



**Junior
Achievement
Ireland**

Member of JA Worldwide



ANNUAL REPORT

2023/24

Contents

Chairman's Address	1
CEO Statement	2
Our Vision	3
Our Purpose	3
Junior Achievement Ireland's Impact 2023/24 – A Snapshot	4
Looking To The Future	6
Impact & Evaluation	7
Students	7
Volunteers	9
Teachers	11
Nobel Peace Prize Nomination 2024	13
Promoting Equity of Educational Opportunity	14
JA Programmes	15
Primary Programmes	16
Second Level Programmes	16
Our Ongoing Commitment to Quality Programming	17
JA Finance Park supported by CCPC	17
Girls Go Circular supported by EIT	17
Balancing Act supported by the CISI Future Foundation	17
Engineering Today supported by Pfizer Grange Castle	18
ICT Education supported by Research Ireland & Dell	18
2023/24 – Selected Highlights	19
JA Finance Park with CCPC	20
Sustainability Innovation Challenge with Accenture	20
The Power of One Good Adult – hosted by SES Shannon	21
Girls Go Circular - EIT European Competition	22
It's Our Planet – Sanofi & Research Ireland	23
PayPal Impact Day	24
Fidelity STEAM Summit	25
Students LEAP-ing into the Business World with Waterford Local Enterprise Office	26
Zurich Finance Your Future	27
Power of Design with CEUD	28
Career Success with Accenture	29
Our World With the Support of Fidelity	30
MetLife Foundation Sponsors the JA Inspires Careers Workshop	31
Energize with Gas Networks Ireland	32
Climate Change and You with EPA	33
It's My Business with AIB	34
Career Ready West Dublin with Microsoft	35
Údarás na Gaeltachta	36
Clár na gComlachaí	36
Na Buntáistí Eachnamaíocha a Bhaineann le Fanacht ar Scoil	37
An Chruinne	37
JAI & Ár gComhpháirtíocht le hÚdarás na Gaeltachta	38
Clár na gComlachaí	38
Na Buntáistí Eacnamaíocha a Bhaineann le Fanacht ar Scoil	39
An Chruinne	39
Galway Science & Technology Festival	40
Europe 4 U - A Unique Chance for students to meet with their MEPs	41
Education for Sustainable Development (ESD) with Dept of Education	42
Euronext Blue Challenge	43
Skills 4 Retail	43
Enabling Entrepreneurship with Cork ETB	44
Deloitte Ready for Success	45
Gas Networks Ireland & JAI @ BT Young Scientist Exhibition	46
Youth Reach Cork	47
Governance and Management	48
Power of Partnership & Collaboration – our supporting organisations	49
Financial Review 2023/24	51
Audited Financial Statements Year End 30 June 2024	56

JA prepares youth for life, for meaningful work, and for an opportunity to do good in the world



CHAIRMAN'S ADDRESS

It's been another incredibly fast school year - I can't believe I'm reflecting on my second year as chair of Junior Achievement Ireland (JAI). I'm delighted that more than 3,000 volunteers and teachers in over 540 schools worked on JA activities this year to enable more than 60,000 students to benefit from JA experiences. This level of activity is a result of true partnerships between the JAI team and leaders in schools and leaders in our supporting organisations and on behalf of the board I want to thank everyone who worked with us this year.

The report includes highlights from 2023/2024 and underlines again the strength of the relationships between our

industry and education partners and the determination of individual volunteers and teachers to ensure students enjoy opportunities to interact with role models from a diverse range of careers and industry sectors.

I am so grateful to my colleagues on the board for their ongoing efforts in leading the organisation at a time of significant change as we respond to emerging new global workforce trends including AI. All of us on the board are committed to supporting the executive team as they continue their work in enabling as many students as possible to benefit from JA educational activities.

As chair, I am very proud of the work of the board and the executive team in ensuring that 1,000s of volunteers and students enjoy positive learning experiences as they participate in JA activities. As a business leader, I appreciate that each JA programme requires an investment of valuable resources - precious curriculum time for students as well as the time and expertise of our volunteers. My colleagues on the board & I remain determined to ensure the ongoing strong governance of the organisation and our resources are used to optimal effect compliantly. We believe our programming is wholly complementary to the work of our school communities in helping to empower the next generation regardless of background and we are grateful to all those who work with us to achieve our ambitions.

On behalf of all the board many thanks to all our partners in education and industry for your ongoing, unwavering support.

**James O'Connor
Chairman**

Junior Achievement Ireland volunteers serve as positive adult role models from the world of work



CEO STATEMENT

Over 60,000 student experiences were facilitated in 2023/24 because more than 3,000 volunteers were willing to get involved in Junior Achievement Ireland (JAI) educational activities.

We are grateful to each volunteer and their organisation for partnering with us to enable students to enjoy these unique learning opportunities.

