



Adult Education Officers' Association

# LEARNING OUR WAY TO THE FUTURE

Strategic Plan 2006-2010

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## FOREWORD

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It gives me great pleasure on behalf of the IVEA and myself, as President, to write a foreword for the AEOA's Strategic Plan 2006-2010.

Down through the years the VEC Schools, in the community and of the community, produced a tradition of very valuable initiatives in education that have stood the test of time.

With the expansion of VEC schools in the late sixties and early seventies their capacity to keep the same level of interaction with their local communities was put under strain. This was one of the rationales for the appointment of Adult Education Organisers [AEOs], to facilitate and strengthen the ongoing relationship with local communities and their development.

Over the years, between national policies and local initiatives, AEOs produced tremendous growth in adult education centres and in community outreach programmes. The programmes created an array of interventions and policies for those who were disadvantaged, producing a wide variety of second chance opportunities which were delivered locally.

As the AEO's role expanded so also did the number of students and this necessitated more staff to support this growth. This change required the AEOs to acquire new skills, especially those in managing their ever-changing role. This they have done in a very professional way. They have charted new waters for both themselves and their staff who report to them.

With European and national policies driving the concept of lifelong learning, it is gratifying that this concept underpins the strategic plan of the AEOA. It is also opportune that this plan can inform and feed into the local VEC Service Plans and Education Plans under the various Education Acts.

Therefore I congratulate the AEOA on behalf of the IVEA and I look forward to cooperating with them as their plan is implemented on behalf of their VECs and the Department of Education and Science.

Councillor Mary Bohan

*President*

Irish Vocational Education Association.

## INTRODUCTION

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On behalf of the Adult Education Officers' Association, I am very pleased to present the Association's strategic plan for 2006-2010. As a professional association, the AEOA is committed to supporting the work of its members, the Adult Education Officers in VEC Adult Education Services throughout the country. Through our new strategic plan, we will ensure that the Adult Education Service led by our members continues to play an important role in local communities and at national level.

Adult Education Officers have contributed to developing and implementing policy, managing change and delivering service improvement in adult education since they were first appointed in 1979. The role of the AEO has changed significantly in recent years, however, and our working environment is also changing in many ways. New opportunities and challenges are presented by changes in our national population profile, the economy, education policy and social structures.

In the context of planning for the changes that lie ahead, the members of the Association have worked to define a new mission and vision, and to set a number of strategic aims and objectives for the next five years. We recognise that we need to work closely with our partners if our strategy is to be successfully implemented. We acknowledge the support of the Department of Education and Science, which provided funding for the strategy development project. We welcome the enhanced role of the Irish Vocational Education Association (IVEA) for the VEC sector, as set out in the VEC Amendment Act 2001. As we move towards achieving our aims, we will build on the partnerships we have already established and we will forge new links with other agencies in the field of adult learning.

I would like to thank all of the members of the Association for their help in formulating our new strategy. Their active involvement has ensured that our plan represents a genuinely shared vision for the future, and a real commitment to action. I would like to pay particular tribute to the members of the executive committee over the past two years, who steered the planning process and made expert contributions to the work in progress. The committee thanks Cynthia Deane of Options Consulting for her guidance throughout the strategy development project.

Gay Hogan

*President*

Adult Education Officers' Association

# Our Vision

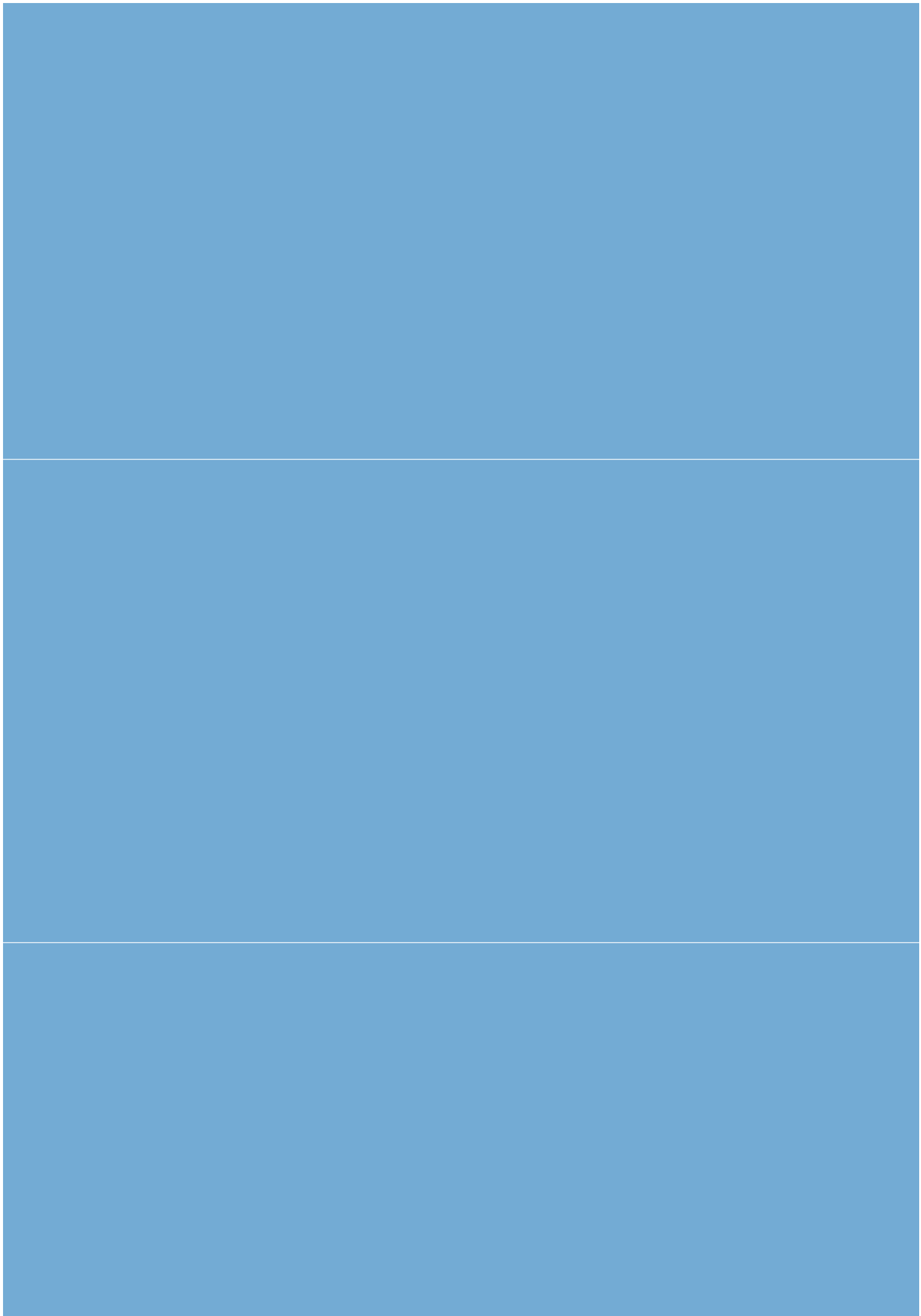
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Our vision is of an inclusive Irish education system that provides equal access to lifelong learning opportunities for all adults

