

# National Adult Literacy Agency

# ANNUAL REPORT *1999 - 2000*



An Áisíneach Náisiúnta Litearthachta d'Aosaigh  
National Adult Literacy Agency

# Annual Report

1999-2000

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Patron: Mary McAleese, President of Ireland.

*Éarlaimh: Máire Mhic Giolla Íosa, Uachtarán na hÉireann*

Front cover shows literacy tutor Madge Dolan presenting Mr Bertie Ahern with a sketch NALA commissioned by artist Paul Francis. Second image shows adult learner Tom Flynn from County Limerick reading to the President at the Áras.

## **NALA Mission Statement**

To ensure all adults with reading and writing difficulties have access to high quality literacy provision.

## **Organisational Aims**

The organisation aims to:

- 1) Raise public awareness about literacy issues
- 2) Secure adequate resourcing of adult literacy work
- 3) Develop and support high quality adult literacy provision.

## **Strategic Intent**

To increase the capacity of the National Adult Literacy Agency to deliver the aims of the organisation and raise adult literacy levels in Ireland.

## **Goals**

Over the next three years, we want to move forward to a point where:

- there is a central Government strategy to address low adult literacy levels informed by NALA members;
- there is well-resourced high quality adult literacy provision throughout Ireland in a range of different settings;
- there is greater participation in tuition by adults with literacy difficulties;
- there is greater national awareness of the adult literacy issue;
- there is an increase in the literacy levels of the adult population in Ireland;
- there is strong communication between NALA and its members;
- NALA is a healthy developmental learning organisation, at the forefront of adult literacy research and innovation.



# Overview

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For the first year ever, the NALA Strategic Plan provides the backdrop against which the work of the Agency in 1999 can be reviewed. This year's Annual Report therefore constitutes an evaluation of the work of the Agency as set out in our Plan. In this overview, some of the highlights of a successful year in which we met our targets are briefly outlined.

As our first strategic goal, the development of a central government strategy to address low adult literacy levels came closer to fruition with the publication of the NALA Response to the Green Paper on Adult Education, which was formulated after a series of consultations with the membership. The main thrust of the document outlines the necessary conditions for high quality adult literacy provision throughout Ireland, which will increase levels of participation in tuition and decrease the numbers of adults in our population with insufficient reading and writing skills. The Agency held several very positive meetings with Mr Willie O'Dea Minister for State at the Department of Education and Science and his staff to forward our proposals for inclusion in the White Paper on Adult Education, as well as with An Taoiseach, Bertie Ahern and other relevant government department personnel.

Our Response to the Green Paper also informed our proposals to the National Development Plan 2000-2006, namely through our membership of the Community Platform and the National Anti-Poverty Strategy Working Group on Literacy for the Unemployed. The inclusion of a National Literacy Strategy, with an annual budget of £10 million, in the National Development Plan firmly places the adult literacy issue within the Government's agenda for the future. In the immediate term, the 1999 Budget saw another substantial increase in the Adult Literacy Development Fund, which now stands at £7.8 million for 2000. As a result of the developments in this area, we are closer to realising our goal of well-resourced high quality adult literacy provision throughout Ireland in a range of different settings.

Also in relation to the above goal, the Agency carried out an extensive consultation with all of the stakeholders in the adult literacy sector to ascertain their views on what constituted good quality adult literacy practice. This information combined with research in the area of quality standards, resulted in our publication Evolving Quality Framework for Adult Basic Education. By the end of the year, thirty seven VEC adult literacy schemes had volunteered to participate in the piloting of the Framework.

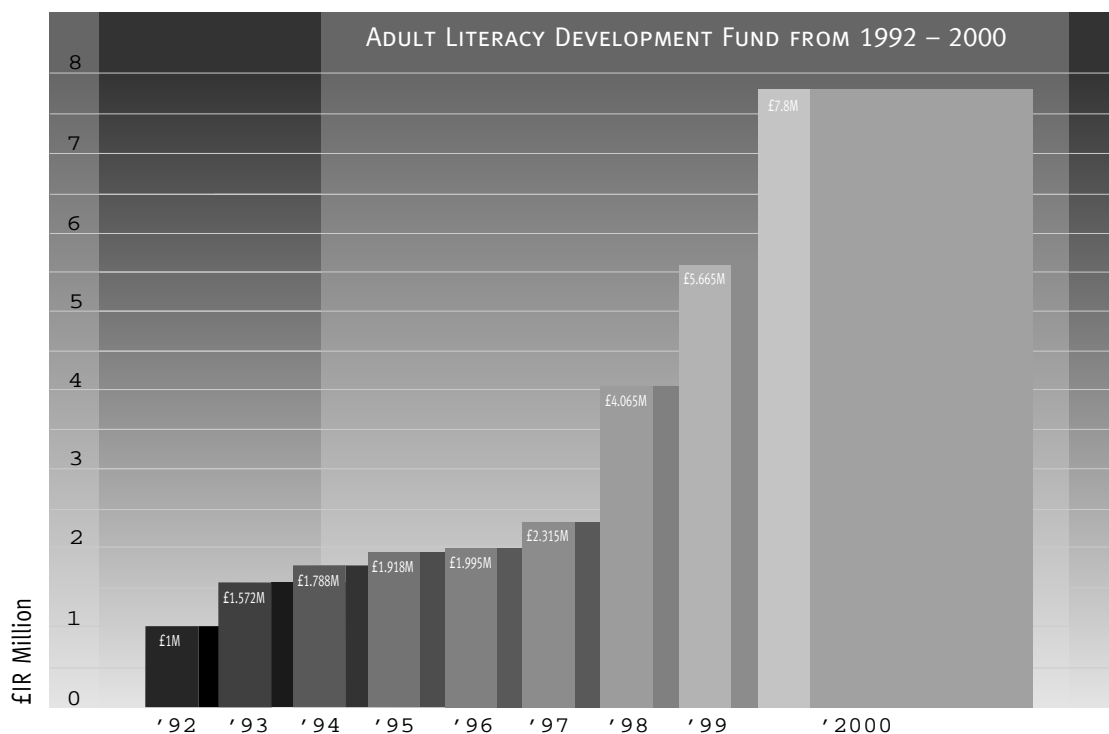
In our efforts to increase participation in tuition by adults with literacy difficulties, the Agency continued to work in partnership with a variety of organisations and groups throughout the year. After successfully piloting two intensive Return to Education programmes for Community Employment (CE) participants with City of Dublin and Co. Westmeath VECs, both of which were funded by FÁS, we endeavoured to extend these programmes into all 10 FÁS regions.



Inez Bailey  
**Director**



Mary Maher  
**Chairperson**



Source: Department of Education

By December 1999, there were 12 programmes running in 9 VEC areas, covering 7 FÁS regions. This initiative addresses some of the key barriers to participation in adult literacy schemes by providing nine hours tuition per week during CE work time over a thirty-week period. The Evaluation Report of the Return to Education Course highlighted the improvement in reading and writing skills achieved by all participants over the thirty week programme thus contributing to an increase in the literacy levels of the adult population in Ireland.

During the summer, the first group of Teagasc educators completed the NALA/NUI Certificate programme in integrating adult literacy into their vocational training courses, enabling the organisation to begin to address the literacy needs of their clients within an agricultural learning context. Following on from our work with Teagasc, tutors in FÁS Community Training Workshops also embarked on this programme in order to enhance the literacy skill development of workshop trainees. The NALA/Integra report published in 1998 pointed out:

*“ the integration of basic skills development within existing training programmes targeted at disadvantaged groups is both highly beneficial to the participant but also essential in widening access to such programmes”* (p 59).

The adult literacy issue once again received unprecedented national publicity with several news items and feature reports on prime time television and radio. This has resulted in greater national awareness of the adult literacy issue. Combining literacy awareness and literacy tuition, the Agency developed a literacy tuition programme for local radio with Tipp FM, in co-operation with North and South Tipperary VEC literacy

services. The success of this initiative led to discussions with both the Department of Education and Science and RTE concerning literacy tuition on national television. By the end of 1999 AV Edge were commissioned to produce a series of television tuition programmes, which RTE will broadcast in autumn 2000.

International Literacy Day (ILD) took on extra significance with our Patron, President McAleese hosting a unique reception in Áras an Uachtarain to celebrate the official day, 8th September. President McAleese invited students, volunteer tutors and other supporters of the literacy movement from north and south of Ireland to the Phoenix Park to acknowledge and celebrate the many achievements of those working towards improving adult literacy skills. In October, NALA celebrated ILD in the Royal Hospital Kilmainham, which was launched for the first time by An Taoiseach. Almost 400 people attended the day, providing one of the means by which we continued to build strong communication between NALA and its members.