All our programmes, workshops and events can only run if school leaders see an educational value for their students, so we are delighted to have worked with teachers and students from 543 schools around the country.

This scale of activity underlines the strength of our partnerships and the belief we share with so many as to the positive benefits of our work together. In keeping with our commitment to serve young people by complementing the work of educators and families, we collate feedback from teachers, students and volunteers to quality assure our programming and retain the confidence of all involved that the stated learning intentions are being achieved.

Of particular benefit to students working with volunteers from the world of work are the insights which students can gain from hearing about the roles volunteers play and the skills they need to succeed. Many schools struggle with a lack of resources in guidance and counselling, while poor/ negative attitudes towards maths and science are regularly reported, particularly among girls. Our volunteers serve as positive adult role models from the world of work and are guided as to how to share their career stories with the students in an age-appropriate manner.

To every principal, teacher, student and member of school communities, each leader in our supporting organisation, and each volunteer that worked with us in 2023/24 – thank you! We look forward to continuing to work with you to ensure as many young people as possible enjoy the opportunity to participate in JA activities.

Helen Raftery,
Chief Executive Officer



Our Vision and Purpose

Our Vision

To be Ireland's leading nonprofit providing volunteered programmes fostering the life skills and attitudes young people need for their future success, prioritising those who need us most.

A WORLD IN WHICH . . .

**YOUNG PEOPLE
HAVE THE SKILLSET
AND MINDSET TO
BUILD THRIVING
COMMUNITIES.**

**JA INSPIRES AND
PREPARES YOUNG
PEOPLE TO SUCCEED
IN A GLOBAL
ECONOMY.**

Our Purpose

To inspire young people to realise their potential by valuing their education and developing the skills and attitudes needed to shape their own future.

JAI's Impact 2023/24 – A Snapshot



We achieve our aims by recruiting volunteers from the working world to facilitate Junior Achievement (JA) educational activities. In completing programmes and participating in workshops, young people acquire and practice key life skills and make connections between what they are learning in school and the world outside the classroom.

Junior Achievement Ireland (JAI) was established in Ireland in 1996 and over the years has built up a strong demand from schools and supporting organisations throughout the country. In 2023/24 more than 60,000 students and over 540 schools were involved in JA educational activities.

With the support of our partner organisations, our team continuously develops engaging high-quality content, and curates learning materials, that enables volunteers and students to work together to achieve the desired learning intentions.

Volunteers are recruited, vetted, trained and supported throughout their JA journey, while each teacher and each volunteer have JAI staff members assigned to them to ensure that everyone enjoys a positive experience. A comprehensive evaluation process is also conducted for each activity.

As a testament to the success of these efforts, in a recent survey of over 350 teachers, 91% of teachers agreed that the JAI programme introduced their students to potential future careers and 86% also noted how the programme better equipped those students for the world of work.

JAI's Impact 2023/24 – A Snapshot



+

60,640

student experiences



+

1,300

teachers & educators



+

543

schools



+

24,064

volunteer hours



+

3,194

volunteers



+

31

JAI staff

JAI is a member of Junior Achievement Worldwide - one of the world's largest educational non-profit organisations. Reaching more than 12 million young people each year, Junior Achievement is one of few organisations with the scale, experience, and passion to build a brighter future for the next generation.

In recognition of its work all over the world, Junior Achievement was nominated for the Nobel Peace Prize for the third time in 2024.

In Ireland, we work with industry and education partners to inspire young people to realise their potential by valuing their education and developing the skills and attitudes needed to shape their own future, prioritising requests for programmes from teachers working in DEIS schools.

Looking to the Future

We have an ambition that Junior Achievement Ireland will be recognised by our partners in business and industry, and the education sector, as the leading not-for-profit organisation providing innovative, impactful, enterprise and employability programmes for young people that are delivered by trained business volunteers.



As outlined in Strategy 2025, to meet our ambitious strategic goals, we will:

Continue to work with education and industry partners to ensure students who need it most get the opportunity to participate in curriculum-aligned learning experiences with role models from a diverse range of industries, careers and backgrounds.

Continue to work with education and industry partners to ensure students who need it most get the opportunity to participate in curriculum-aligned learning experiences with role models from a diverse range of industries, careers and backgrounds.

Work with supporting organisations across 200 sites, creating a pipeline of 4,000+ volunteers facilitating JA programmes for more than 80,000 students annually by 2025.

Promote the work our partners do with us and raise awareness of our profile through effective marketing and communications.

Engage in storytelling and seek to build a JA alumni community in Ireland so that they might share their stories as to the positive impact of participating in JA initiatives.

Impact and Evaluation - Students

Students are the most important stakeholders we have. We are committed to ensuring that those volunteers who opt to facilitate programmes and workshops are well-equipped to serve as positive adult role models for the young people that they meet.

