ar struchtúir agus ar chórais a bheidh le cur i bhfeidhm chun tacú le dul chun cinn na bhfoghlaimoirí agus chun an dul chun cinn seo a leanúint.



## 5. Riachtanais na Sochaí

Tá idir éagsúlacht agus dheacracht ag baint leis na héilimh a bhíonn ag an tsochái ar a soláthróirí seirbhíse oideachais. Le linn na mblianta atá romhainn, déanfaidh Coiste Gairmoideachais Chathair Chorcaí iarrachtaí chun freagairt d'éilimh na sochaí a bhíonn ag síorathrú, agus cuirfidh sé roimhe na riachtanais nua a thuar agus beidh ról gníomhach aige maidir leis an soláthar a chur ar fáil agus a stiúradh chun na riachtanais atá ann faoi láthair a shásamh mar aon leis na riachtanais a bheidh ann amach anseo.

### GNÍOMHAÍOCHTAÍ STRAITÉISEACHA

- 5A** Cuirfidh Coiste Gairmoideachais Chathair Chorcaí roimhe feacht agus tuiscint a chothú maidir leis an tslí ina gcuireann an t-oideachas le forbairt shóisialta, eacnamaíochta agus phearsanta na bhfoghlaimoírí agus lena bhfolláine.
- 5B** Caidreamh níos fearr a spreagadh idir ionaid agus seirbhísí an Choiste Gairmoideachais agus na pobail a ndéanann siad freastal orthu.
- 5C** Bunóidh an Coiste Gairmoideachais fóram chun plé agus caidreamh idir an fhoireann a spreagadh i leith polasaí agus taighde náisiúnta agus idirnáisiúnta i réimsí an oideachais agus na hoiliúna.
- 5D** Aonad Taighde agus Pleanála Polasaí a fhorbairt laistigh den Choiste Gairmoideachais a bheidh mar aonad tacaíochta chun clár d'fhoghlaimoírí agus clár forbartha gairmiúla don fhoireann a fhorbairt agus a sholáthar.
- 5E** Deimhin a dhéanamh de go mbíonn riachtanais na sochaí agus na bpobal áitiúil mar chuid lárnach den phróiseas pleanála ag leibhéal na n-ionad agus na seirbhísí.