It goes without saying that the year past was indeed a very busy one, with new developments affecting all those who work in this field. The final goal of our Strategic Plan is concerned with ensuring NALA is a healthy developmental learning organisation, at the forefront of adult literacy research and innovation. To this end, the Executive Committee of the Agency embarked on a new training and development programme during the year which enabled members to clarify their roles and meet the challenges of overseeing the implementation of our Strategic Plan. A staff development programme was also initiated, which focused on clarification of staff roles and the development of work plans. Work also began on changing the status of the Agency to a limited company, following an amendment to the NALA Constitution at the 1999 AGM.

In working to the Strategic Plan and reporting progress through the Annual Report, we wish to convey to the membership our commitment to the goals they identified during the consultation process. In reflecting on the achievements of the year, we will endeavour to consolidate them and meet our future goals.



Inez Bailey

**Director**

*February 2000*



Mary Maher

**Chairperson**

## **NALA Resource Room**

The resource room continued to attract people from a range of groups and individuals involved in literacy. Through our journal, we continued to review new material for our members.

Through the help of the Department of Education and Science, an information leaflet about our resource room was included in a mailout to each secondary and national school in May. The National Youth Federation also agreed to distribute publicity material in one of their mailouts.

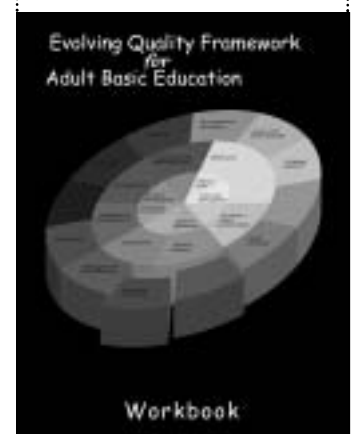
The NALA Website continues to attract a lot of people with a total of 60 people on average looking at our site per week. Our web-address changed during the year, making it easier to find at HYPERLINK <http://www.nala.ie> [www.nala.ie](http://www.nala.ie). Our Webpage was updated on a number of occasions during the year and linked to a number of organisations including FÁS.

A detailed questionnaire was sent to each VEC literacy scheme, which will be used to publish a guide to literacy services in Ireland. As the national referral agency we need this information to inform adults wishing to return to education and adults interested in volunteering as tutors. We are currently in the process of coding these returned questionnaires.

## **NALA Publications in 1999**



- NALA Journal
- NALA Strategic Plan
- NALA Updates
- NALA Response to the Green Paper
- Evolving Quality Framework for Adult Basic Education Workbook
- Literacy through the Airwaves – Evaluation report on the radio project developed by NALA and Tipp FM
- Evaluation Report of the NALA Return to Education Course
- NALA – Socrates Project Consultation on Quality
- Strategic Plan



We published our Strategic Plan with the help of Declan Lyons from the NSSB Mentor Programme in October. It was launched by An Taoiseach, Bertie Ahearn at our International Literacy Day celebrations at the Royal Hospital Kilmainham. We have already begun implementing the strategic plan, which is being monitored by our Executive Committee.

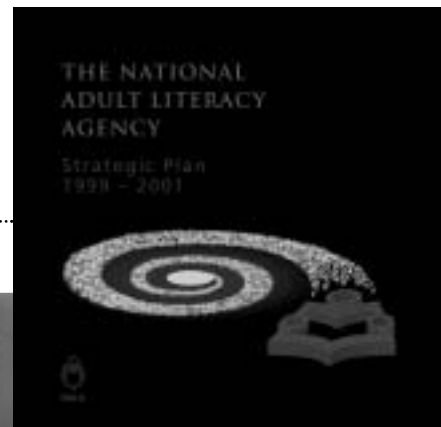
Each staff member now has work plans which document what work needs to happen in each relevant area over the time of the strategic plan 1999-2001.

## **Staff Training**

A number of staff development days were organised with management consultant Rita Burtonshaw. This is the first time NALA has worked to a strategic plan where every staff member has responsibility for areas or elements of the plan.

During these training days staff work was conducted around the NALA staff handbook, internal staff meetings, clarity of roles and performance management.

Staff members also had a workshop with the Edward De Bono Foundation which proved to be very interesting.



An Taoiseach Bertie Ahearn with Inez Bailey at the Royal Hospital, Kilmainham. Mr Ahearn is holding a copy of the Strategic Plan in his hands.



## Public Awareness

NALA continued to work with a company called Irish Youth Promotions to produce official NALA calendars. These calendars contain advertising from local businesses and a percentage of profits, from this advertising is given to the Agency. They have been distributed to thousands of homes throughout the country, thus increasing the Agency's profile as well as introducing literacy problem to the business community.



### Making Reading Easier Booklet

We were successful in our application to the National Social Services Board (NSSB) to produce a Making Reading Easier Booklet. This booklet, which will be launched in the following months should prove very useful to individuals and organisations writing information for the general public. It should help groups make their material more literacy friendly. We hope to launch this booklet and distribute it to a wide range of groups during the year.



### President McAleese celebrating International Literacy Day in the Áras

NALA Patron, President McAleese decided this year to celebrate International Literacy Day on September 8th at Áras an Uachtarain. 90 adult students, tutors and organisers enjoyed a reception with their Northern Ireland counterparts. September 8th is the official date to celebrate adult literacy.

However this date has usually proved too early for most VEC literacy schemes so NALA usually celebrate International Literacy Day in late September or early October.



Scene from ILD in the Áras

### International Literacy Day, October 2nd – Write into the millennium

NALA celebrated International Literacy Day (ILD) in the Royal Kilmainham, Dublin, October 2nd. This annual event is sponsored by the Department of Social Community and Family Affairs.

We were delighted that an Taoiseach Mr Bertie Ahern launched this event attended by 400 NALA members. Anna Lee, Manager of Tallaght Partnership and Chairperson of the

Combat Poverty Agency also addressed the membership.

Workshops were held in the afternoon involving topics such as

- Braingym by Nuala Creane
- Read to Succeed Family Literacy Programme with Miriam Weadick and Pat Golding of Dublin Adult Learning Centre
- Arks – Adult Returners Key Skills with Jenny O'Reilly and Joe Brennan of Killorglin Adult Learning Scheme and Pru Pullen from Second Chance to Learn in Edinburgh
- The Galway Adult Learning Group's workshop used drama to illustrate the history of NALA

TV3 covered the event for their evening news and included an interview with adult literacy student Tom Flynn from county Limerick. Independent National News (INN) also covered the event which meant that literacy was featured in hourly news bulletins on most local radio stations around the country for the day.



Some members of NALA staff at the Áras ILD celebrations (left to right) Inez Bailey, Madeline Donohoe, Helena Farrell, Margaret Maher, Helen Ryan, Jennifer Lynch, and Tanya Murphy.

## Literacy Awareness Week

ILD in '99 marked the end of Literacy Awareness Week (September 27th – October 2nd). This year's theme was Literacy – the concern of all. During this week VEC Literacy Organisers in their lobbying efforts pointed to the impact of weak literacy skills on society and how society can best respond.

Throughout this week VEC literacy schemes publicised their service in efforts to recruit volunteer tutors and adult literacy students. The Agency enjoyed a higher profile as there were national television and radio advertisements. RTE covered literacy during this week on one of their 6 o' clock news bulletins interviewing two adult learners Betty and Christy. This publicity led to an increase in the number of referrals to the office from adults wishing to return to education and individuals wishing to volunteer as literacy tutors.



During this week NALA and the INOU launched a report concerning a conference, held in July, concerning literacy and unemployment. Fine Gael TD Nora Owen agreed to launch this report and participants on the pilot NALA/FÁS/VEC Return to Education initiative in Ballyfermot were also present.

Susan Ward, Peter McKay, Betty Fox and Nora Owen

Speaking at this conference in July Tanaiste Mary Harney said that young people with literacy problems suffered from “one of the profoundest forms of social exclusion. In an economy changing at such a fast pace there was a serious danger that they would never have the dignity of a job unless the issue was taken seriously”.

## **Ballot papers more literacy friendly**

Literacy made the headlines on a number of occasions during the year including June 11th when the pictures of candidates were included on the ballot papers of candidates running for the European elections. This was a welcome development as adults have expressed frustration at not always being able to understand instructions on ballot papers. NALA Executive member Mr Ernie Sweeney had been lobbying for a number of years for the inclusion of photographs and appeared on the RTE news bulletins on the day of elections welcoming this development.

According to the Department of the Environment the question of including photographs on other election ballot papers will be considered after this experience.