Significant resources are invested in ensuring we collate data directly from students about their work with volunteers and whether the learning objectives of the programmes are being achieved. By participating in surveys and other forms of data collection, students share what they have learnt and also provide us with feedback on their learning experience.

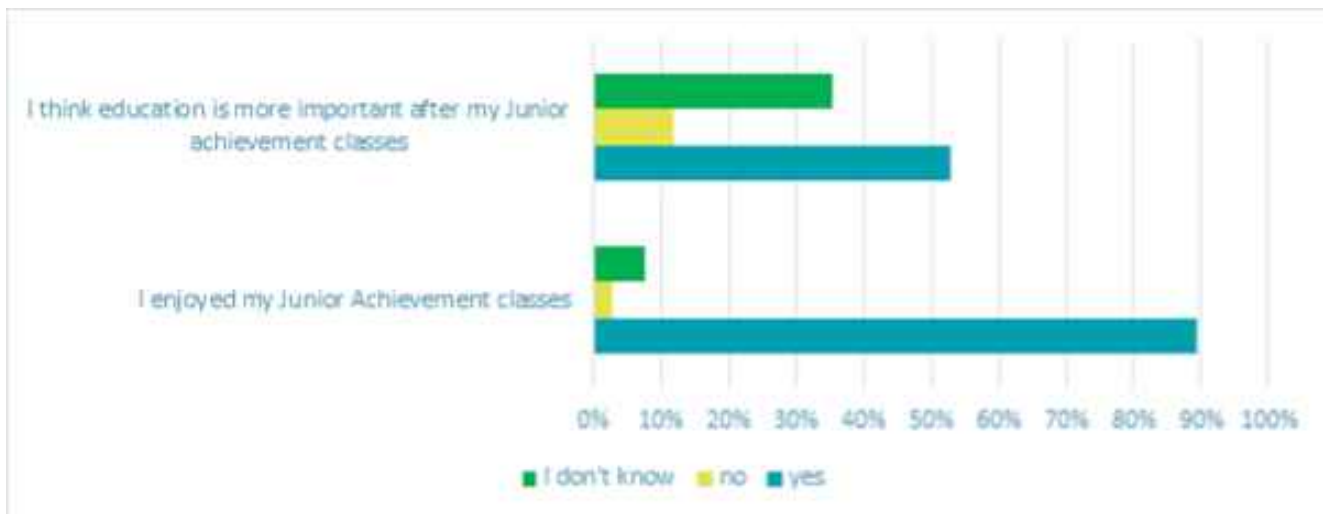
The following is a summary of the 3,000+ responses we collated from primary and second level students who completed our programme surveys in 2023/24:



Impact and Evaluation - Students

“Before the JA class, I didn't know there were so many different opportunities and professions I could get into. I learned that the jobs are based on our skills and interest which is very nice.” JA Inspires student, St. Dominic's College, Cabra, Dublin 7.

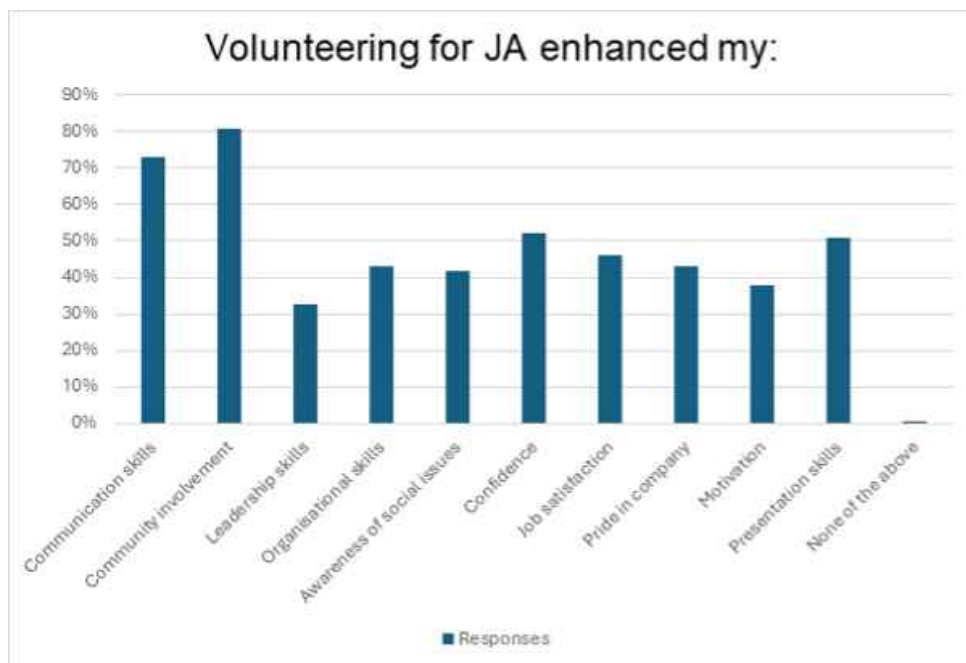
“Thank you to my JA volunteer for the STEAM classes! I really enjoyed the activities and now I know a lot more about STEAM and I am way more interested in it!” Our World Student, Shellybanks Educate Together, Dublin.