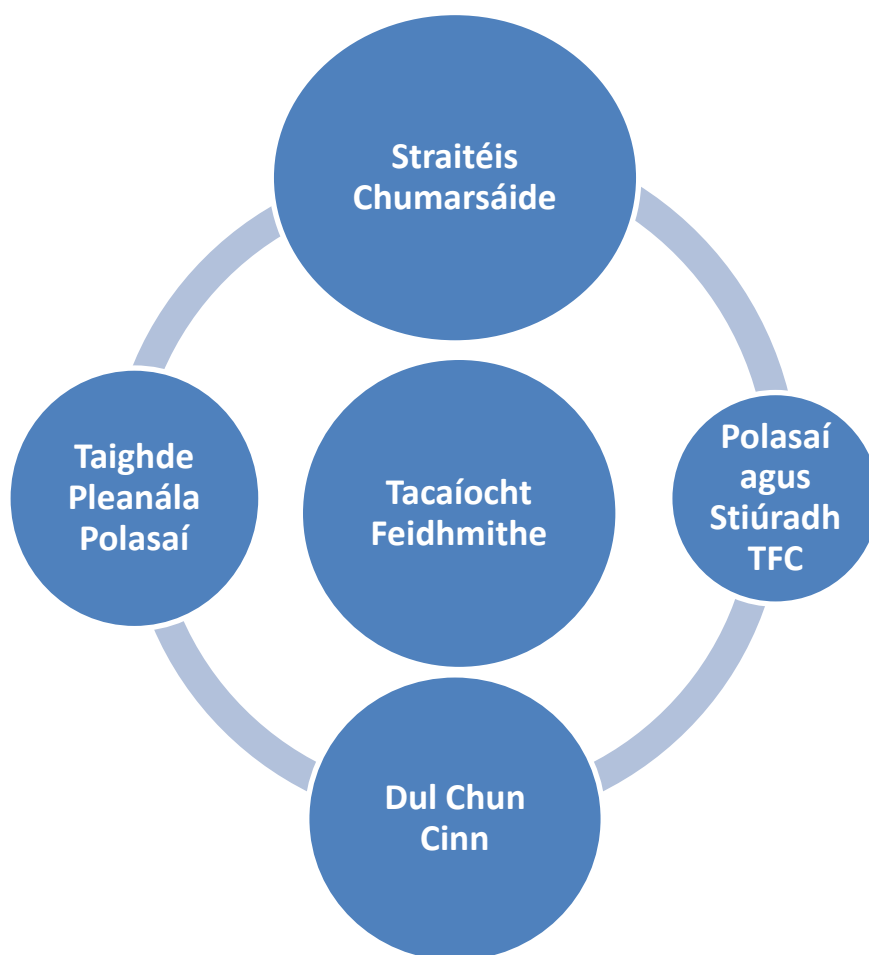


# An Plean a chur i bhFeidhm

D'fhonn tacú le hIonaid agus le Scoileanna, agus iad ag cur na nGníomhaíochtaí Straitéiseacha seo i bhfeidhm, bunófar Grúpa Tacaíochta Feidhmithe.

## Coistí le bunú

1. Grúpa Tacaíochta Feidhmithe
2. Grúpa Straitéisí Cumarsáide
3. Grúpa Polasaí TFC agus Stiúrtha
4. Aonad Taighde agus Pleanála Polasaí
5. Fochoiste Chun Cinn





2011 -  
2016

Education Plan



City of Cork  
Vocational  
Education  
Committee



I am pleased, on behalf of the members of the City of Cork Vocational Education Committee, to present our Education Plan 2011-2016.

Much has changed since the Committee adopted its first Education Plan in 2006. While the City of Cork VEC will continue its long tradition of serving the people of Cork and, in particular, those who are marginalised or disadvantaged, it must now do so with diminishing resources.

In keeping with the new reality, the Strategic Aims, and the Actions arising from them, are targeted and clearly focused. I look forward to the future improvement in the Committee's Service provision that will result from the actions laid down in this Plan.

Cllr. Jim Corr, Chairperson, City of Cork VEC



As CEO I have a responsibility under Section 30 of the Vocational Education (Amendment) Act, 2001 to prepare and submit to the Vocational Education Committee a five year Education Plan for its approval.

This Plan, to cover the period 2011-2016, is the second such plan. Not all the aims and objectives of the first Plan (2005-2010) have been achieved. Indeed it might be argued that that Plan was not the reference point it should have been in guiding the Committee's actions over the last number of years.

This second Plan has been drafted after a series of consultations with key stakeholders and, while it is difficult, particularly at a time of great change and uncertainty, to plan effectively for a five year period, it is hoped that the strategic aims and objectives outlined will provide the Committee with a focus for the years ahead.

One of the lessons learned from the first plan is the importance of working groups to oversee the implementation of specific actions and the need for regular reviews of progress. With this in mind, the Plan proposes to establish 5 such groups.

I would like to thank the Steering Committee who oversaw the development of the Plan and the stakeholder groups for their input and ideas. It is intended that the plan should be available to all Committee Members, staff, students and parents and that the executive should be accountable for the implementation of the actions and objectives as outlined in the Plan.

Mr. Timothy Owens, Chief Executive Officer, City of Cork VEC



## Introduction

This is the second plan prepared in accordance with Section 30 of the Vocational Education (Amendment) Act, 2001. The 2006-2010 Plan was written against a background of a growing economy, large budget surpluses, net immigration, rising property prices, low levels of unemployment and decreasing enrolments in the Committee's Further Education Colleges.

In contrast, this Plan is being prepared at a time of unprecedented change and uncertainty. The economic crisis has left the country facing huge challenges – a large debt burden, rising emigration, rising unemployment, a significant decrease in property values. The Committee is struggling with an increasing demand for adult and further education services at a time of diminishing budgets and a cap on the number of FE places.

## Context

The Plan is being prepared at a time when it is proposed to reduce the number of Vocational Education Committees by means of aggregation. The composition, functions and even the title "Vocational Education Committee" are likely to change. All of these developments, allied to proposals to reduce the number of people working in the public service, may have a significant impact on the future roles of Committees.