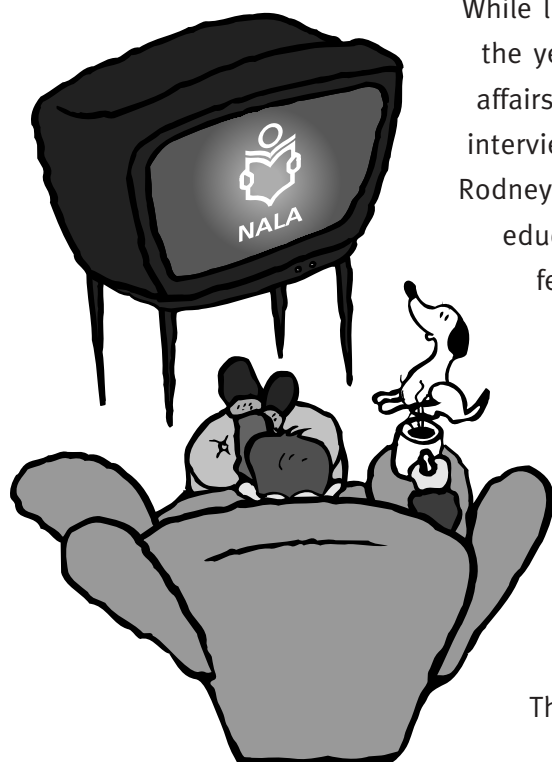
The results of the UN’s Human Development Report, published in July caused a great deal of media coverage. Ireland had the highest level of poverty in the industrialised world outside the US. We ranked 16th out of 17 nations analysed according to the widely recognised Human Development Index. This index is a measure of our quality of life according to income, life expectancy and education. It revealed that one in ten Irish adults will not live into their 60s and that almost one quarter of adults were functionally illiterate.

While literacy and NALA featured on the national media regularly during the year there are a few occasions worth mentioning. RTE’s current affairs programme Primetime covered adult literacy in August and interviewed NALA Director Inez Bailey and two adult literacy students. The Rodney Rice programme also featured literacy as did the Live to Learn education programme. There was a great reaction to all of these features from the public.

## **International Interest**

The International Herald Tribune and the New York Times also featured an article about adult literacy in Ireland. We also contributed articles to a number of Irish and foreign publications e.g. Local Ireland Almanac, ASTI annual journal and the Australian adult education publication Inprint.

This publicity led to a higher profile for the Agency and local VEC



literacy schemes. NALA's lobbying efforts were recognised in a Combat Poverty publication, *Influencing Policy* by Brian Harvey.

*The Agency was used as a case study, showing how the agency invites a wide range of people to its information days. These information sessions involve presentations by people who experience literacy difficulties and their descriptions of how the school system has failed them and the barriers which they faced on their return for help. The agency's approach reaches out to a wide range of people in government and sends strong signals to them of the need for action. (p. 74).*



(above) Inez Bailey, Bertie Ahern, and Mary Maher at the Royal Hospital, Kilmainham on ILD.



(above and below) Scenes from ILD, October 2nd 1999.



(above) Some of NALA's Executive at the Áras event. Pauline Breslin, Mary Kenny, Paudie Mulvihill, Mary Cashin, Jean McCord, Mary Donoghue, Noel Dalton, Mary Maher, Ernie Sweeney and Liz Carolan.



Nuala Crean, Braingym facilitator at ILD.

# **Annual General Meeting**

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We held our AGM in Dublin on March 27th. This event had the highest attendance rate with 242 people present.

The new executive committee officers were chosen along with a new Chairperson.

<b>Chairperson:</b>	Mary Maher
<b>Vice Chairperson:</b>	Dorothy Brislane
<b>Honorary Treasurer:</b>	Máirín Kenny
<b>Honorary Secretary:</b>	Margaret Burke

## **Ordinary Members**

Pauline Breslin	(2 years)
Elisabeth Carolan	(1 year)
Mary Cashin	(2 years)
Noel Dalton	(2 years)
Mary E. Donoghue	(1 year)
Mary Kett	(1 year)
Jean McCord	(2 years)
Paudie Mulvihill	(1 year)
Brian O'Foirseis	(1 year)
Ernie Sweeney	(2 years)

There were a total of 3 motions and 3 resolutions submitted and all 6 were passed.

## **Amendments to Constitution**

**1.** Executive Committee Ordinary Members shall be elected to serve for two years with the option of going forward for re-election for a further two years, but must resign after four consecutive years from that position and then only become eligible for re-election as an Ordinary Member after a lapse of a further two years or seek election as an Officer of the Executive Committee.

2. That a maximum of two extra places be reserved so that the Executive Committee can co-opt people whose skills or expertise may be deemed useful to the Agency.
3. That NALA proceeds with the necessary arrangements to become a limited company.

## **Resolutions**

1. That NALA should investigate possibilities for providing the NALA/WIT National Certificate in Training and Development – Adult Basic Education – Management (and future certification options for tutors) outside Dublin.
2. That NALA, in the context of both the developments in adult basic education and the changes arising from the Green Paper, maintain the integrity of good practice and that any new structures are sensitive to the needs of learners and workers.
3. That the fees for membership of NALA be increased as follows:

Individual unwaged	£2.00
Individual part time waged	£10.00
Individual full time	£15.00
Voluntary Groups	£30.00
Corporate Bodies	£100.00

## Green Paper on Adult Education



Mr. Willie O'Dea  
T.D. Minister of  
State, Dept. of  
Education and  
Science

We organised a number of consultation meetings around the Green Paper in Cork and Dublin in February. We issued a summary of the Green Paper, which contained a specific focus on adult literacy. We also published and distributed a copy of our Response to the paper.

Staff members also attended a number of other organisations' Green Paper consultation meetings including those organised by AONTAS, CORI, Age and Opportunity and the Department of Education Science. We also made an oral submission to the Department and this gave us the opportunity to elaborate on some of the points and issues in our published Green Paper Response submission.

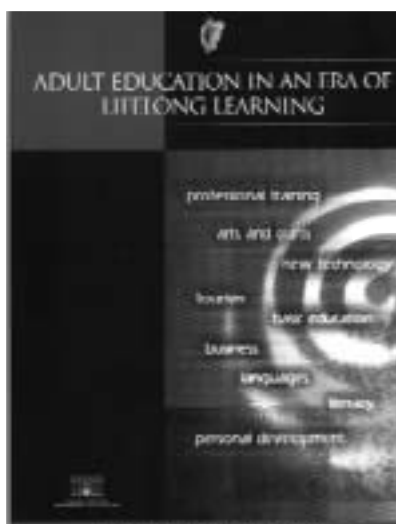
The Department organised the first national adult education forum in Dublin Castle in September. Minister O'Dea speaking at the opening of the forum said,

*'With the help and advice of both participants and providers, the adult education policy shaped here today will make Ireland a more just and inclusive society'.*

Literacy was kept high on the day's agenda with Bernard Meskill speaking of his experience as an individual with reading and writing difficulties and why he returned to education. During the afternoon in a question and answer session, a number of literacy practitioners sought clarification from the panel regarding such issues as future budgets and structures.

We eagerly await the Department's launch of the White Paper in early 2000.

The Green Paper on Adult Education



## National Anti-Poverty Strategy

The National Anti-Poverty Strategy was published in April 1997. The Strategy set out to reduce poverty and social exclusion both in general and a number of key policy areas.

It is recognised that five key areas needed to be tackled if there is to be any significant progress in eradicating poverty with educational disadvantage being one of these areas.

NALA are represented on the National Anti-Poverty Strategy Working Group on Literacy for the Unemployed.

The group recommended that:

- the education sector investment in adult literacy services be

increased from the current level to reach £10 million per annum by no later than 2001.

■ the VTOS element of the part-time Back to Education Initiative be confined exclusively to participants in basic adult education and literacy programmes at Foundation Level and Level 1.

■ to increase the education/training content in community employment, the existing models piloted in CE where trainees are released for 9 hours literacy tuition, be mainstreamed within the existing numbers catered for on the programme and that other flexible models requiring a smaller input in tuition also be devised. In this context, the existing CE projects in Ballyfermot and Mullingar will be extended to set up similar projects in each of the remaining 8 FÁS regions in the remainder of 1999.

■ the FÁS Action Plan for the Long Term Unemployed has set targets for increased participation of the LTU on mainstream programmes and envisages that approximately 2,500 long term unemployed persons will start such training in 1999. Literacy is recognised as one of several key inputs in this approach.

■ full use will be made of complementary supports which can be provided by FÁS and VECs for the delivery of such programmes and a range of experimental approaches will be encouraged with a view to mainstreaming.

■ greater flexibility will be facilitated, enabling a combination and mixing of schemes, subject to eligibility criteria, so that FÁS and VECs can combine resources locally to best cater for emerging needs.

■ the Consortia Framework proposed by NALA will be used as a basis for re-structuring of literacy needs into the Employment Action Plan implementation and guidance process delivered by FÁS placement staff, in order to ensure the referral of those with literacy needs into appropriate training and education programmes.