Impact and Evaluation - Volunteers

Reflecting on their work with us in 2023/24, 99% of volunteers said they enjoyed volunteering with JAI and 99% said they felt their efforts were worthwhile for the students.

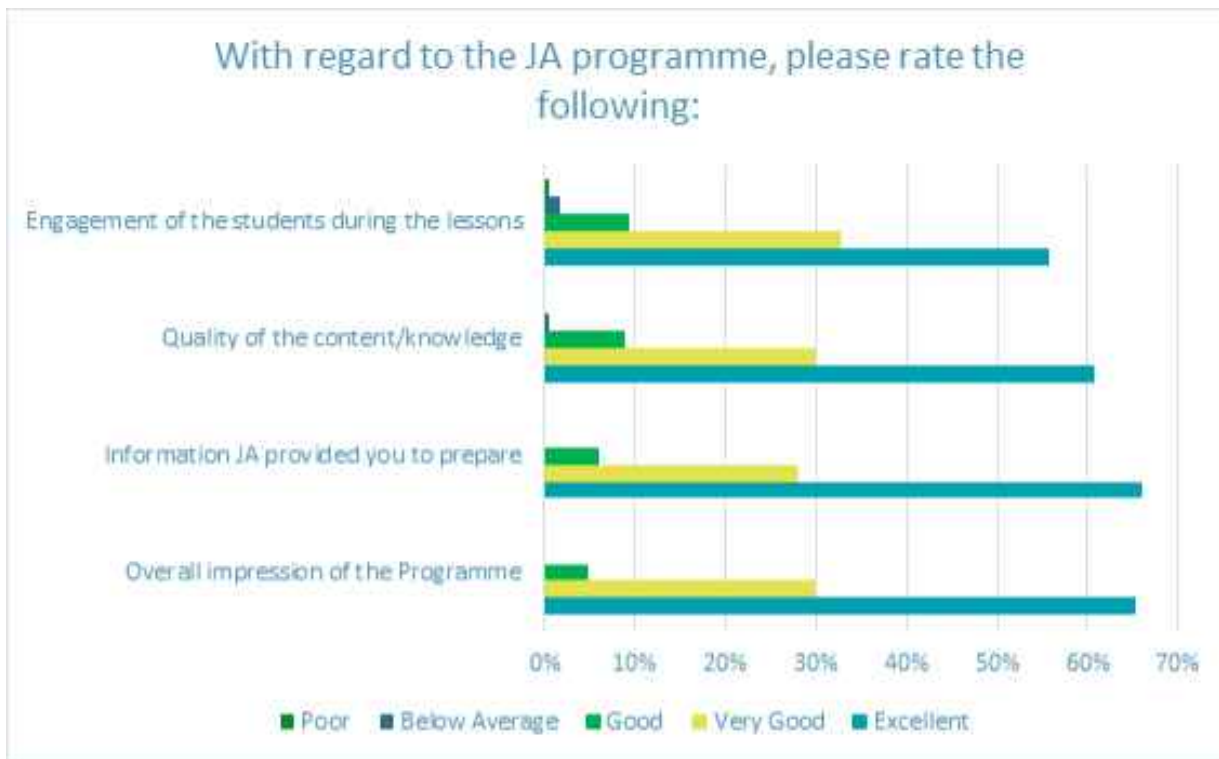
80% of volunteers also indicated that volunteering enhanced their community involvement and 70% said it improved their communication skills. Over 50% of volunteers also said volunteering enhanced their confidence. 99.8% of respondents said they would recommend volunteering with JAI to a colleague and 95% said they would volunteer again.



“As a Junior Achievement volunteer, I had the opportunity to work with some amazing young students and witness firsthand the impact that I can have on their lives. Through engaging activities, I was able to teach them important skills. It was incredibly rewarding to see their eyes light up as they learned about teamwork, reward for work, saving, and other important concepts that will serve them well in the future. I was so impressed with the enthusiasm and dedication of these students, and it was an honour to be able to support them as they took their first steps towards building successful and fulfilling lives. Junior Achievement truly makes a difference, and I am proud to have been a part of it.”

Mark Mc Fadden, Optum.