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# AEOA Mission

The Adult Education Officers' Association supports the work and professional development of its members, promotes good practice in adult education within a lifelong learning context, and works in partnership with other agencies and practitioners to influence and implement adult education policy.



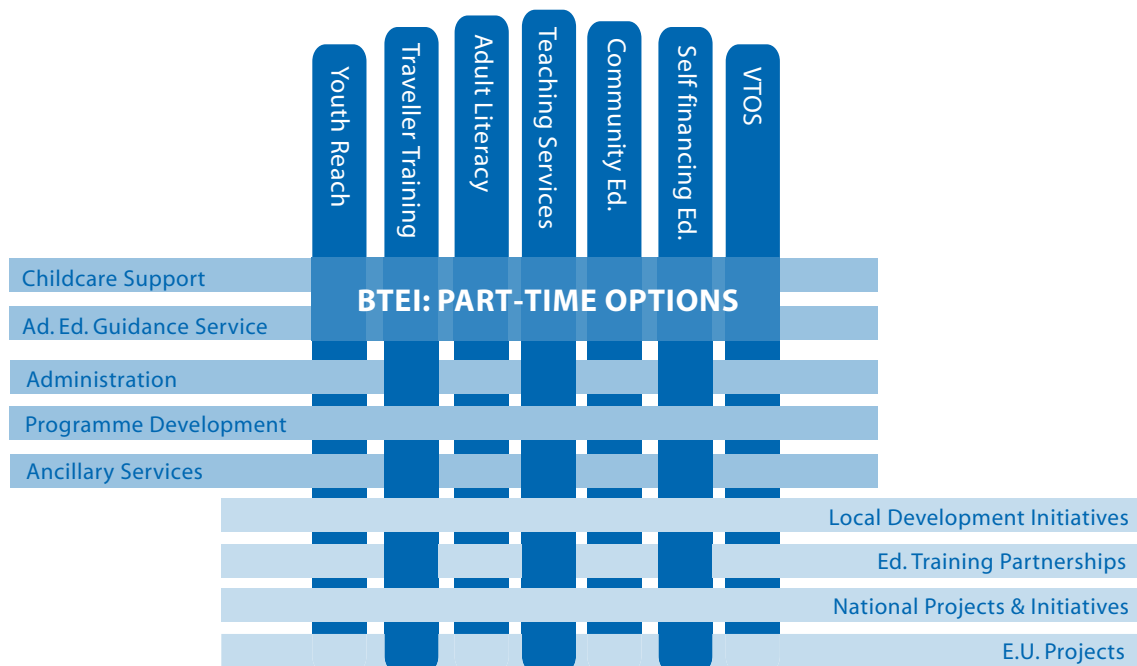
# CHAPTER 1

## The Adult Education Officers' Association

### ADULT EDUCATION OFFICERS AS LEADERS AND MANAGERS OF LOCAL SERVICES

Adult Education Officers (AEOs) are responsible for the management and integration of adult education programmes, support services and development activities that are provided by Vocational Education Committees (VECs). Fig.1 below illustrates the complex interweaving of elements that comprise the VEC Adult Education Service.

Fig.1 Elements of the VEC Adult Education Service

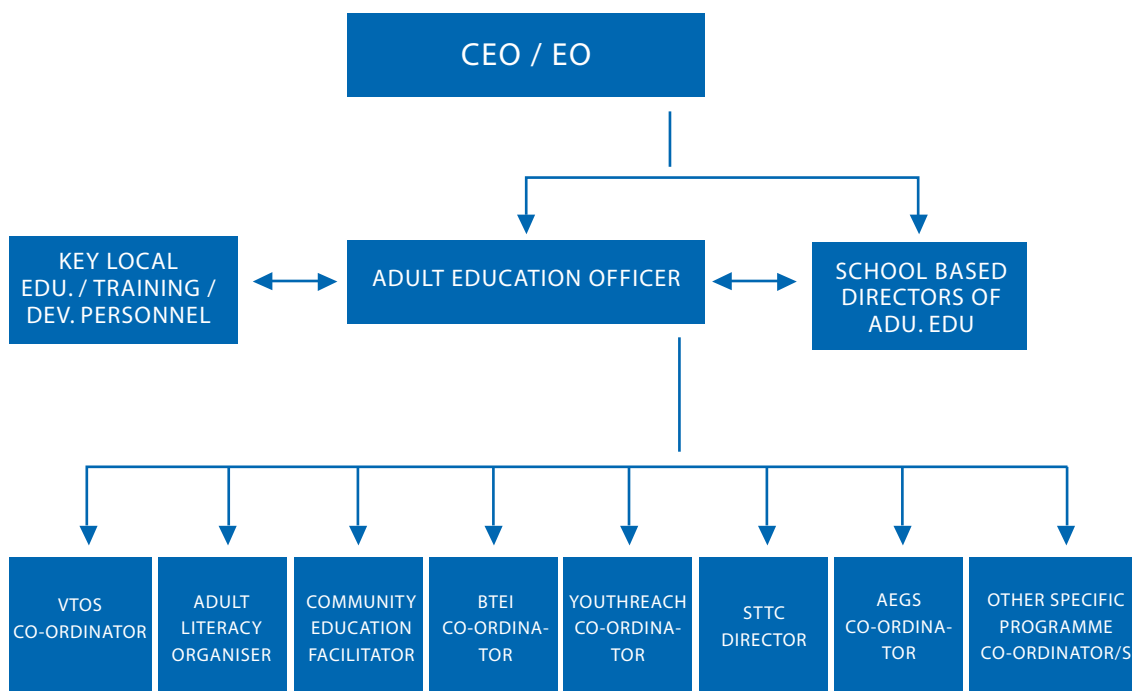


A key function of the Adult Education Officer is to ensure that this service, which is targeted primarily at second-chance learners, is promoted in ways that keep adult learning central to the wider local development and social inclusion agenda.