The setting up of an expert group by the Minister for Education on primary school patronage may have substantial impact on VECs. It is probable that a significant number of primary schools nationally will come under VEC patronage. There is little scope for new primary school provision in Cork City, as there is not a demand for new schools, but changes in patronage will impact if the Catholic Church decides to divest itself of patronage in existing primary schools.

In 2007, the National Skills Strategy indicated that an additional 500,000 individuals within the workforce will need to be upskilled and to progress by at least one NFQ level over and above their current level of education and training by 2020. With the future of FÁS, the national training agency, currently under consideration, there may be an increasing role for VECs to develop flexible, innovative responses to meet this need over the coming years.

On the other hand, Committees will certainly lose some functions, such as the Grants and Scholarship administration, due to commence transferring to a new authority from September 2012.





## Local Demographical Context

The demography of Cork City differs from the national norms. At the last Census, the City contained 43,971 households, comprising of 119,522 individuals. The percentage population of persons under 19 years in Census 2006 was 23%. This compares with 29% for Cork County and 27% for the State as a whole. Conversely, older people (over 65 years) account for 14% of the population of Cork City. This compares with 11% for both Cork County and the State as a whole.

The percentage population of non-Irish in the city increased from 6% in 2002 to 11% in 2006. The recent economic downturn has seen a decrease in the percentage of non-Irish from its peak at the height of the economic boom but there remains a significant population of various ethnic groups within the city.

The level of economic and educational disadvantage in the City is also high. The economic downturn has had an effect on unemployment rates, with an increase of 5% between September 2009 and September 2010, to a total of 27,283. In large areas of the northside of the city and certain pockets in the southside, a quarter to a third of the population over the age of fifteen finished their education at lower secondary level. Of 37 Primary Schools receiving added assistance under the Home School Community Liaison Project in the Cork Region, 30 are located within the City.



## Present Provision

(Student numbers 2010/2011):

### Further Education Colleges

| Centre                           | Number of Students |
|----------------------------------|--------------------|
| <b>College Of Commerce</b>       | 1,884              |
| <b>St John's Central College</b> | 1,188              |
| <b>Coláiste Stiofáin Naofa</b>   | 942                |
| <b>Terence McSwiney College</b>  | 152                |
| <b>Nagle Community College</b>   | 64                 |

### Post- Primary Schools:

| Centre                                    | Number of Students |
|---|--------------------|
| <b>Coláiste Daibhéid (Gael Choláiste)</b> | 192                |
| <b>College of Commerce (Repeat L.C.)</b>  | 319                |
| <b>Terence McSwiney Community College</b> | 190                |
| <b>Nagle Community College</b>            | 169                |

### Youth Reach Centres:

| Centre                              | Trainees |
|-------------------------------------|----------|
| <b>Dean Street</b>                  | 25       |
| <b>Cork Learning Support Centre</b> | 65       |
| <b>Knocknaheeny</b>                 | 25       |
| <b>The Glen</b>                     | 25       |
| <b>Mahon</b>                        | 25       |



## Other Services:

The City of Cork VEC's Adult Basic Education and Community Education services supports over 100 different organizations, including nine literacy schemes, in the delivery of education services to almost 6,000 learners.

The purpose built education unit in Cork Prison has specialist art, woodwork, and home economics classrooms. The student population is an exclusively male one, the vast majority of which would have left the formal education setting with no accreditation. The Unit caters for around 400 prisoners annually

Self-financing adult education programmes are provided in the three Further Education Colleges and provide for almost 10,000 learners annually.

## Staffing:

In providing these services, the City for Cork VEC employs nearly 1,600 people, both full-time and part-time as Teachers, Tutors, Administrative Staff, Technical & Support Staff.

This level of staffing represents a significant contribution to educational employment levels in our community.

Through staff salaries, service provision in our centres and the maintenance and development of our buildings, City of Cork VEC contributes to the local economy.



## Development of Action Strategy

In the development of a strategy for the City of Cork VEC, the steering committee implemented a consultative process to allow for a wide input into the production of the plan.

### Phase 1. Development of Mission Statement

In the development of the mission statement, School Principals were involved in a focus group to identify priority areas for the next five years. A similar group was formed comprising Youth Reach Centre managers and managers of other VEC services. Following this process the mission statement as outlined on page 10 was formulated.