## **Budget 1999**

There was an increase of £2.160 million to the Adult Literacy Development Fund. This increased the expenditure on adult literacy to £7.825 in 2000. This reflected the commitment in the Green Paper to increase expenditure in this area to at least £10 million on a phased basis.

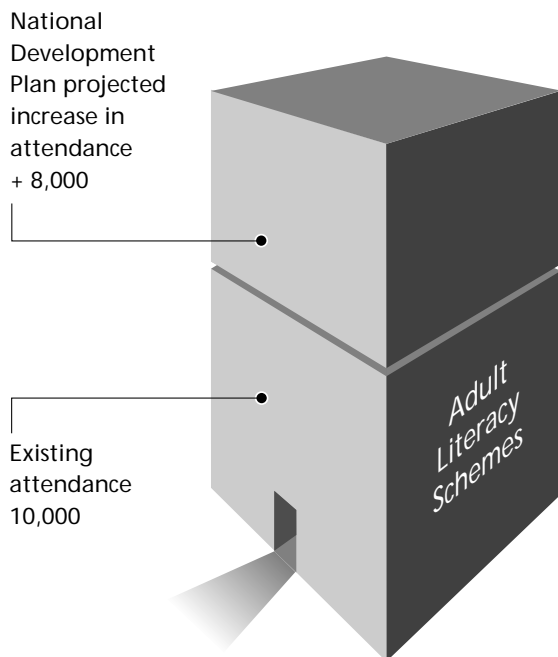
## **National Development Plan 2000 – 2006**

The National Development Plan was launched on November 16th and made a lot of headlines. We sent our members information about what the plan said about adult literacy. A figure of £73.8 million is to be allocated to raising adult literacy levels over the next 7 years.

The plan outlines the National Literacy Strategy as detailed in







the Green Paper on Adult Literacy. The Strategy will promote systematic developments to ensure increased access to literacy, numeracy and basic education for adults whose skills are inadequate for participation in society. The measure aims to provide an integrated service to support access to employment and the return to lifelong learning to empower participants with the basic skills needed to participate in the social and economic life of their communities.

Investment under this measure will therefore be increased on a phased basis. It will be informed by an Inter-Departmental Working Group on Literacy for the Unemployed. NALA is represented on this working group by Director Inez Bailey. Strategies will involve interaction between a variety of referral networks on an area basis involving key actors such as FÁS, Local Employment Service, youth services, probation services etc

The National Adult Literacy Strategy will promote a rapid increase in participation, rising to 18,000 annually by the end of the Plan. It is anticipated that 110,000 people will participate in the programme during the period of the plan i.e. 7 years. Currently 10,000 people are attending VEC literacy classes.

## **Women's Education Initiative (WEI)**

The WEI is a joint funding initiative between the Department of Education and the European Social Fund. This fund was established in 1997 to be allocated to groups working with women who experience educational disadvantage. NALA were invited to sit on a committee to administer this fund. The Department received over 160 applications for funding and 13 women's group were successful. A number of these projects address adult literacy needs.

One successful project is running in the Dublin Adult Literacy Centre and is called Dreamcatchers. This project is designed to improve the literacy skills of parents and children by bringing them together in the shared enjoyment of books. This course is a first step back on the road to learning for the women involved.

## **Adult Education Guidance Pilot Project**

A pilot adult education guidance and counselling service for adults participating in education was launched in August by Minister O'Dea. This was one of the measures recommended by the Green Paper. A training of trainers programme was initiated in the

educational management of adult guidance with NUI Maynooth and Marino Institute. This course was aimed at practitioners in a variety of settings. People were picked on the basis of being in a position to act as multipliers in their own work settings.

The project selected four individuals from the adult literacy service to take part in the training event: Theresa Byrne, Mary Chambers, Helena Ennis and Kathleen Walsh.

A working group was established involving relevant interests which will oversee the development and piloting of the new adult guidance service and our NALA Director Inez Bailey is a member of this working group.

## **B**uilding a European Basic Skills Network to Tackle Social Exclusion (ESBN)

ESBN is a partnership of national agencies with a responsibility for basic skills in six member countries. This project began in February and was co-ordinated by the Basic Skills Agency in England.

The main activities of the project were to:

- Undertake a survey of existing research into the link between poor basic skills and social exclusion.
- Carry out a comparative study of data in participating member states.
- Organise a series of exchange visits to identify projects that have succeeded in achieving wider social inclusion aims by improving basic skills in the following areas:
  - housing and homelessness
  - health and drugs
  - refugees
  - citizenship
  - crime and crime prevention
  - youth disaffection

A number of staff and executive members made a series of visits to see how basic skills projects operate in other European countries. Both NALA and our European partners found the experience very informative.

Partners on this project visited Dublin May 11th and 12th to explore Irish projects relating to health and drugs. We organised three visits to relevant venues.

- The Education Unit, Wheatfield Place of Detention
- Soilse – a drug rehabilitation programme which aims to empower the individual to be self directed
- Pathways – a post release centre, funded by CDVEC for ex-prisoners that offers support and information on education, training and job opportunities

A European conference was organised in London November 16–18th by the Basic Skills Agency and attended by 120 delegates. Lessons from the expert exchanges, together with models of successful and effective practice were presented at the conference. We organised for representatives from national organisations and government departments to attend this conference.

The project is funded by the European Commission Directorate General for



Employment and Social Affairs (DGV). The findings of this project are available on the project's Website: [www.eurobasicskills.org](http://www.eurobasicskills.org)

## **Quality Standards in Adult Basic Education**

In 1998, NALA was successful in its application for funding under the EU SOCRATES Programme. NALA, with partners in Belgium, England and Northern Ireland set out to develop a Quality Framework for use in adult literacy schemes in a European context. In order to achieve this aim, the project wanted to undertake research on quality standards and to consult with stakeholders in literacy schemes as to what constituted a quality scheme.

Research on quality standards did not provide any ready-made standard suitable for use in adult basic education. The project drew up its own Quality Model based on research and consultation with literacy scheme stakeholders in each partner country. The key issues identified from the research and consultation in all partner countries were incorporated into a workbook 'Evolving Quality Framework for Adult Basic Education'.

The workbook outlines five guiding principles, incorporating the principles upon which adult basic education is based. The main body of the workbook is made up of 16 quality statements relating to both student experience and programme development. When read together they describe an ideal Adult Literacy Scheme. Included with each quality statement is Evaluation Criteria, or questions each scheme needs to ask in order to find out if it is delivering a quality service which adheres to the guiding principles of Adult Basic Education.

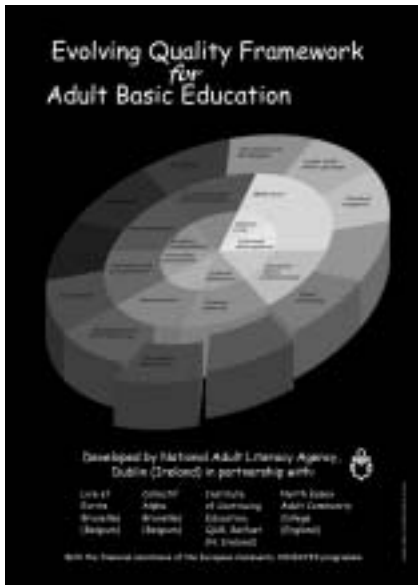
In July 1999 the workbook was warmly received at a seminar that brought together adult students, tutors, Adult Literacy Organisers, Adult Education Organisers and Chief Executive Officers to discuss its content. The workbook was then printed, along with a colourful poster showing the necessary elements of a quality literacy scheme.

The project revealed the need to develop a shared understanding of quality in literacy work. The challenge ahead is to incorporate the quality standards described in the workbook as an integral part of VEC literacy schemes in Ireland.

Building on from this work, funding has been secured by NALA through the EU SOCRATES programme and from the Department of Education to implement and refine the 'Evolving Quality Framework' on a pilot basis in Adult Literacy Schemes in Ireland, Belgium and Northern Ireland.

In Ireland, 36 Adult Literacy Schemes in 16 VEC areas are working to implement the Quality Framework on a pilot basis. In each VEC scheme an evaluation team will be established comprising of students, tutors and management. Experienced facilitators have been recruited and trained by NALA to support each evaluation team. The pilot project will run from January to June 2000.





This European project involves the use and development of literacy software and the internet as teaching tools to be used in the workplace with FÁS and NALA as the two Irish partners on the project. This project has been very informative in the area of workplace basic education practices in England. We used our Journal to inform NALA members about this project and workplace literacy provision in England.



Partners on the NALA/Socrates Project

Ursula Coleman, Development Worker with NALA, Margaret Kelly, Principal Officer in Further Education Section Department of Education and Science and NALA Chairperson Mary Maher at the NALA/Socrates seminar in July.