## THE EVOLVING ROLE OF THE ADULT EDUCATION OFFICER

“Adult Education Organisers” were first appointed in 1979. Their role at that time involved mainly the delivery of self-financing, non-certified evening classes in schools and communities. Developments and investments in the adult education sector have since changed the role of the AEO. The change in job title from Adult Education Organiser to Adult Education Officer in 2004 recognises the changed role from functional organiser to manager and leader of a growing and complex local Adult Education Service. This service employs full-time and part-time staff, based in numerous adult learning centres and Adult Education Officers have responsibility for annual budgets of several million euro. Fig.2 below illustrates a typical example of the management structure for a VEC Adult Education Service.

Fig. 2 Typical management structure of a VEC Adult Education Service



## THE ADULT EDUCATION OFFICERS' ASSOCIATION

The Adult Education Officers' Association is a national association that works to promote and support the professional development of its members, the Adult Education Officers employed by VECs throughout Ireland. The role of the Association is to:

- represent, support and promote the professional development of its members
- identify and prioritise emerging policy issues in adult education
- generate its own policy
- influence national policy
- consult and communicate both internally and externally
- provide a forum for the sharing of good practice
- develop and promote a vision for adult education into the future.

The challenge facing AEOs is to create a seamless service that is primarily focused on providing compensatory education programmes for adults with low educational attainment. Members of the association manage a quality VEC Adult Education Service which:

- provides learning programmes that are relevant and are available at times and in locations that are appropriate to the service
- treats all adults with respect
- provides buildings and outreach locations that are safe and of a high standard
- fosters an inclusive learning environment that meets the needs of people with disabilities and addresses issues of physical and curricular access
- ensures that the staff team is well trained and responsive to student needs
- fosters good relationships and creates an ethos that respects multi-culturalism
- operates internal and external communication systems that are open and transparent
- reflects on its own performance
- keeps an eye to the future in order to remain creative, innovative, and collaborative in developing services and programmes.

# CHAPTER 2

## The Current Context for Adult Education

### **EU AND NATIONAL POLICY DEVELOPMENTS IN LIFELONG LEARNING**

Over the past ten years, it has become widely accepted by governments in both EU and OECD countries that lifelong learning offers opportunities for personal fulfilment and is also a fundamental prerequisite for economic progress, social cohesion and democratic citizenship. Lifelong learning forms a major strand of the EU employment strategy launched in 1997. Its importance was further strengthened at the Lisbon Summit in 2000 when heads of state agreed that by 2010 Europe would “become the most competitive and dynamic knowledge-based economy in the world.”

Education and training were considered vital to implementation of the Lisbon strategy and the EU Council set a work programme with thirteen common objectives for education and training systems in the member states. These objectives focus on quality, access and openness to the wider world, and they form the backdrop to current and future developments in the Irish adult education system.

Since 1997, economic and social policy developments in Ireland have put lifelong learning firmly at the heart of national government policies. This is evident in policy documents such as the National Development Plan: 2000 – 2006; annual Employment Action Plans; Learning for Life: White Paper on Adult Education (2000), and the Report of the Taskforce on Lifelong Learning (2002). Lifelong learning also features in the two recent social partnership agreements: Programme for Prosperity & Fairness (2000) and Sustaining Progress (2003).

The increasing recognition of the role that lifelong learning plays at global, EU and national levels has served to bring adult education and adult learning from the margins of Irish education policy to a centre-stage position.

In 2005, five years into the Lisbon work programme, there is serious concern about whether the Lisbon objectives will be achieved. In particular there is concern across Europe about the growing polarity between the “haves” and the “have-nots” at a time

when employment growth, wealth creation, standards of living and regional regeneration are at an all-time high. Current reviews of the Lisbon strategy are calling for new ways of addressing this widening gulf in society to ensure inclusion of the most marginalised. It is clear that adult education and adult learning will play a pivotal role in this critical task.

## **RECENT DEVELOPMENTS IN ADULT EDUCATION IN IRELAND**

The Irish Vocational Education Association (IVEA), conscious of the importance of the role that adult education and adult learning must play in the future of Irish society, has focused its work over the past two years on developing structures and strategies that aim to strengthen, develop and support VEC adult education provision.

Adult Education Officers are working in an expanding and dynamic sector that enhances the lives of individuals, groups and communities and supports the socio-economic development of our country. There is some uncertainty, however, about the national and local structures within which Adult Education Officers will operate over the next five years. While many specific elements of the White Paper on Adult Education have been implemented since 2000, for example the Back to Education Initiative (BTEI), Adult Guidance Services and the appointment of Community Education Facilitators, each of these has been introduced independently without the direction or support of a single, overarching structure. Although the White Paper on Adult Education (2000) proposed such a coherent structure in the form of a National Adult Learning Council and local Adult Learning Boards, this has yet to materialise.

Fig. 3 overleaf illustrates the set of responsibilities that Adult Education Officers currently undertake at local level. This reflects the complex role of the AEO as a strategic manager of policy, programmes, people and resources.

Fig. 3 Management Responsibilities of AEOs



### THE IMPLICATIONS OF POPULATION AND DEMOGRAPHIC CHANGE FOR ADULT EDUCATION

Ireland's population is growing at a faster rate than almost all other EU and OECD countries, arising from a combination of relatively high birth rates, greater inward migration and increased life expectancy (OECD labour force statistics 2005). It is predicted that there will be continuing growth to 2050, when the total population of the country will be 5.5 million, more than one third greater than the 2004 figure of 4.1 million. In addition, as shown in table 1 below, the age profile of the population is changing: in 1993, 42 per cent of the population was less than 25 years old and a further 33 per cent was between 25 and 49 years, while

in 2004 the figures are 37 per cent under 25 years and 37 per cent between 25 and 49 years (Eurostat, 2005). The ageing of the population has a number of implications for adult education, and is likely to give rise to increased demand for services in the future. The increasing level of inward migration also means that larger numbers of migrant workers and their families are likely to use adult education services in the coming years.