Impact and Evaluation - Volunteers

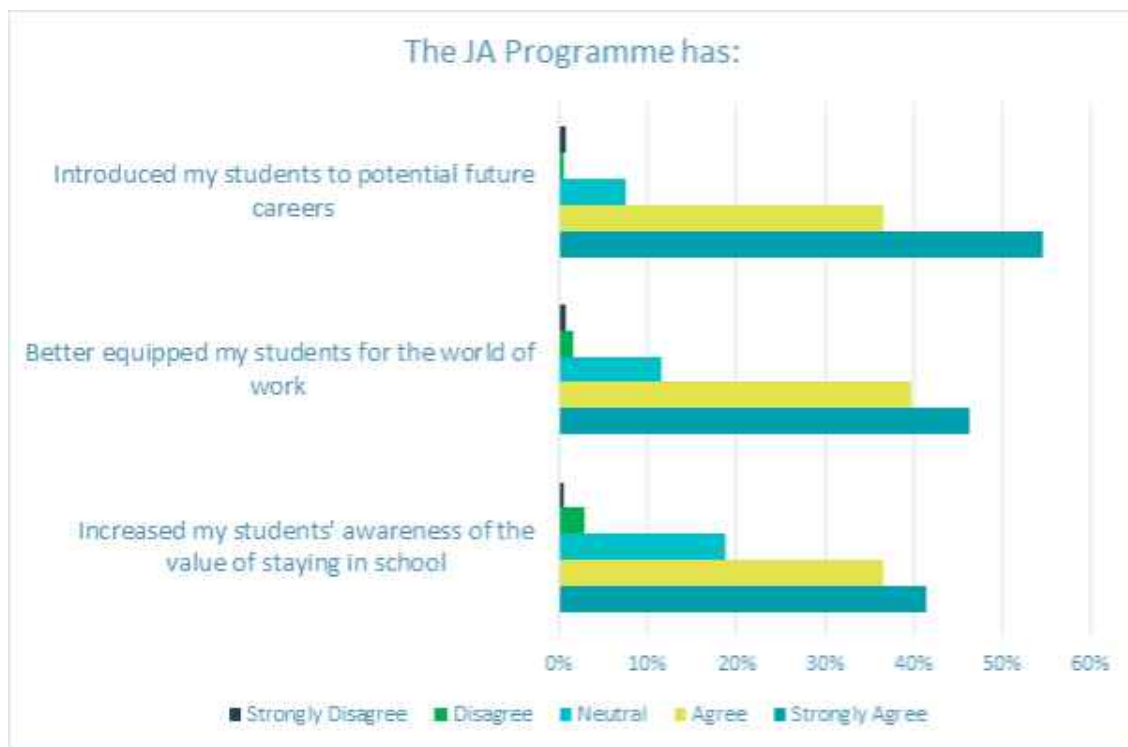


"I've been volunteering with JA for several years and with each program I get as much from the program as the students, if not more. It's a great way to get to know the local kids as I volunteer in the local school but it's also an incredibly worthwhile experience to not only give back to your community but to share some valuable insights with the future generations." Karen Mc Grath, Dell.

Impact and Evaluation - Teachers

96% of teachers surveyed in 2023/24 said they would recommend the programme to a colleague. 87% said they would request the programme again in the next academic year.

91% of teachers agreed or strongly agreed that the programme introduced their students to potential future careers. 86% also noted how the programme better equipped those students for the world of work.



“The students really enjoyed the programme. I was very impressed with the whole programme from the resources sent beforehand, how organised and involved the facilitator was and the content of the programme itself.” Mairéad Fitzgerald, Drumphrea NS, Co Carlow.

Overall, 97% of teachers said they enjoyed the JAI experience. We are grateful to every teacher who hosted business volunteers and ensured it was a positive experience for all involved.



**Junior
Achievement
Ireland**

Member of
JA Worldwide

**Inspiring
Youth**



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Principal: Mr. Liam Reill
Deputy Principals: Ms. Ann Marie Dunne
Mr. Oliver Deneher

May 2024

Dear [REDACTED]

On behalf of St. Aidan's CBS TY students, we extend our deepest gratitude for your willingness to share your time, expertise, and insights during our recent career success workshop and mock interviews.

The mock interviews were an invaluable experience that allowed us to gain confidence, refine our interview skills, and receive constructive feedback from professionals like yourselves. Your patience, encouragement, and constructive criticism have helped us grow both personally and professionally, empowering us to approach future interviews with confidence and competence.

Please know that your impact extends far beyond the walls of our school. The knowledge and skills you have imparted to us will undoubtedly serve us well as we embark on our future endeavors. We are inspired by your generosity and selflessness, and we pledge to pay it forward by striving for excellence in all that we do.

We are truly fortunate to have had the opportunity to learn from you, and we look forward to carrying the lessons we have learned into the future.

With sincerest gratitude,

Emer Lyne
Emer Lyne

On behalf of the TY Students of St. Aidan's CBS



JA Worldwide nominated for the 2024 Nobel Peace Prize.

Junior Achievement Ireland is delighted that JA Worldwide is nominated for the Nobel Peace Prize for the third year running.