### Phase 2. Development of Strategic Aims.

- A. When the mission statement had been agreed, the Steering committee proposed a number of Strategic Aims based on the key features of the mission statement.
- B. A questionnaire was developed which related to the present and future practice of the various units of City of Cork VEC with respect to these aims. This questionnaire was circulated to all units of the service for response.
- C. All employees of City of Cork VEC were provided with a copy of the Strategic Aims with their January salary statement and were given the opportunity to respond to a dedicated e-mail address.

### Phase 3. Development of Strategic Actions.

- A. In the normal course of events, Strategic Aims give rise to series of Strategic Objectives which need to be followed. However the Steering Committee considered that in the present circumstances the definition of very tight Strategic Objectives could, in certain circumstances, impede the flexibility of the organisation to respond to the changing economic and social circumstances of our time. Consequently, in the place of Strategic Objectives, a range of Draft Strategic Actions which relate to each of the Strategic aims were developed.
- B. These Draft Strategic Objectives were circulated to Senior Managers for discussion and responses received were considered in the formulation of the Final Strategic Actions as outlined on page 14.



#### **Phase 4. Construction of Plan**

1. The Steering Committee produced a draft plan which was presented to the City of Cork VEC on the 28<sup>th</sup> March 2011
2. The VEC accepted the plan as outlined in part 2 of this publication.

#### **Phase 5 Implementation Plan.**

The Steering Committee recommendation was that the schools and centres would need to be supported if this plan is to be implemented successfully. Therefore it proposed that the following sub-committees should be formed to aid the implementation process.

#### **Committees to be established**

1. Implementation Support Group
2. Communications Strategy group
3. ICT Policy and Steering Group
4. Policy Planning and Research Unit
5. Progression Sub committee

#### **Phase 6. Formulation of Subcommittees.**

Following the adoption of the Plan by the VEC, the CEO will appoint persons of appropriate experience, interests and skills to each of the committees.

Each committee will be charged with the construction of action plans to enable the Strategic Aims of this plan to be achieved.







## Part 2

# The Plan



# Mission Statement

***To provide high quality educational and training opportunities, independently and in partnership with other agencies, in a variety of settings which are responsive to the needs of learners and society.***



## Strategic Aims

### Mission Statement Key Area

### Strategic Aims

#### Quality

High quality provision will continue to be a core value of City Of Cork VEC. This includes the processes of design, delivery, evaluation and administration of our services. To facilitate this, all staff will be encouraged and supported in their efforts to ensure that this occurs throughout our service.


#### Partnership

City of Cork VEC will develop and maintain appropriate partnerships which will enable us to provide an enhanced service for our learners and the wider community

#### Settings

Courses will be provided in a wide variety of locations and settings. While each course will be identified with a particular service, efforts will be made to provide learning opportunities in settings which are suitable and accessible for students. Along with this, course providers will be encouraged to extend e-learning opportunities where appropriate.





**Learners  
Needs**

Efforts will be made to identify the present and future learning needs of our students. Information will be gathered from students and other sources, which will be used to inform our service provision, both quantitatively and qualitatively. Learners' needs which relate to entry requirements, learning supports and progression will be taken into account.



**Needs of  
Society**

Society places varied and complex demands on its educational service providers. Over the next number of years, City Of Cork VEC will endeavour to be responsive to the demands of a changing society and will, where possible, seek to anticipate these changing needs and take a pro-active role in providing and leading appropriate provision to meet present and emerging needs.

## 1. Quality

High quality provision will continue to be a core value of City Of Cork VEC. This includes the processes of design, delivery, evaluation and administration of our services. To facilitate this, all staff will be encouraged and supported in their efforts to ensure that this occurs throughout our service.

### STRATEGIC ACTIONS

- 1 A** The City of Cork VEC will establish processes and procedures that will ensure high quality education and training programmes for learners throughout its services.
- 1 B** Education and training programmes at all levels will be learner-centred and designed to provide learners with the opportunity to gain certification at an appropriate level on the National Framework of Qualifications.
- 1 C** Each service and centre will develop and implement a system for programme review which will evaluate the appropriateness of the programme and the quality of its delivery.
- 1 D** All services and centres will develop and implement procedures for internal evaluation and improvement
- 1 E** A staff development needs analysis will be undertaken within the first twelve months of this plan to identify areas where professional development support is required.
- 1 F** A structured programme of initiatives in support of the professional development of staff involved in all City of Cork VEC services will be devised and delivered