**Table 1: Percentage of population in each age class, Ireland and EU**

	0-14 yrs	15-24 yrs	25-49 yrs	50-64 yrs	65-79 yrs	80+ yrs
<b>Ireland 1993</b>	26	17	33	13	9	2
<b>Ireland 2004</b>	21	16	37	15	8	3
<b>EU 2004</b>	16	13	36	18	12	4

(Source: Eurostat labour force survey, 2004)

## EDUCATION LEVELS OF THE IRISH POPULATION

The OECD Education at a Glance statistics (September 2005) give details of the relative performance of OECD countries on a wide range of education indicators. Of particular relevance for the VEC Adult Education Service are the data for the educational attainment of the adult population (25-64 years).

**Table 2** shows the breakdown for males and females in the different age groups in Ireland, as compared with the average for all OECD countries.

**Table 2: Population that has attained at least upper secondary education, percentage by age group**

	25-34	35-44	45-54	55-64
<b>OECD</b>	<b>66</b>	<b>75</b>	<b>70</b>	<b>62</b>
<b>(male)</b>	68	75	70	65
<b>(female)</b>	64	76	69	59
<b>Ireland</b>	<b>62</b>	<b>78</b>	<b>67</b>	<b>52</b>
<b>(male)</b>	59	75	63	50
<b>(female)</b>	64	81	71	54

These statistics illustrate that adult education needs to be targeted in particular at people aged 45 years and over, the age groups in which Ireland shows considerably lower levels of attainment than the OECD average, for both men and women.

## **PARTICIPATION IN LIFELONG LEARNING**

Although the rate of participation by adults in lifelong learning has grown steadily over the past decade, Ireland is below the current EU average for participation in education and training by people aged between 25 and 64 years: 7 per cent of people in that age group in Ireland had participated in education or training in the four weeks before a 2004 survey, as against the EU average of 10 per cent (Eurostat, August 2005). However, a more detailed analysis of the 2003 Eurostat labour force survey shows that 49 per cent of the 25-64 age group in Ireland had participated in some form of education and training (formal education, non-formal education or informal learning) in the previous twelve months, compared with an EU average of 42 per cent. A significant finding of this research is that in Ireland the percentage of women participating significantly outnumbers the percentage of men in all age groups, while the opposite is the case in many other countries see Table 3. This has implications for the targeting of adult education services in Ireland at men with the aim of increasing their participation.

**Table 3: Participation rate (%) in any kind of learning by age and sex**

Age	25-34			35-44			45-54			55-64			Total		
	f	m	t	f	m	t	f	m	t	f	m	t	f	m	t
EU	50	51	50	45	45	45	40	41	40	28	31	30	41	43	42
Ireland	55	47	51	56	47	52	52	42	47	47	38	42	53	44	49

The survey also found that there were differences in the level of participation in education and training by people living in urban, semi-urban and rural locations. In Ireland, the level of non-participation is considerably higher in rural than in urban or semi-urban areas. This presents a challenge for adult education services in reaching rural communities.

A further significant finding of the Eurostat 2003 survey was that participation in lifelong learning varied considerably according to the level of education previously attained: people with low educational qualifications participate in lifelong learning much less than those who already have tertiary (third level) educational qualifications. While Ireland's overall participation rate is relatively high in European terms, the non-participation rate for the lower qualified is more than double that for the highly qualified. From this, it is clear that providing second chance adult education for people with low levels of educational attainment will remain the focus of adult education services in Ireland in the coming five years.

There is scope for a detailed analysis of changing demographic and socio-economic trends in urban and rural areas in Ireland, as a basis for planning the future development of adult education throughout the country. The association will promote good practice by helping members to carry out this kind of analysis and to plan relevant adult education provision, serving the needs of a changing target group, including recent immigrants and older learners.



# CHAPTER 3

AEOA strategy 2006 - 2010

# Key strategic aims

The Association's aims for 2006-2010 are to:

- provide an effective service to its members
- influence the development of national policy on adult education
- promote good practice in adult education in the context of lifelong learning
- form, consolidate and maintain effective partnerships with other agencies and practitioners in the field of adult learning.

## **AIM 1: PROVIDE AN EFFECTIVE SERVICE TO MEMBERS**

### **GOAL 1:**

Promote the continuing professional development of members

#### Objectives

- a) Identify the professional development needs of members
- b) Provide a programme of in-service for the continuing professional development of members
- c) Develop relevant management training for members in consultation with the IVEA
- d) Provide an induction programme for new AEOs, designed in consultation with the IVEA.

### **GOAL 2:**

Facilitate effective communications among members

#### Objectives

- a) Enhance and maintain communications systems in order to keep all members informed and involved
- b) Establish channels of communication between the executive and members of the Association in order to provide systematic feedback to members
- c) Document and promote the work of the Association.

### **GOAL 3:**

Review the Association's Constitution

#### Objective

- Establish procedures for periodic review of the AEOA's Constitution.

### **GOAL 4:**

Obtain enhanced resources for the Association's work

#### Objective

- Actively pursue funding for a development worker to assist the Association in implementing its strategy.

## **AIM 2: INFLUENCE AND CONTRIBUTE TO THE DEVELOPMENT OF NATIONAL POLICY ON ADULT EDUCATION**

### **GOAL 1:**

Conduct focussed research and development on relevant themes and current issues in adult education

#### Objectives

- a) Select key target areas for research and development each year in consultation with the IVEA
- b) Use the expertise available within the Association, and link with other agencies and associations to conduct research
- c) Make the results of research available to members and disseminate nationally.

### **GOAL 2:**

Publish position papers on adult education policy and practice

#### Objectives

- a) Establish and promote agreed AEOA policy positions
- b) Allocate responsibility to executive members for policy themes across the adult and community education sector
- c) Engage all members in contributing to policy development in accordance with their interest and expertise.

### **GOAL 3:**

Achieve AEOA representation on relevant policy committees and working groups

#### Objectives

- a) Review current AEOA membership of committees and groups
- b) Provide clear guidelines for Association representatives on policy committees and groups as to their mandate and responsibilities
- c) Ensure effective flow of information between AEOA representatives on policy committees and groups, the executive and the general membership.

## **AIM 3: PROMOTE GOOD PRACTICE IN ADULT EDUCATION IN THE CONTEXT OF LIFELONG LEARNING**

### **GOAL 1:**

Identify good practice in adult education

#### Objectives

- a) Establish procedures for the identification and documentation of existing good practice in local VEC Adult Education Services
- b) Collate and synthesise results of relevant research that has already been completed
- c) Ensure that a broader national and international practice perspective is included by analysing emerging trends in adult education literature, relevant publications and journals
- d) Support members in the collective setting of targets for service delivery and improvement, in monitoring and measuring the achievement of targets.