# **Training & Development**

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## **Training for Staff in Various Organisations**

Since the publication of the OECD report on the International Adult Literacy Survey in 1997 it has become increasingly clear that there is a need for a concerted effort from government departments, training agencies and other organisations to tackle the literacy problem. NALA continues to encourage and support this effort. The provision of training for staff within these organisations has continued during 1999.

## **Literacy Awareness Training**

The NALA Literacy Awareness programme was set up to raise awareness levels and to meet the needs of personnel in organisations who would like to respond more appropriately to adult clients who have difficulties with reading and writing.

Participants on the one-day workshop get the opportunity to reflect on the causes and effects of literacy difficulties and to explore how they can best respond. Adult learners are actively involved in the training to describe the reality of living with literacy difficulties, to discuss some of the barriers they face and to share their experience of returning to literacy tuition as adults.

During 1999, training was provided in the context of the NALA/FÁS/VEC Return to Education Programmes for Community Employment (CE) Workers (see page 26) Literacy Awareness Training days were arranged for CE Supervisors and became a very important element of the Return to Education Programme so that the Supervisors feel confident in approaching the CE workers, promoting the Back to Education Programme course and making referrals to it.

In addition, six groups of FÁS Placement Officers and one group of Local Employment Service Mediators availed of this training during 1999 to support them in their work with people who are unemployed.

## **‘Integrating Literacy’ – an NUI Certificate**

An integrated approach to teaching literacy is one way of providing more intensive literacy tuition. In recognition of this NALA has developed a training programme targeted at tutors and other adult educators who would like to integrate the development of reading and writing into other subject areas.

This course, upgraded by NALA last year, gained approval from National University of Ireland in November 1999 and is accredited by NUI Maynooth. It provides an opportunity to explore the usefulness of an integrated approach to literacy development

and for participants to devise strategies for integrating literacy provision into their own work. During 1999, two organisations have availed of this training for their staff.

The first group of Teagasc tutors were presented with their certificates in January 2000. A second group from Teagasc will start the course, which will now run from January to June 2000. A group of FÁS Instructors from Community Training Workshops around the country completed the course in September 1999 and another group of Instructors will be offered the opportunity of this training by FÁS to commence in Spring 2000.

Both Teagasc and FÁS are in the process of setting up other follow-up support programmes as a direct result of this training. NALA continue to work with both organisations in relation to these developments.

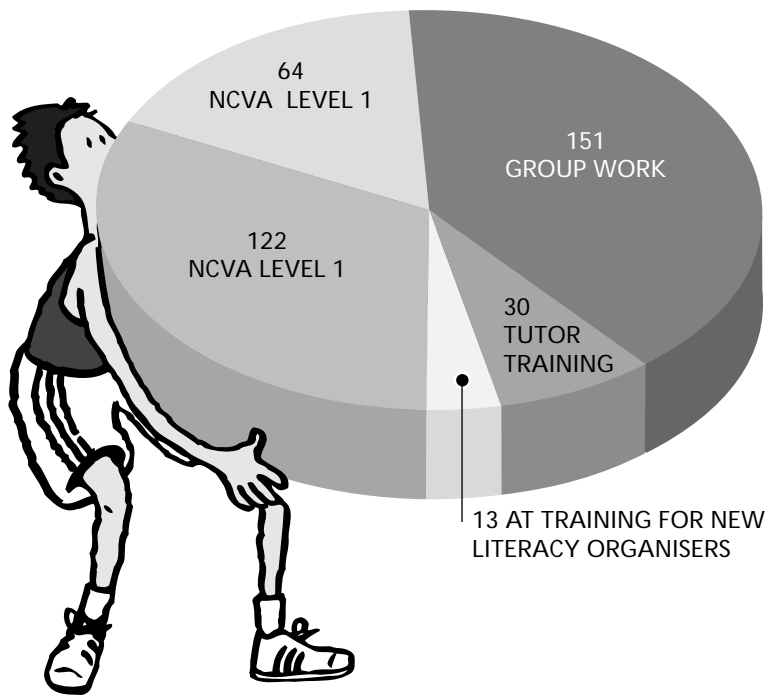
## **Scheme Training**

Both the internal and participant evaluations of the 1999 scheme training indicated that the programme was very successful. There were many factors contributing to the success of the programme but three reasons are particularly noteworthy: the number of participants, the quality of the courses and the delivery of the courses nationwide.

In all 370 tutors, organisers and tutor trainers attended 21 courses. The courses included training in Groupwork, Supporting students onto NCVA courses, Tutor Training in spelling and numeracy, and an Induction Course for new ALOs. Participants on the groupwork course had the opportunity to gain accreditation from the NALA/WIT project.

Pictured at the presentation of the Teagasc certificates (left to right) Alan Dukes T.D., Fintan Harrison, Maynooth NUI, Loretto O'Driscoll, Co. Kilkenny, Belinda Walsh, Co. Laois, Fr. John Campion, Co. Limerick, Inez Bailey, NALA and David O'Connor, Teagasc.





## Numbers at Scheme Training events

These courses were held in 10 locations around the country

- Dublin on 6 occasions
- Kilkenny on 3
- Tullamore on 2
- Navan on 2
- Limerick on 2
- Galway on 2
- Cork, Donegal, Athlone and Cavan.

Schemes and participants welcomed this widespread regional offering of the courses alike. According to the feedback from participants, the quality of the courses was consistently high. One of the principal factors behind this high satisfaction rating was the excellence of the panel of trainers. However the panel needs to be increased and expanded in the future to meet demand.

The evaluations and feedback from participants also highlighted some new areas for development and these were incorporated into the NALA 2000 Training Calendar, which was issued in January.

## Student Development Committee

A Student Development Committee was set up in September 1999 with the brief to agree possible aims for NALA's student development programme. The committee met on two occasions during the year and will continue to meet every two months throughout the coming year.



Student Development Training took place in November 1999 in Athlone and Kilkenny. In total 50 fifty students from around the country came together for these student training weekends. At these events, students explored the benefits of coming together and considered how students would become involved in their own learning and in literacy provision. Both weekends proved a great success and follow-on training will take place in the spring.

Future training events will focus on the development of skills for students wishing to become involved in different aspects of their scheme's development e.g. motivation of students, welcome of students, student and management committees, publicity and awareness raising.

During 1999, student training subsidies were offered to adult literacy schemes to facilitate students coming together in a group setting to explore issues around quality in adult basic education provision. This coincided with the NALA/SOCRATES Quality Framework project where students were consulted regarding their views on quality in adult literacy schemes. Twenty-two schemes received a subsidy and held student events. Students' views were recorded on a range of issues relating to quality service provision. In a number of schemes, the subsidy allowed for the continued development of formal structures for student participation, such as student committees.

## **NALA/WIT**

We are now in the third year of our National Adult Literacy Agency/Waterford Institute of Technology (NALA/WIT) Accreditation Project Oct 1998-2001.

The aims of the project are to

- support professional development
- promote models of good practice
- situate practice in a theoretical framework
- widen access to third level qualifications

The project offers National certificates, National diploma courses and single certification for those engaged in

- (a) tutoring adults with literacy and numeracy needs
- (b) managing literacy schemes.

These include:

- National Certificate/ Diploma in Adult and Community Education- Literacy Management and
- National Certificate in Adult and Community Education- Tutoring/Literacy Numeracy elective.

All the courses are funded and recognised by the Department of Education and Science. Modules are generally delivered over two 3 day blocks in All Hallows College, Dublin. Over 76 participants from all around the country have the opportunity to avail of the residential facilities.

All of the participants are experienced literacy practitioners who have a wide range of previous educational experience. Almost two thirds are participating in a third level qualification for the first time. In order to meet the particular needs of these learners a number of innovations have been undertaken in the following areas:

- Study skills for experiential learners
- Accredited prior experiential learning
- Appropriate methodologies and assessment for adult learners

## **Student Support**

In the coming year this work will continue to be recorded and documented as part of a comprehensive evaluation.

There is a growing demand from schemes for access to short blocks of specialised accredited training. We continue to explore the availability of Single Certification. There was a large attendance at our information day on accreditation for voluntary literacy tutors. We are also committed to making numeracy and groupwork available throughout the country on a single certification basis.

We would like to express our enormous gratitude to our course Organiser/student support Madeline Donohoe, for her hard work and dedication. We wish her all the best in her future plans. The staff team also includes: Geraldine Mernagh project manager,(full time) Sally Sweeney, Diploma course leader (part time) and Avril Kelly administrative secretary.



Madeline Donohue meeting An Taoiseach Mr Bertie Ahern at ILD.