## 2. Partnership

City of Cork VEC will develop and maintain appropriate partnerships which will enable us to provide an enhanced service for our learners and the wider community

### STRATEGIC ACTIONS

- 2 A** To develop effective a corporate communication strategy that focuses on improving communications and raising awareness and understanding across and among all areas of the Committees service
- 2 B** Promote mechanisms that will encourage and provide for more effective communication between staff within centres.
- 2 C** Develop partnership links between VEC centres and services and other agencies to improve the range of, and access to, educational opportunities for learners.
- 2 D** Identify and analyse our current Partnership links with a view to the maintenance and further development of such links.
- 2 E** Develop and implement service level agreements with all our partners in the community, youth and other service areas.
- 2 F** Develop and implement a corporate marketing and branding strategy to improve public awareness of VEC services and to further develop the “One Service” vision
- 2 G** Develop mechanism and procedures that will enable the VEC, its centres and services, to respond to emerging needs that have an inter-agency dimension and require a coherent coordinated planning process.





### 3. Settings

Courses will be provided in a wide variety of locations and settings. While each course will be identified with a particular service, efforts will be made to provide learning opportunities in settings which are suitable and accessible for students. Along with this, course providers will be encouraged to extend e-learning opportunities where appropriate.

#### STRATEGIC ACTIONS

- 3A** All centres and services will carry out an Infrastructural Audit in Year 1 of the plan
- 3B** An Infrastructural Development Plan will be outlined for each centre and service
- 3C** The City of Cork VEC will produce, on an annual basis, an Infrastructural Development priority list
- 3D** Each service will continue to explore the possibility of the provision of courses in off-campus locations.
- 3E** City of Cork VEC will promote the use of Virtual Learning Environments
- 3F** The City of Cork VEC will establish an ICT Policy and Steering Group which will plan, promote and monitor ICT utilisation across the scheme in areas such as VLE, e-learning, distance and blended learning.
- 3G** All centres and services will develop an e-learning strategy



#### 4. Learners needs.

Efforts will be made to identify the present and future learning needs of our students. Information will be gathered from students and other sources which will be used to inform our service provision both quantitatively and qualitatively. Learners' needs which relate to entry requirements, learning supports and progression will be taken into account.

#### STRATEGIC ACTIONS

- 4A** Each centre and service within the City of Cork VEC will identify learner demand and needs, both existing and predicted, in their area.
- 4 B** Each centre and service will identify, within its planning and review systems, how programmes will contribute to the meeting of identified learner needs and the achievement of national education and training priorities.
- 4 C** Each Centre and service will identify the learning supports required and the possible progression opportunities available to the learner.
- 4 D** All teaching staff will, through a planned professional development programme, be provided with the basic skills and knowledge required to support learners with specific learning needs.
- 4 E** A Progression sub-committee will be established that will:
- (a) Undertake a review of all progression opportunities and barriers to progression within and from City of Cork VEC services. This review will be completed in the first twelve months of this plan.
  - (b) Develop and publish a progression strategy which will include an outline of structures and systems to be implemented which will support and track learner progression.



## 5. Needs of Society

Society places varied and complex demands on its educational service providers. Over the next number of years, City Of Cork VEC will endeavour to be responsive to the demands of a changing society and will, where possible, seek to anticipate these changing needs and take a proactive role in providing and leading appropriate provision to meet present and emerging needs.

### STRATEGIC ACTIONS

- 5A** The City of Cork VEC will seek to foster awareness and understanding of how education can contribute to the social, economic and personal development and well-being of learners.
- 5B** To encourage greater interaction between VEC centres and services and the communities which they serve.
- 5C** The VEC will establish a forum to promote discussion and dialogue among staff on national and international policy and research in the fields of education and training.
- 5D** To develop a Policy Planning and Research unit within the VEC that supports and promotes the development and delivery of programmes for learners and the professional development of staff
- 5E** To ensure that the needs of society and local communities inform the planning process at centre and service level.



# Implementation.

To support Centres and Schools in the Implementation of these Strategic Actions an Implementation Support Group will be formed

## Committees to be established

1. Implementation Support Group
2. Communications Strategy Group
3. ICT Policy and Steering Group
4. Policy Planning and Research Unit
5. Progression Sub-committee