### **GOAL 2:**

Facilitate the sharing of good practice by members

#### Objectives

- a) Encourage the formation of a “community of practice” among members to ensure that good practice is widely discussed and disseminated
- b) Use a variety of communications media to enable members engage in constructive conversations about aspects of adult education practice.

### **GOAL 3:**

Publish good practice guidelines for adult education and learning. Update these regularly in the light of new learning achieved through research and knowledge sharing by members

#### Objectives

- a) Outline a framework for practice and begin to identify elements for inclusion in the framework over the period of the strategic plan
- b) Establish structures for the ongoing compilation, review, revision and publication of good practice guidelines.

## **AIM 4: FORM, CONSOLIDATE AND MAINTAIN EFFECTIVE PARTNERSHIPS WITH OTHER AGENCIES AND PRACTITIONERS IN THE FIELD OF ADULT EDUCATION**

### **GOAL 1:**

**Prioritise key relationships with, and within, the IVEA**

#### **Objectives**

- a) Establish a mutually beneficial professional relationship based on respect and trust and the recognition of appropriate boundaries
- b) Participate in relevant IVEA working groups and contribute actively to the development of adult education policy
- c) Encourage all members to provide feedback to the IVEA on issues related to adult education when requested
- d) Establish an influencing role within the IVEA through our members locally and through the Association nationally
- e) Establish a mutually beneficial professional relationship with the Chief Executive and Education Officer's Association (CEEEOA) based on respect and trust and the recognition of appropriate boundaries.

### **GOAL 2:**

**Build on the existing relationship with the Further Education section in the Department of Education and Science**

#### **Objectives**

- a) Working with the IVEA, consolidate links with Department of Education and Science at Association level
- b) Ensure that links with the Department of Education and Science by individual AEOs complement the Association's links
- c) Engage in consultation and collaborate with relevant Department of Education and Science committees and working groups.

### **GOAL 3:**

**Engage with relevant public and non-governmental agencies and associations in the field of Adult Education**

#### **Objectives**

- a) Build a positive working relationship with professional and representative bodies working with key stakeholders in the field of adult education
- b) Build and sustain a positive working relationship with the TUI Executive and its Officials.

## PLANNING FOR CHANGE

Adult education has undergone considerable change in recent years and will continue to face challenges over the next five years. Many areas are experiencing population growth, increasing levels of inward migration, changing patterns of employment and improvements in infrastructure and economic development. There are also considerable social problems, especially in city areas where there is a high concentration of people with low levels of educational attainment. An effective Adult Education Service can make a big difference to the life chances of people who have previously been poorly served by the education system.

The Adult Education Officers' Association has adopted a systematic and inclusive approach to strategic planning, engaging all Association members in a collaborative process that aimed to position the association favourably to meet the challenges of the next five years. Various models of strategy formulation and implementation (for example the work of Handy, Hamel and Prahalad, Mintzberg, and Kotter) were drawn on and adapted as appropriate to the needs of a professional body working in the publicly-funded adult education service. The approach adopted by the association includes four steps to designing and implementing strategy: analyse, agree, act, assess.

- The first step was to analyse the changing working environment of the Association, both external and internal. Members of the Association examined the implications of political, economic, social and technological change for the work of Adult Education Officers in 2006-2010. They also assessed how well the Association had met the goals it had set in its previous strategic plan, and took stock of the resources and competences that are available to implement the new strategy.
- The second step was to reflect purposefully on the mission, vision and values of the Association, and to agree on relevant strategic aims, goals and objectives that would guide the work of the Association for the next five years.
- The third step was to draw up an action plan, setting out the concrete steps to be taken each year to achieve the aims, goals and objectives of the strategy, and then to begin implementing the action plan. This step will be repeated for each year of the strategic plan.

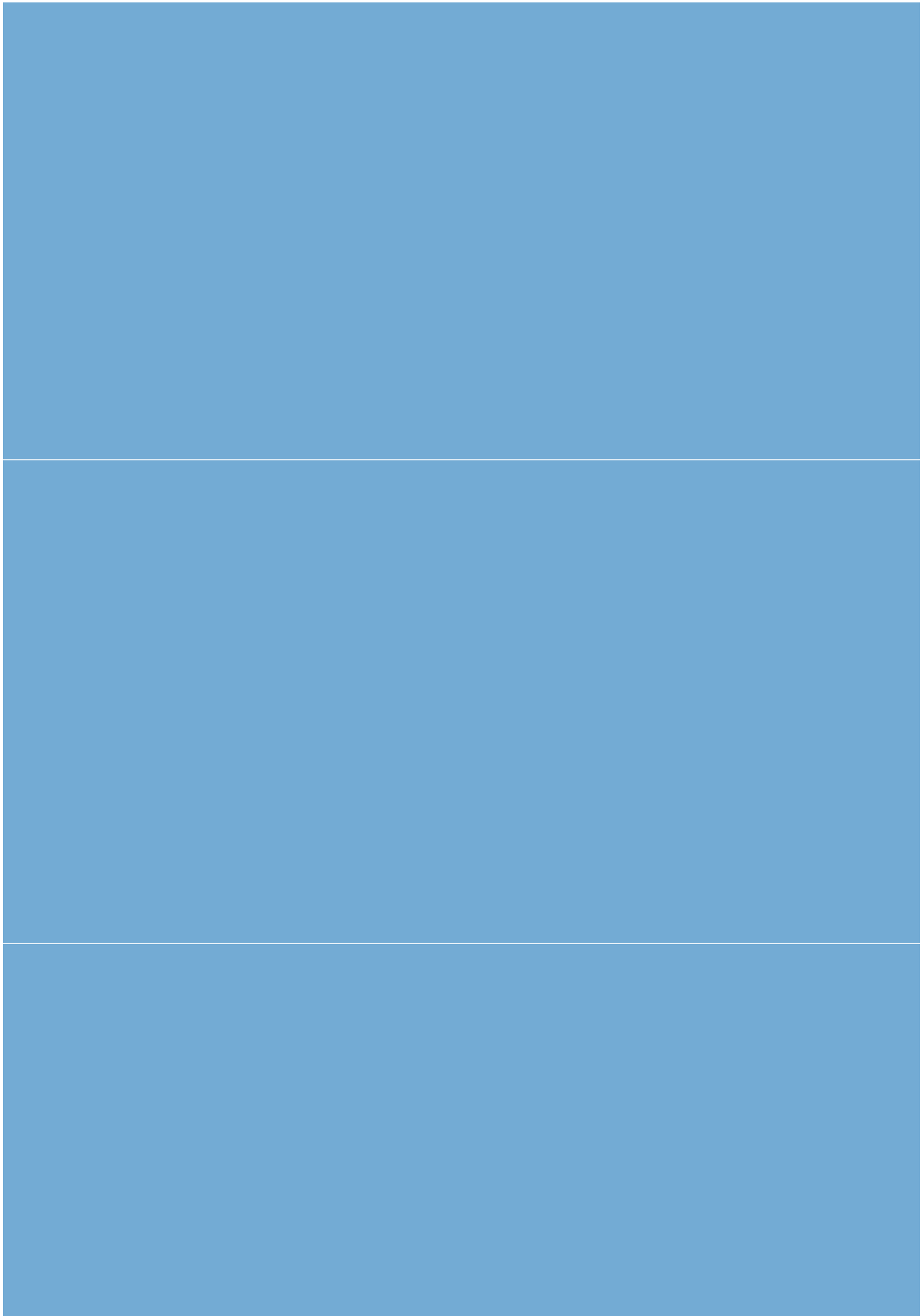
- The final step will be to assess the progress that is made each year on achieving the specific targets and objectives that contribute to successful implementation of the strategy.