## **Organisers' Regional Groups**

The development of a Network for Organisers has provided us with another avenue for regular two-way communications as we work to support the needs of local Literacy Schemes. During the year the Organisers launched the Adult Literacy Organisers' Association(ALOA) and the Agency has developed a close working relationship with the

Association in continuing this work. The ALOA also made a written and oral submission to the Department regarding the Green Paper.

## **The Organisers' Forum 1999**

The Annual Organisers Forum continues to provide an opportunity for Organisers to come together on an annual basis to share experiences, raise issues and get information pertinent to their work. It was proposed that NALA and a different Organisers Region host the forum jointly each year. The Dublin Regional Organisers group joined NALA in hosting the forum in 1999. It took place in All Hallows, Drumcondra on Friday 21st January 1999 and fifty-five Organisers attended the event. Margaret Kelly, Principal Officer in the Further Education section of the Department of Education and Science also addressed the forum.

The day's themes included:

- Regional Boundaries
- Department of Education Development Fund for Literacy
- Accreditation for Literacy Organisers and Tutors

This year, for the first time, we arranged overnight accommodation to facilitate those who had to travel and to ensure plenty of time for networking which has been identified as an important aspect of this event.

## **NALA/FÁS/VEC Return to Education Programme**

The Return to Education Programme is a joint initiative between NALA, FÁS and the VECs. NALA supported the VEC literacy service in establishing an intensive basic programme and fosters a partnership approach to CE participants with literacy difficulties between FÁS and the VEC.

This project aims to giving participants on FÁS Community Employment (CE) programmes an opportunity to attend a basic reading and writing skills course.

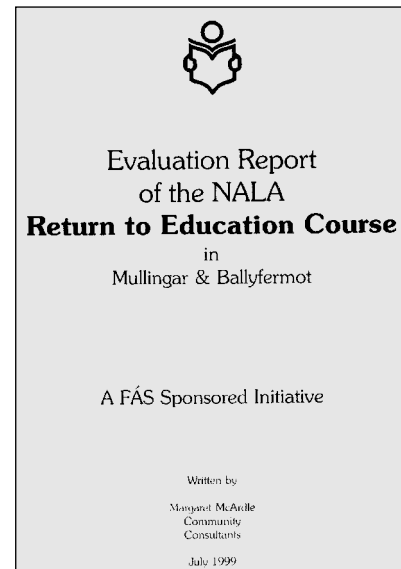
In 1998/99 NALA, FÁS and 2 VECs piloted the Return to Education Programme in Mullingar with Westmeath VEC and Ballyfermot with City of Dublin VEC. The programme aimed to give participants on Community Employment (CE) programmes an opportunity to attend a basic reading and writing skills course. Both programmes were highly successful as shown by the clear benefits gained by students from participating in the course, as detailed in the evaluation findings. Many participants achieved certification, an increase in self-confidence and a change in outlook in terms of further education and training or work.

During Literacy Awareness Week the Evaluation Report of NALA Return to Education

Course in Mullingar & Ballyfermot was launched in conjunction with the INOU Report of their Conference on Literacy and Unemployment.

NALA liaised with the ten FÁS regions to develop and expand these programmes and there is currently at least one programme in eight of these regions. In total, there are 14 programmes running in 11 VEC areas which include:

Athlone (Westmeath VEC)  
Ballybay (Monaghan VEC)  
Ballyfermot (CDVEC)  
Bray (Wicklow VEC)  
Coolock (CDVEC)  
Carlow (Carlow VEC)  
Galway City (Galway City VEC)  
Kilkenny (Kilkenny VEC)  
Limerick City (Limerick City VEC)  
Newcastlewest (Limerick County VEC)  
Longford (Longford VEC)  
Monaghan Town (Monaghan VEC)  
Mullingar (Westmeath VEC)  
Tullamore (Offaly VEC)



## Literacy through the Media

NALA, in partnership with Tipp FM developed a pilot project “Literacy Through the Airwaves”, supported by the Department of Education and Science, in co-operation with South Tipperary and North Tipperary VEC.

This project aimed to develop literacy and basic education tuition through a local radio frequency and ran until June 1999.

The Independent Radio and Television Commission (IRTC) allocated time on two specific radio frequencies to run this pilot programme in Clonmel and Nenagh in Co. Tipperary. Appropriate materials for a tutor and students were developed and sent out to people who wished to participate in the project. We established a freephone line for people wanting the necessary pack and support when the programmes were

Tutor Marea Mulqueen and Executive member Ernie Sweeney



broadcast. The project was evaluated from May to July and the report launched by Minister Willie O'Dea in November 1999.

Following the successful piloting of the Literacy through the Airwaves project, the Minister decided that literacy programmes for television will be developed. The television production company, AV Edge, were given the go ahead to produce 12 literacy programmes during the period January to July 2000. Materials will be developed for people to improve their literacy difficulties which will complement the programmes. A support structure to assist this project is currently being developed.

## **Workplace Literacy**

In May 1999 NALA, in co-operation with the Department of Education and Science, provided a course in Workplace Basic Skills Training for twelve VEC literacy tutors. The course was delivered by the Basic Skills Network UK and is accredited by the Open College of the Northwest (OCNW). The course is designed to familiarise literacy tutors with the changing workplace, issues for basic skills and strategies for introducing and implementing programmes in this context.

In September NALA held a follow-up meeting with some of these participants from the training and trainer Chris Holland. We looked at past and current workplace programmes, discussed NALA's role and plans for future projects.

During the year NALA established links with trade unions and employer organisations to discuss the development of workplace literacy programmes. We are currently in discussion with businesses and workplaces to pilot such programmes. We continue to raise awareness amongst these organisations, employees, employers, and others, to highlight the benefits of workplace literacy programmes and lobby for funding to implement them.

In our Green Paper response, NALA makes recommendations about the establishment of a fund which employers and trade unions, in partnership with local VEC literacy services, can access to establish workplace literacy programmes and day release/paid educational leave be co-financed by the Government. We have worked through the Community Platform and the INOU to ensure that workplace literacy programmes are on the agenda for the Community and Voluntary Pillar in the post Partnership 2000 negotiations. We are continuing to lobby for funding for this area.

# Links with other organisations

NALA worked in partnership with a number of agencies throughout the year including:

## Area Development Management (ADM)

In December 1998 NALA held a seminar with ADM to enhance local links and provide information on models of good practice in literacy work. During this year we attended the launch of ADM's educational publications as well as Southside Partnership's Local Employment Service launch.

## AONTAS

The AONTAS adult education exhibition took place September 3rd and 4th in the RDS. NALA staff and executive members were available to answer queries from the general public and led to an increase in referrals.

## Community Platform

NALA became a member of the Community Platform in November 1999. The Community Platform consists of National Community and Voluntary Sector Networks and Organisations combating poverty, social exclusion and inequality and currently has 22 organisations in membership. We have attended Platform meetings, contributed to their position document for the Post Partnership 2000 negotiations and provided briefing and background papers on literacy for the negotiating team. We have also attended the negotiations where issues on literacy arose.

## Community Workers Co-operative (CWC)

We attended meetings of the CWC. The CWC is a national network of over 600 individuals and organisations engaged in broad range of community based projects and initiatives.

## EURO Changeover Board

NALA worked with the Board to produce a leaflet containing information about the Euro which would be more user-friendly for people with low literacy skills. We hope to send this leaflet out to each VEC literacy scheme in the coming months. This leaflet will be widely distributed by the Board.



## **Irish Deaf Society (IDS)**

The Irish Deaf Society have a project called Linkup, funded under the Women's Education Initiative, which aims to enable deaf women access to the printed word through literacy classes. The literacy classes were taught in sign language by a deaf literacy tutor. NALA became a member of the IDS's monitoring committee on this project and supported them in developing the project.



## **Irish National Organisation of the Unemployed (INOUE)**

NALA is represented on the National Executive Committee (NEC) of the INOUE by Development Worker, Helen Ryan. We have worked closely with them on issues around literacy, unemployment and the labour market. In June 1999 the INOUE in conjunction with NALA organised an INOUE Conference on Literacy and Unemployment. We have also been involved in the Post Partnership 2000 negotiations through their NEC.

## **Irish National Teachers' Organisation (INTO)**

The INTO Education Committee published a discussion document on literacy and this document was discussed at the INTO annual education conference in November. NALA Director Ms Inez Bailey addressed members concerning the causes and effects of having an adult literacy difficulty.

## **Irish Trade Union Trust (ITUT)**

We met with ITUT to discuss literacy and workplace literacy programmes. ITUT is the social solidarity arm of Services Industrial Professional Technical Union (SIPTU), with one of its services being the SIPTU Basic English Scheme.