Welcoming the news, Helen Raftery, CEO of Junior Achievement Ireland said: “As we celebrate over 25 years in operation in Ireland, we are delighted to play our part as a proud member of the JA Worldwide network. It is an incredible honour to share in the recognition of the work done by our global network.

Our programmes are facilitated by volunteers and complement the work of schools in helping to inspire young people to realise their potential, by valuing their education and developing the skills and attitudes needed to shape their own future. The young people of today will be the leaders of tomorrow who will create a more peaceful and stable world. We are proud of our association with JA Worldwide and honoured to have been recognized alongside the other nominees who are striving for a more peaceful and sustainable world.”

Nominations may be received only from heads of state and certain elected officials, university professors in selected fields, past Nobel laureates, and a few other notable individuals. Although the identity of each nominee officially remains anonymous for 50 years, JA Worldwide received permission to share that JA was nominated by a distinguished Professor of Law and International Affairs who was impressed by its global reach, its success in delivering economic empowerment to youth at scale, and an ability to find unity in diversity. For centuries, unemployment and poverty have led to political instability, violence, and war. By economically empowering youth on all continents, the work done by JA serves as a conduit for peace.

Promoting Equity of Educational Opportunity



JA Ireland prioritises requests for programmes from schools with DEIS status

While recognising that educational inequity presents in many forms, we will continue to prioritise requests from schools with DEIS status where we have to choose between schools. The feedback reinforces the value of this approach.

“The main reason for the success of this project is that it is delivered by professional people from a range of local industries. We are a DEIS school and many of our children do not have opportunities to hear from such people, and to have their eyes opened to the different life and employment opportunities in their locality.” Deputy Principal, John O’Shea, Portlaw N.S., Waterford.

“Growing up in a disadvantaged area, attending a DEIS school and then entering a predominantly male career path, I started off struggling with the stigma and predisposed opinions that people had of me throughout school, college and the start of my career. Returning to the primary school I attended and getting to reflect on when I was a student there allowed me to see how far I’ve come. Over the years I built this hard shell around me when it came to my career or studies. Speaking to the students, answering all their questions and seeing their faces light up when I told them I was local was a great feeling - knowing that it was giving them hope that if I could break the stigma of coming from a DEIS school that they can too!” Volunteer Niamh Murphy, ICON plc, who facilitated Energize at Sacred Heart School SNS, Dublin 24.

“Volunteering in a DEIS school with JAI was eye-opening. It is work in the community that feels like it makes a difference. The young students enjoyed the experience and supporting the community through working on the JA programme was motivating too. Would highly recommend it - the support provided to get set for the class experience was all taken care of by JAI.” Caitlyn Madden, Regeneron, Limerick.

JA Programmes



Entrepreneurship



Employability



Financial Literacy



STEAM

Junior Achievement (JA) programmes span four main themes – Entrepreneurship, Employability, Financial Literacy and promoting the value of studying STEAM (Science, Technology, Engineering, Arts & Maths).

Wherever possible, the aim is to have a whole school approach so that students receive JA programmes throughout their school going lives. We have a menu of 16 programmes to choose from starting with senior infants (5/6 year olds) running right through to senior cycle at second level, all designed to be facilitated by volunteers (who are not teachers) and help students connect their studies with the world outside of their classrooms.

“We really enjoyed the day! Took the class a little while to get going with activities, but the volunteer was very patient and gave loads of support”, Teacher Sean Carolan, St. Ultan’s NS, Dublin 10.



MathWorks volunteers including Valerie Huguet & Annemarie Held hosted mock interviews at their offices for students from Coláiste an Eachreidh, Athenry, Co Galway

“It was hugely beneficial to the students see what the interview process would be like as part of the JA Career Success programme. The feedback was excellent from the organisation. It is an important step in the students’ transition to work.”
Guidance Counsellor Owen McGowan, Holy Child Community School, Sallynoggin, Co Dublin.



Primary Programmes



Senior Infants



1st class



2nd class



3rd class



3rd class



4th class



4th class



5th class



5th - 6th class



6th class



Rang a 6

Second Level Programmes



1st year



An chéad bhliain



1st- 3rd year



4th year



4^ú bliain



4th-6th year



4th-6th year



4th-6th year

Our Ongoing Commitment to Quality Programming

From ensuring students enjoy engaging with STEAM to figuring out how best to enable young people to acquire and practise new financial skills, while ensuring alignment with the learning intentions of the formal curriculum, we constantly develop new content. In collaboration with supporting organisations, school leaders and teachers. Five new/ updated programmes were launched in 2023/24. A brief outline of these new additions to the menu of options available to school leaders and volunteers is included below:

JA Finance Park supported by CCPC

JA Finance Park was piloted in 2022/23 and 730 students nationwide completed the programme in 2023/24. With the support of the Competition and Consumer Protection Commission (CCPC), this programme helps students build a foundation for making intelligent, lifelong personal financial decisions, including issues related to income, spending, saving, and credit. Once the in-classroom modules are completed, students have the opportunity to reinforce their learning through an interactive online simulation.