Strategy experts have identified the main factors that contribute to successful implementation. The Association is confident that this new strategy will be successfully implemented because

- it will be communicated effectively to all of the people involved in implementing it and to all of those who will be affected by it
- the action plan is pragmatic and will set feasible targets for achievement each year
- responsibility for carrying out actions is being clearly allocated to specific people or groups of people
- the achievement of goals will be monitored and reported systematically.

Adult Education Officers are at the heart of the journey towards a quality Adult Education Service. This five-year plan for the Adult Education Officers' Association aims to support all members in remaining focused on the vision of a coherent and high-quality service to adult learners at a time when new strategies, policies and ways of working are being introduced at both national and local levels.





Appendix 1

# CONTACT DETAILS

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## 4 | ADULT EDUCATION OFFICERS

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**COUNTY DUBLIN VOCATIONAL EDUCATION COMMITTEE**

[www.codubvec.ie](http://www.codubvec.ie)

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Fred Goulding, Adult Education Officer, Tallaght Adult Education Service, County Dublin VEC, Main Street, Tallaght, Dublin 24.	fred.goulding@taladed.ie	01 - 451 5733	
Gay Hogan, Adult Education Officer,, VEC Adult Education Service, County Dublin VEC, Main Street, Blanchardstown, Dublin 15.	ba_ec@eircom.net	01 - 821 1518	01 – 821 2702
Michael McLoughlin, Adult Education Officer, VEC Adult Education Service, County Dublin VEC, The L.I.F.E. Centre, Esker Hill, Lucan, Co. Dublin.	mmclvec@eircom.net	01 - 628 3910	01 – 628 3589
Des Murtagh, Adult Education Officer, VEC Adult Education Service, County Dublin VEC, 7 The Plaza, Forster Way, Swords, Co. Dublin.	adulteducationswords@eircom.net	01 - 840 8946	01 – 840 4392

**DUN LAOGHAIRE VOCATIONAL EDUCATION COMMITTEE**

Chief Executive Officer: John Ryan

Adult Education Service	Email	Phone	Fax
Deirdre Keyes, Adult Education Officer, VEC Adult Education Service, Dun Laoghaire VEC, Century Court, 100 Upper Georges Court Dun Laoghaire, Co. Dublin.	dkeyes@dlvec.ie	01 - 214 7200	01 – 214 7234

**CITY OF GALWAY VOCATIONAL EDUCATION COMMITTEE**

[www.cgvec.ie](http://www.cgvec.ie)

Chief Executive Officer: Breandán Ó Callaráin

Adult Education Service	Email	Phone	Fax
Fiona O'Loughlin, Adult Education Officer, VEC Adult Education Service,City of Galway VEC, Island House, Cathedral Square, Galway.	fiona.o'loughlin@cgvec.ie	091 – 567 194	091 – 562 385