## **The VEC Sector**

**– Adult Literacy Organisers Association (ALOA), Adult Education Organisers Association (AEOA), Chief Executive Officers Association (CEOA) and Irish Vocational Education Committee (IVEA)**

Throughout the year representatives of the ALOA, AEOA, CEOA, IVEA and NALA met in Kilkenny to examine the changing role of Adult Literacy Organisers and draw up guidelines regarding the development of the ALO position. The Agreed Memorandum details communication guidelines, a recruitment procedure, job description and terms and conditions of employment.

NALA was also asked to give presentations to the IVEA Standing Council and CEOA spring meeting.

## **Volunteer Resource Centre**

We continued to update members about this new resource centre. Manager Sandra Velthuis contributed to our annual journal by writing a very informative article about the centre and the importance of volunteers. Members were kept informed about training events in the centre through our updates.

We are a member of the Northern Ireland Voluntary Development Agency and kept abreast of training developments in Northern Ireland throughout the year.





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### **Report of the Auditors to the Members of the National Adult Literacy Agency**

We have audited the financial statements on page 33 to 37. Our audit was conducted in accordance with approved auditing standards.

In our opinion the financial statements give a true and fair view of the state of the agency's affairs at 31st December 1999 and of its surplus for the year then ended.

We have obtained all the information and explanations which we considered necessary for our audit. The accounts are in agreement with the underlying books and records.

Sean Conlon & Co.  
Registered Auditor & Certified Public Accountants

*9th February 2000.*

### **Treasurer's Report**

The audited accounts for the year ended December 1999, show that the finances of the agency are sound. We have a current surplus of £100,633 which will be used for the expansion of our core activities during the year 2000.

Máirín Kenny  
Treasurer

NATIONAL ADULT LITERACY AGENCY

**Income & Expenditure Account for year ended 31st December, 1999**

		<b>1999</b>	<b>1998</b>
		<b>IR£</b>	<b>IR£</b>
<b>Income</b>			
Government Grants	(Note 2)	405,000	270,000
Membership Fees		11,620	5,416
Interest Receivable		123	218
Resource Room	(Note 3)	2,721	1,396
Other Income	(Note 8)	12,793	37,634
		<hr/>	<hr/>
		432,257	314,664
<b>Administration</b>			
Salaries		60,100	50,019
Pensions		9,766	16,994
Telephone		4,987	3,863
Stationery & Photocopying		9,212	4,420
Postage		7,344	7,273
Bank charges		328	337
Furniture & Equipment		32,381	2,188
Subscriptions & Advertising		6,005	3,872
Executive Committee Expenses		9,247	6,560
Audit & Accountancy		2,285	1,969
Miscellaneous		1,103	146
Office Equipment Maintenance		3,367	1,460
		<hr/>	<hr/>
		146,125	99,101
<b>Premises</b>			
Rent & Cleaning		12,151	8,357
Insurance		1,335	891
Heat & Light		1,698	1,531
Repairs & Maintenance		-	30
		<hr/>	<hr/>
		15,184	10,809
<b>Development &amp; Research</b>			
Salaries		128,931	137,008
Printing & Publishing		13,996	33,280
Travel & Subsistence		13,854	9,966
Meetings, Seminars & Training	(Note 4)	20,940	6,359
Literacy over the Airwaves Project		20,393	10,199
Evaluation & Review		140	8,575
Grants		1,995	1,990
		<hr/>	<hr/>
		200,249	207,377
<b>Total Expenditure</b>		<hr/>	<hr/>
		361,558	317,287
Surplus (Deficit) for the year		<hr/>	<hr/>
		70,699	-2,623

NATIONAL ADULT LITERACY AGENCY

**Balance Sheet as at 31st December, 1999**

		1999 IR£	1998 IR£
<b>Current Assets</b>			
Stocks:	Resource Room	9,320	18,214
	Stationery	510	510
Debtors	(Note 5)	46,113	11,538
Bank Balance & Cash on hand		239,373	159,973
		<u>295,316</u>	<u>190,235</u>
<b>Creditors</b> (Falling due within one year)	(Note 6)	-194,683	-160,301
<b>Total Assets less Liabilities</b>		<u>100,633</u>	<u>29,934</u>
<b>Represented by:</b>			
Accumulated Surplus at 1.1.1999		29,934	32,557
Surplus for the Year		70,699	-2,623
		<u>100,633</u>	<u>29,934</u>

Signed on behalf of the Executive Committee by:

*Efánur Henry*

Hon. Treasure

*Inez Bailey*

Director

NATIONAL ADULT LITERACY AGENCY

**Notes on the Accounts for the Year ended 31 December, 1999.**

**1. Accounting Policies**

The financial statements have been prepared under the historical cost convention.

Fixed Assets are written off to income & Expenditure Account in the year the expenditure is incurred. It is normal accounting practice that fixed assets be capitalised and written off to expenditure, by means of depreciation, over their useful lives. Capital Grants arising are accordingly written off to income in the year received.

Where grants are received in the year and the related expenditure is to be incurred in a later year the grants are shown as deferred income, under creditors and accruals, in the balance sheet.

**2. Government Grants**

	<b>1999 IR£</b>	<b>1998 IR£</b>
Department of Education		
– Core Grant	180,000	160,000
– Special allocation	80,000	5,000
– Training	100,000	75,000
– Review/Miscellaneous	10,000	–
	<u>370,000</u>	<u>240,000</u>
– Deferred in 1998	5000	–
Department of Social Welfare	30,000	30,000
	<u>405,000</u>	<u>270,000</u>

**3. Resource Room**

	<b>1999 IR£</b>	<b>1998 IR£</b>
Opening Stock of books	18,214	9,625
Purchases for the year	97,117	51,239
	<u>115,331</u>	<u>60,684</u>
Closing Stock of Books	9,320	18,214
Cost of Books sold	106,011	42,650
Sales for the year	108,732	44,046
	<u>2,721</u>	<u>1,396</u>

## Notes on the Accounts (continued)

### 4. Meeting and seminars

This figure is made up as follows:

	1999 IR£	1998 IR£
Training	30,180	5,573
Meeting and Seminars	7,058	–
International Literacy Day (ILD)	12,463	12,935
International Literacy Day – Receipts	- 3,150	– 1,530
Grants from Social Welfare for ILD for 2 years	- 25,611	– 10,619
	<u>20,940</u>	<u>6,359</u>

### 5. Debtors

	IR£	IR£
Debtors for books	25,175	10,057
Prepayments/other debtors	20,938	1,481
	<u>46,113</u>	<u>11,538</u>

### 6. Creditors (Due within one year)

	IR£	IR£
Creditors and Accruals	39,683	36,527
Deferred Income:		
Dept. of Education	85,000	90,000
Dept. of Social Welfare	30,000	30,000
FÁS	30,000	3,774
NSSB	10,000	–
	<u>194,683</u>	<u>160,301</u>

### 7. Pension

The Agency operates a defined contribution scheme. The employee contributes 5% of salary and the agency 10%. The employees share is included in the salary figure in these statements.

### 8. Other Income

	IR£	IR£
WIT (for salaries & overheads)	0	19,820
Special Project	10,036	16,645
Miscellaneous	2,757	1,169
	<u>12,793</u>	<u>37,634</u>

Special projects consist of FÁS income of £118,863 less £30,000 deferred less FÁS expenditure in the amount of £78,827.

**9.** The Socrates project has not been included in these accounts. In 1998 it received £63,123 from the EU and in 1999 it received £63,000 from the EU together with sundry income of £1,113. The expenditure was £67,332.

**10. Security**

The bank holds no security from the officers or members.

# **Executive Committee & Staff of NALA**

## **NALA STAFF**

Director	Inez Bailey
National Adult Literacy Co-ordinator	John Stewart

## **Development Workers**

Grace Doyle  
Helena Farrell  
Jennifer Lynch  
Helen Ryan  
Mary Toher

## **Administrative Secretaries**

Máirín Kelly  
Fawzia McGlone  
Margaret Maher (NALA/Socrates Project)  
Tanya Murphy

Following a year's leave of absence, Assistant Director Rosamond Phillips resigned from NALA. Ursula Coleman completed a year's contract as Development Worker on the NALA/Socrates project in August. Grace Doyle took over from Ursula in September. John Stewart joined NALA in November. Mary Toher started in January 2000.