The rollout of the programme and the ongoing development of the virtual Finance Park (online simulation) is critically important to plans to make fundamental financial literacy skills available to more and more students.

Girls Go Circular supported by EIT

The Girls Go Circular project is targeted at reducing the digital gender gap by empowering girls aged 14-19 across Europe to develop their digital and entrepreneurial competencies while acquiring knowledge on the circular economy. The online learning platform which is at the core of the project – the “Circular Learning Space” – offers students the option of choosing between different learning modules on topics like e-waste, climate change, food, or robotics.

Balancing Act supported by CISI Future Foundation



Balancing Act materials in action

Balancing Act helps students develop the ability to analyse their motivations about the use of money and establish good financial habits that will carry over into their adult lives. By completing this programme students will come to understand the fundamental elements of smart personal finances through interactive activities and board games. Supported by the CISI Future Foundation, the initiative will expand to 20 classrooms in 2024.

Our Ongoing Commitment to Quality Programming

Engineering Today supported by Pfizer Grange Castle



Students creating their 3D printed products

Engineering Today is supported by Pfizer Grange Castle. The programme immerses students in exploring engineering as a career. Through hands on activities students learn about 3D printing and the role of engineers in the vaccine process. They also discover the role of women in engineering from the invention of a paper bag to a car heater, helping to break down any misconceptions about women in engineering. Launched in 2022/23, this programme will run in schools nationwide facilitated by Pfizer volunteers aiming to reach up to 500 students each year.

ICT Education supported by Research Ireland & Dell

Leveraging an innovative online learning platform, JAI have designed classroom workshops with comprehensive kits to help students to understand AI, cybersecurity, data analytics and careers in ICT. This has been made possible thanks to the much-valued support from Research Ireland 'Discover Programme', and through the volunteering efforts of dedicated technical experts from Dell Technologies. At the end of 2023/24, JAI volunteers piloted the new workshops with senior primary students. JAI's education team is incorporating those valuable insights into the next iteration of the learning content to be rolled out in 2024/25.



Students exploring 'old tech' as part of the programme pilot

2023/24 – Selected Highlights

JA Finance Park supported by CCPC

JA Finance Park was piloted in 2022/23 and 730 students nationwide completed the programme in 2023/24.

With the support of the Competition and Consumer Protection Commission (CCPC), this programme helps students build a foundation for making intelligent, lifelong personal financial decisions, including issues related to income, spending, saving, and credit. Once the in-classroom modules are completed, students have the opportunity to apply newly-acquired skills and reinforce their learning through an interactive online simulation.

The virtual Finance Park is a unique learning platform that enables students to apply the concepts covered in the in-classroom material to real-to-life scenarios and allows teachers and students to see how much they have learnt and any issues that might need to be revisited in order to confirm knowledge acquisition. Acquiring sound financial skills at a young age serves as a great foundation for financial wellbeing into adulthood.



This year, JA Finance Park students from Lusk Community College helped to celebrate Global Money Week with Muriel Dolan and Joe Nevin from the CCPC and highlighted the many resources available to young people to help keep their personal finances in order.

Sustainability Innovation Challenge with Accenture

In October 2023, with the support of Accenture, JAI kicked-off the Sustainability Innovation Challenge. More than 100 students from three schools, Our Lady of Mercy, Beaumont, Loreto College Crumlin & St Paul's CBS, participated in the challenge and 'hot-housed' potentially viable businesses from new ideas for youth clubs, to fast fashion, smart bins, energy saving and food waste reduction apps.

Two finalists from each school submitted their project to the Accenture judging panel and after a close contest, the winners were Alyssa, Alex, Arlo, Alice, Emma & Louise from Our Lady of Mercy, Beaumont with their proposal for an energy-saving app called 'Switch it Off'. The team was given the opportunity to participate in the Accelerator programme to further develop their idea. Describing their business, the judges remarked on an "...innovative way to educate individuals on their carbon footprint, while their presentation was fun and engaging."

David Woodward from Accenture acted as a mentor to the team working on Switch it Off, meeting them on a regular basis to support the development of their business plan over the course of several months. The students were very appreciative of his work with them, saying: *"David was an amazing mentor, and we couldn't have asked for more. He was very kind and encouraging towards our ideas. The project itself was a great learning experience and David's great mentorship is the reason we have succeeded in making our app prototype and having learnt so many things."* Student Alice Ng, Our Lady of Mercy Beaumont.



In April, the Switch It Off team presented their business plan and prototype to a room full of special guests. The team fielded the many questions with aplomb and their confidence in the work they had done shone through. They proved that they were worthy winners of the innovation challenge, and it was great to celebrate their creativity as they worked together to promote and improve sustainability.