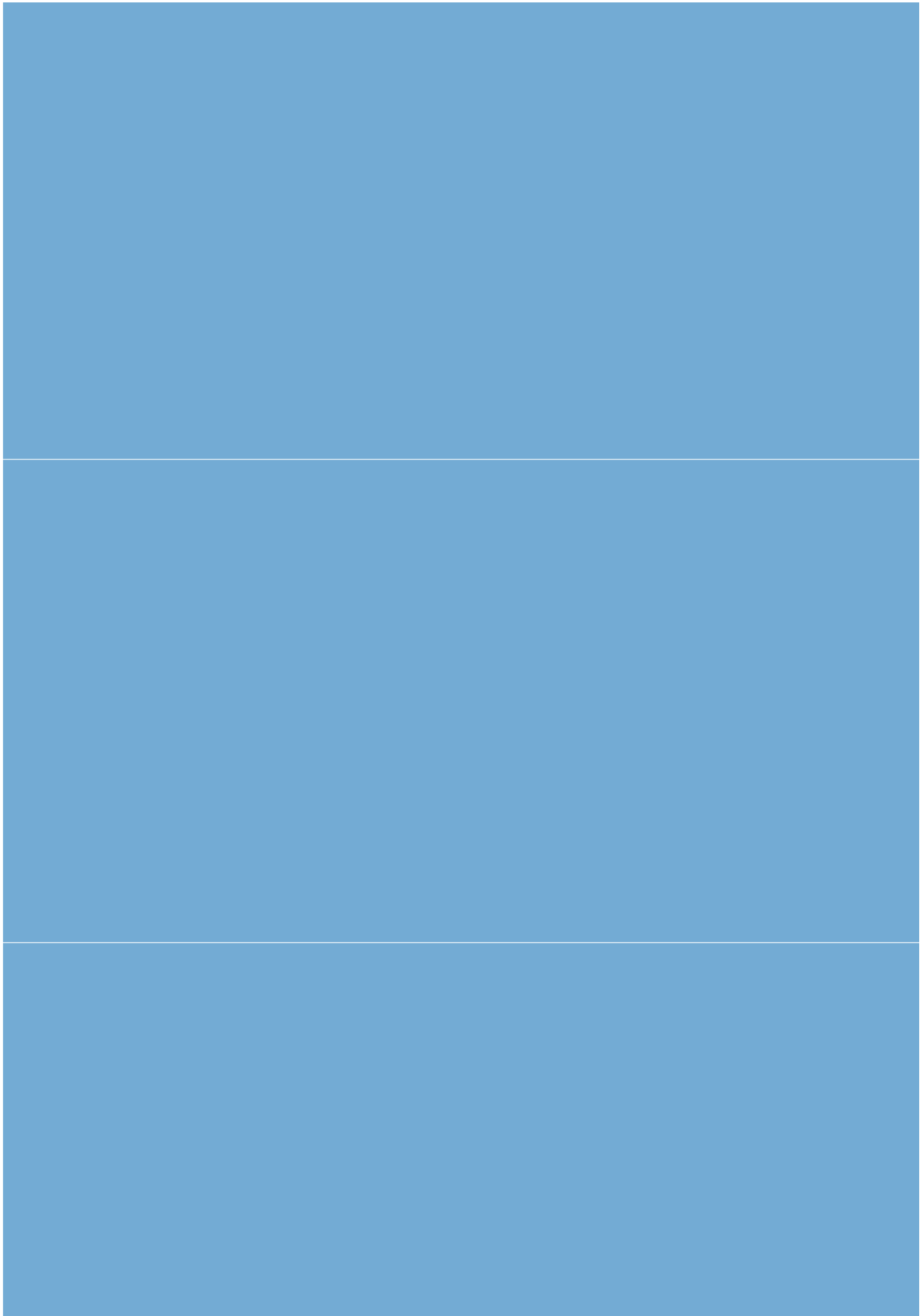
COUNTY GALWAY VOCATIONAL EDUCATION COMMITTEE		www.countygalwayvec.com	
Acting Chief Executive Officer: Seán Duffy			
Adult Education Service	Email	Phone	Fax
Seán Mac Lochlainn, Adult Education Officer, VEC Adult Education Service, County Galway VEC, Further Education Centre, Camp Street, Oughterard, Co. Galway.	adultedoutherard@eircom.net	091 - 866 912	
Eithne Nic Dhonnchadh, Adult Education Officer, VEC Adult Education Service, County Galway VEC, Abbey Street, Loughrea, Co. Galway.	cogalwayvec@eircom.net	091 - 841 411	
COUNTY KERRY VOCATIONAL EDUCATION COMMITTEE		www.cokerryed.ie	
Chief Executive Officer: Barney O'Reilly			
Adult Education Service	Email	Phone	Fax
Jim Enright, Adult Education Officer, VEC Adult Education Service, County Kerry VEC, Riverside House, Dan Spring Road, Tralee, Co. Kerry.	jenright@cokerryed.ie	066 - 712 1488	066 - 719 3995
John Kennedy, Adult Education Officer, VEC Adult Education Service, County Kerry VEC, Maine Street, Tralee, Co. Kerry.	jkennedy@cokerryed.ie	066 - 712 1488	066 - 712 1531
COUNTY KILDARE VOCATIONAL EDUCATION COMMITTEE		www.kildarevec.ie	
Chief Executive Officer: Seán Ashe			
Adult Education Service	Email	Phone	Fax
Noel Dalton, Adult Education Officer, VEC Adult Education Service, County Kildare VEC, Limerick Road, Naas, Co. Kildare.	ndalton@eircom.net	045 - 897 291	045 - 899 348
COUNTY KILKENNY VOCATIONAL EDUCATION COMMITTEE		www.kilkennyvec.ie	
Chief Executive Officer: Rodger Curran			
Adult Education Service	Email	Phone	Fax
Eileen Curtis, Adult Education Officer, VEC Adult Education Service, County Kilkenny VEC, Ormonde College, Ormonde Road, Kilkenny.	eileencurtis@eircom.net	056 - 776 5103	056 - 775 1094
Proinsias Ó Drisceoil, Arts Education Organiser, County Kilkenny VEC, Ormonde Road, Kilkenny.	oideal@eircom.net	056 - 776 5103	056 - 775 1094

<b>COUNTY LAOIS VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.laoisvec.ie</b>
Chief Executive Officer: Anne O'Keeffe			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Larry Kavanagh, Adult Education Officer, VEC Adult Education Service, County Laois VEC, Ridge Road, Portlaoise, Co. Laois.	lkavanagh@laoisvec.ie	0502 – 21 352	0502 – 21 877
<b>COUNTY LEITRIM VOCATIONAL EDUCATION COMMITTEE</b>			
Chief Executive Officer: John F. Blunnie			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Donall Ó Scólaí, Adult Education Officer, VEC Adult Education Service, Co. Leitrim VEC, The Open Learning Centre, St. George's Tce., Carrick-on-Shannon, Co. Leitrim.	aded.leitrim@indigo.ie	071 – 962 1397	071 – 962 1362
<b>CITY OF LIMERICK VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.clvec.ie</b>
Chief Executive Officer: Deirdre Frawley			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Mary Hamilton, Adult Education Officer, VEC Adult Education Service, City of Limerick VEC, MTI Building, O'Connell Avenue, Limerick.	maryhamilton@clvec.ie	061 – 315 358	061 – 44 5707
<b>COUNTY LIMERICK VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.colvec.ie</b>
Chief Executive Officer: Seán Burke			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Eimear Brophy, Adult Education Officer, VEC Adult Education Service, County Limerick VEC, Marshal House, Dooradoyle, Limerick.	ebrophy@limerickvec.ie	061 – 442 100	061 – 44 2199
<b>COUNTY LONGFORD VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.longfordvec.com</b>
Chief Executive Officer: Josephine O'Donnell			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Mary Farrell, Adult Education Officer, VEC Adult Education Centre, County Longford VEC, Battery Road, Longford Town.	ctcld@iol.ie	043 – 45 474	043 – 45 470
<b>COUNTY LOUTH VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.louthvec.ie</b>
Chief Executive Officer: Peter J. Connolly			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Sadie Ward-McDermott, Adult Education Officer, VEC Adult Education Service, County Louth VEC, Chapel Street, Dundalk, Co. Louth.	adultedlouthvec@eircom.net	042 – 933 4047	042 – 932 8521