# NALA Membership – General

## Adult Literacy Schemes

A.B.L.E. – Blanchardstown  
A.B.L.E.S. – Cork  
Altrusa/VEC Adult Literacy Scheme, Cork  
Arklow Adult Literacy Scheme  
Athlone Reading & Writing Group  
Ballincollig Adult Literacy Group  
Ballymun Adult Literacy Scheme  
Baltinglass Adult Literacy Scheme  
Bandon Adult Literacy Scheme  
Basic Education Service – Tallaght  
Bishopstown Adult Literacy Scheme  
Blarney Adult Literacy Group  
Blessington Literacy Scheme  
Bray Adult Literacy Learning Programme  
Cabra Adult Literacy Scheme  
Carnew Literacy Scheme  
Carrigaline Adult Literacy Scheme  
Carrigtohill Adult Literacy Group  
Cavan Adult Learning Centre  
Clonakilty Adult Literacy League  
Clondalkin Basic Education Centre  
Cobh Read Write & Spell Centre  
Co. Carlow Adult Literacy Scheme  
Co. Clare Reading & Writing Scheme  
Co. Laois Adult Literacy Scheme  
Co. Limerick Adult Literacy Scheme  
Co. Meath Adult Literacy Scheme  
Co. Offaly Reading & Writing Scheme  
Co. Wexford Adult Literacy Scheme  
Darndale/Belcamp Literacy Project  
Dublin Adult Learning Centre  
Dublin City S.W. Adult Reading & Writing Scheme  
Dundrum Adult Literacy Scheme  
Dungarvan Adult Education Centre  
Dun Laoghaire Adult Learning Centre  
East Galway Adult Literacy Scheme  
Farranree Literacy Scheme  
Fermoy Adult Literacy Scheme  
Fingal Adult Literacy Scheme  
Finglas Adult Literacy Scheme  
Galway Adult Literacy Group  
Inchicore Adult Literacy Scheme  
Inishowen Adult Literacy Group  
KLEAR  
Kildare/Athy Adult Learning Centre  
Kilfinane Literacy Group  
Kilmallock Literacy Group  
Kinsale Read & Write Group  
Leixlip Adult English Scheme  
Liberties Adult Literacy Scheme  
Limerick Adult Learner Support Services  
Longford Adult Literacy Scheme  
Lucan Adult Basic Education Centre  
Macroom Adult Literacy Scheme  
Mahon Adult Literacy Scheme  
Mallow Adult Learning Centre  
Midleton Adult Literacy Scheme  
Mitchelstown Adult Literacy Association  
Mullingar Literacy Scheme  
Naas Adult English  
Newcastlewest Literacy Group  
Northside Reading & Writing Centre  
North Strand Adult Literacy Scheme  
Parnell Square Adult Literacy Scheme  
Read Write Now/Ballyphehane  
Ringsend Literacy Scheme  
Schull Adult Literacy Group  
SIPTU Basic Education Service  
Skibbereen Adult Learning Scheme  
T.A.R.G.E.T. – Donaghmede  
Waterford City Adult Literacy Scheme  
West Galway Adult Literacy Scheme  
Wicklow Adult Learning Centre  
Wordaid – Kilkenny  
Write On – Mayfield  
Write Together Group – Churchfield  
Youghal Adult Literacy Group

## Libraries

An Chomhairle Leabharlanna  
Cabinteely Public Library  
Deansgrange Public Library  
Dublin Corporation Public Libraries  
Dundrum Public Library  
Carlow County Library  
Clare County Library  
Cork County Library  
Cork City Library  
Donegal County Library  
Galway County Library

Kerry County Library  
Kildare County Library  
Kilkenny County Library  
Laois County Library  
Library Assoc of Ireland  
Limerick County Library  
Longford County Library  
Louth County Library  
Mayo County Library  
Meath County Library  
Metropolitan Library, Toronto  
Offaly County Library  
Roscommon County Library  
Sligo County Library  
Shankhill Public Library,  
South Dublin Library Service  
Stillorgan Public Library  
Tipperary Joint County Libraries  
Waterford City Library  
Wexford County Library  
Wicklow County Library

## Vocational Education Committees (VECs)

City of Cork V.E.C.  
City of Dublin V.E.C.  
City of Galway VEC  
City of Limerick V.E.C.  
City of Waterford V.E.C.  
Co. Carlow V.E.C.  
Co. Cavan V.E.C.  
Co. Clare V.E.C.  
Co. Donegal V.E.C.  
Co. Dublin V.E.C.  
Co. Galway V.E.C.  
Co. Kerry V.E.C.  
Co. Kildare V.E.C.  
Co. Kilkenny V.E.C.  
Co. Laois V.E.C.  
Co. Leitrim V.E.C.  
Co. Limerick V.E.C.  
Co. Longford V.E.C.  
Co. Louth V.E.C.  
Co. Mayo V.E.C.  
Co. Meath V.E.C.  
Co. Monaghan V.E.C.  
Co. Offaly V.E.C.  
Co. Roscommon V.E.C.  
Co. Tipperary (NR) V.E.C.  
Co. Tipperary (SR) V.E.C.  
Co. Waterford V.E.C.  
Co. Westmeath V.E.C.  
Co. Wexford V.E.C.

## General members

A.C.L.D.  
A.E.O. Association  
A.S.T.I.  
AONTAS  
Association of Community & Comprehensive Schools,  
Athone Community Training Workshop  
Ballinasloe Community Information Centre  
Ballinasloe Training Workshop  
Ballybeg Community Development Project  
Ballymun Job Centre Co-op  
Ballymun Community Training Workshop  
Ballymun LEC Literacy Project  
Belfast Unemployed Centre  
Blackpool/Glen/Farranree Community Youth Training  
Workshop  
Blakestown Mountain Initiative  
BRAINWAVE – The Irish Epilepsy Association  
Bridge Project  
Bungalow Resource Centre  
C.O.R.I.  
Centre for Adult & Community Education Maynooth  
C.P.I. Work & Training Centre  
Community Connections, Cavan  
Community Employment, Cork  
Community of Lough Arrow  
Community Youth Workshop – Farranree  
Clare Youth Service  
Connolly Information Centre  
Convent of Mercy, Kanturk  
Co. Kildare Resource Centre  
Development Studies Centre, Kimmage  
Dolebusters  
Donegal Women's Network  
Duagh Family Centre  
Dublin Inner City Partnership  
Dundalk Resource Centre for Unemployed  
Dun Laoghaire Community Training Workshop

Education Research Centre, Drumcondra, Dublin  
Exchange House  
FÁS - The National Training & Employment Agency  
F.D.Y.S.  
Fingal ICTU Centre for the Unemployed  
Finglas/Cabra Partnership  
Francis Street Community Education Centre  
Galway Centre for the Unemployed  
Galway City Partnership  
Glasnevin Heritage Project  
Inishowen Partnership Board  
I.N.O.U.  
I.N.T.O.  
Irish Learning Support Association  
Job Initiative  
Kilkenny Employment for Youth  
Killenarden Education Network  
Knocknaheeny Traveller Literacy  
Knocknaheeny/Gurranabraher Community Training  
Workshop  
Language – Australia  
Larkin Unemployed Centre  
Letterkenny ICTU Centre for the Unemployed  
Limerick Centre for the Unemployed  
Loughlinstown Employment Group  
Lourdes Youth & Community Services  
Mayfield Youth Training Workshop  
Mayo Resource Centre for the Unemployed  
Mercy Convent, Charleville  
Mercy Family Centre  
Mevagh Resource Centre  
Ministries Development Office, Terenure  
National Youth Development Organisation  
Near FM 101.6  
N.C.C.C.A.P.  
N.C.V.A.  
N.I.C.C.E.  
New Ross Centre for the Unemployed  
N.T.D.I. Carlow  
One Parent Exchange Network  
Pavee Point  
Polio Rehab Fellowship  
Ringsend Community Training Workshop  
Ross Youth Training Centre  
St. Benin's Training Centre  
St. Catherine's Training Centre  
St. Colmcille's Training Workshop  
St. Fiachra's Training Centre  
St. Mel's Training Centre  
St. Michael's House  
St. Thomas' Junior Education Centre  
St. Vincent's Trust  
S.A.O.L.  
Shanty Education Project  
SHS Training Centre  
Sligo Young Enterprises  
SIPTU Basic Education Service  
Sports Reach  
South Dublin Voluntary Group  
South Kerry LES  
Southside Partnership  
South West Kerry Women's Association  
SPRING  
S.T.E.P.  
Tallaght Centre for Unemployed  
Tallaght Community Workshop  
Tallaght Travellers Youth Service  
Tallaght Welfare Society  
Teagasc  
Teachers Union of Ireland  
Tivoli Training Centre  
Training Unit, Glengarriff Parade  
Training Workshop in Horticulture  
Tuam Community Training Centre  
V.T.O.S. Arklow  
V.T.O.S. Kilkenny  
Warrenmount Community Ed. & Dev. Centre  
Waterford Youth Industries Ltd.  
Windmill Therapeutic Training  
Women Together Tallaght Network  
Youth Development Project, Thurles  
Youthreach, Arklow  
Youthreach, Bray/N. Wicklow  
Youthreach, Dominick St.  
Youthreach, Galway  
Youthreach, Tralee  
YMCA Cork

Individual members – 622





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e-mail: [nala@iol.ie](mailto:nala@iol.ie) Website: [www.nala.ie](http://www.nala.ie)