<b>COUNTY MAYO VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.mayovec.ie</b>	
Chief Executive Officer: Seosamh Ó Longáin				
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>	
Pat Higgins, Adult Education Officer, VEC Adult Education Service, County Mayo VEC, Cavendish House, Hopkins Road, Castlebar, Co. Mayo.	pathigginsaeo@eircom.net	094 – 9023159	094 – 9025247	
Pat Stanton, Adult Education Officer, VEC Adult Education Service, County Mayo VEC, Cavendish House, Hopkins Road, Castlebar, Co. Mayo.	prstanton@eircom.net	094 – 9023159	094 – 9025247	
<b>COUNTY MEATH VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.meathvec.ie</b>	
Chief Executive Officer: Peter Kierans				
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>	
Deirdre McGivern, Adult Education Officer, VEC Adult Education Service, County Meath VEC, Abbey Road, Navan, Co. Meath.	deirmcg@eircom.net	046 – 902 1680	046 – 902 9821	
<b>COUNTY MONAGHAN VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.monaghanvec.ie</b>	
Chief Executive Officer: Larry McCluskey				
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>	
Fiona McGrath, Adult Education Service, VEC Adult Education Service, County Monaghan VEC, Market Street, Monaghan.	fionamcgrath@monaghanvec.ie	047 – 30 888	047 – 30 889	
<b>COUNTY OFFALY VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.offalyvec.ie</b>	
Chief Executive Officer: Diarmuid O'Neill				
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>	
Mairead Wrynn, Adult Education Officer, VEC Adult Education Service, County Offaly VEC, O'Connor Square, Tullamore, Co. Offaly.	mwrynn@eircom.net	0506 – 51 392	0506 – 41 702	
<b>COUNTY ROSCOMMON VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.roscommonvec.ie</b>	
Chief Executive Officer: Larry O'Farrelly				
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>	
Tom Costello, Adult Education Officer, VEC Adult Education Service, County Roscommon VEC, Lanesboro Street, Roscommon.	tcostello@roscommonvec.ie	090 – 662 6151	090 – 662 6537	

<b>COUNTY SLIGO VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.sligovec.ie</b>
Chief Executive Officer: Martin G. O'Brien			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Michael Burke, Adult Education Officer, VEC Adult Education Service, County Sligo VEC, Quay Street, Sligo.	mburke@sligovec.ie	091 – 914 2438	071 – 914 4121
Leo Regan, Arts Education Organiser, VEC Adult Education Service, County Sligo VEC, Riverside, Sligo.	leojregan@eircom.net	071 – 914 7304	071 – 914 3093
<b>NORTH TIPPERARY VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.tippnorthvec.ie</b>
Chief Executive Officer: Luke Murtagh			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Antoinette Coffey Adult Education Officer VEC Adult Education Service, The Lifelong Learning Centre, North Tipperary VEC, Martyr's Road, Nenagh, Co. Tipperary.	AntoinetteCoffey@lllvec.ie	067 – 31 845	067 – 46 025
<b>SOUTH TIPPERARY VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.tippsouthvec.ie</b>
Chief Executive Officer: Fionuala McGeever			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Eileen Condon, Adult Education Officer, VEC Adult Education Service, South Tipperary VEC, The Mall, Clonmel, Co. Tipperary.	econdon@tippsouthvec.ie	052 – 26 269	052 – 21 030
<b>CITY OF WATERFORD VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.waterfordvec.ie</b>
Chief Executive Officer: Paudie Geary			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Michael Kirwan, Adult Education Officer, VEC Adult Education Service, City of Waterford VEC, Ozanam Street, Waterford.	mkirwanaeo@eircom.net	051 - 873 195	
<b>COUNTY WATERFORD VOCATIONAL EDUCATION COMMITTEE</b>			<b>www.wd-vec.ie</b>
Chief Executive Officer: Paddy Lavelle			
<b>Adult Education Service</b>	<b>Email</b>	<b>Phone</b>	<b>Fax</b>
Mary Walsh, Adult Education Officer VEC Adult Education Service, County Waterford VEC, Wolfe Tone Road, Dungarvan, Co. Waterford.	mwalsh@wd-vec.ie	058 – 48 950	058 – 45 758

COUNTY WESTMEATH VOCATIONAL EDUCATION COMMITTEE		www.westmeathvec.ie	
Chief Executive Officer: Gearóid Ó Brádaigh			
Adult Education Service	Email	Phone	Fax
Rina McKenna, Acting Adult Education Officer, VEC Adult Education Service, County Westmeath VEC, Pearse Road, Athlone, Co. Westmeath.	rmckenna@iol.ie	090 – 647 4080	090 – 647 4792
Shane Brennan, Arts Education Organiser, Midlands Arts, Old School House, Kinnegad, Co. Westmeath.	midlandarts@eircom.net	044 – 79 040	044 – 79 041
COUNTY WEXFORD VOCATIONAL EDUCATION COMMITTEE		www.cowexfordvec.ie	
Chief Executive Officer: Clare McMahon			
Adult Education Service	Email	Phone	Fax
Eilis Leddy, Adult Education Officer, VEC Adult Education Service, County Wexford VEC, Iberius House, Common Quay Street, Wexford.	eilisleddy@cowexfordvec.ie	053 – 23 799	053 – 24 109
COUNTY WICKLOW VOCATIONAL EDUCATION COMMITTEE		www.wicklowvec.ie	
Chief Executive Officer: Hugh O'Brien			
Adult Education Service	Email	Phone	Fax
Brían MacDiarmada, Adult Education Officer, VEC Adult Education Service, County Wicklow VEC, PO Box 15, Wentworth Place, Wicklow.	bmacdiarmada@wicklowvec.ie	0404 – 60 522	0404 – 60 559



Appendix 2

# ACRONYMS

## 5 | ACRONYMS

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<b>AEO</b>	Adult Education Officer.
<b>AEOA</b>	Adult Education Officers' Association.
<b>AECS</b>	Adult Education Guidance Service.
<b>ALO</b>	Adult Literacy Organiser.
<b>BTEI</b>	Back to Education Initiative.
<b>CEO</b>	Chief Executive Officer.
<b>CEEEOA</b>	Chief Executive and Education Officers' Association.
<b>CEF</b>	Community Education Facilitator.
<b>DES</b>	Department of Education and Science.
<b>EO</b>	Education Officer.
<b>EU</b>	European Union.
<b>IVEA</b>	Irish Vocational Education Association.
<b>OECD</b>	Organisation for Economic Co-operation and Development.
<b>STTC</b>	Senior Traveller Training Centre.
<b>TUI</b>	Teachers Union of Ireland.
<b>VEC</b>	Vocational Education Committee.
<b>VTOS</b>	Vocational Training Opportunities Scheme.

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Adult Education Officers' Association