"I'm proud of how our project ended up. I believe our app is a feasible idea that would be beneficial to the environment and its users. As a team we all worked efficiently and communicated effectively, whilst also having fun...I hope in the future to use my newly learned skills', Switch It Off team member Alexandra Rayner.

2023/24 – Selected Highlights

The Power of One Good Adult hosted by SES Shannon

SES kindly hosted 'The Power of One Good Adult' in May 2024. Celebrating JAI industry and education partnerships in the Midwest region, we were joined by clinicians from mental health charity Jigsaw to hear about the importance of positive adult role models.



Our panel discussion focused on the impact of industry volunteers working with students in the classroom and we were delighted to be joined by local students to hear at first hand about their JA programme.

6th class students from St. Tola's N.S., Shannon shared what they learned with their JAI volunteer Ciaran Mullins from Zimmer Biomet while completing their work together on the Energize programme.

2023/24 – Selected Highlights

Girls Go Circular

In its inaugural year (2023/24) more than 100 students across Ireland participated in the Girls Go Circular (GGC) programme. GGC is a European Union-funded initiative managed by the European Institute of Innovation and Technology (EIT).

In the 2023 national competition, the GGC alumni were challenged to work in groups of three to design and build a robot that addresses environmental issues, fostering creativity, technical skills, and a commitment to sustainability.

The winning idea came from Amelie Klamroth, Andrea Noona, and Josephine Wisnieki from Errigal College, Co. Donegal, who created Ecobot a compact robot designed to collect food scraps and used materials at their school. In their project the girls outlined how Ecobot would use sensors, camera, and a storage bag to divide recyclable and compostable materials, supported by AI technology.



Accompanied by their teachers Mr Evan Gorrell and Ms Marie Crossan, the Ecobot team attended the European Institute of Technology's Women & Girls in STEM Forum on 5 December in Brussels, Belgium. This forum is an important event that highlights and celebrates the contributions of women and girls in the fields of Science, Technology, Engineering, and Mathematics. Congratulations to the students and their fantastic teachers for their innovative idea and for representing their families, their school community and the entire initiative so brilliantly.

2023/24 – Selected Highlights

‘It’s Our Planet’ with Sanofi and Research Ireland

It’s Our Planet is a sustainability programme for primary students with Sanofi and Research Ireland (formerly Science Foundation Ireland) and the Department of Education and Skills.



Since the launch of *It’s Our Planet* in 2023/24, more than 6,000 students across Ireland have engaged in this exciting sustainability programme.

The programme is supported by Research Ireland Discover Programme and the Department of Education and Skills and Sanofi, in partnership with JAI.

By completing the *It’s Our Planet* programme primary school students around Ireland access practical and engaging modules with a focus on water conservation, supporting local biodiversity, and understanding the importance of reducing our carbon footprint, including growing our own, our buying locally-grown fruit & vegetables. Sustainability awareness and activism is an important element of the programme and students respond brilliantly to the core messaging around ‘reduce, reuse and recycle’. Included in this programme is a nationwide competition which encourages 3rd class students to develop their own campaigns aimed to educate their peers on sustainability.



This year marks the 21st year of partnership between Junior Achievement and Sanofi.

2023/24 – Selected Highlights

PayPal Impact Day



We are delighted that PayPal choose us for their #PayPal Impact Day initiative. This involved buying learning materials for our programmes and packing them ready for 2024/2025 school year!

More than 100 PayPal volunteers gathered to pack Wind Turbine materials and in a “party-like” atmosphere the job was completed in no time - many hands make light work! We are delighted to have those learning materials ready and waiting for dispatch to local schools for use by students in the coming terms.

Thank you to Siobhan Grogan, Alessia Braeutigam and all other volunteers who made sure that the learning materials arrived safely to our office and ready for September!”



PayPal volunteers packing kits for JAI programmes

2023/24 – Selected Highlights

Fidelity STEAM Summit



The Fidelity Cares initiative takes place globally during May.

With the help of 25 Fidelity Investments volunteers in both the Dublin and Galway offices, 120 5th & 6th class students from local schools attended a STEAM workshop.

Students enjoyed meeting 'real world' STEAM role models, used forensics to solve a crime, measured carbon footprints and collaborated in teams using an Engineering Design Process to address challenges.

The summit was a hugely enjoyable event, making learning fun and demonstrating the importance of STEAM-related skills in solving problems.



2023/24 – Selected Highlights

Students LEAP-ing into the Business World with Waterford Local Enterprise Office

A total of 130 4th and 5th class primary students from five schools across Waterford city and county participated in the LEAP initiative in 2023/24. LEAP is supported by Waterford Local Enterprise Office and managed by Junior Achievement Ireland (JAI).



In its eighth year, LEAP has provided more than 1,500 students with a platform to interact with role models from the world of work and pitch their ideas at the final showcase at South East Technological University (SETU). LEAP encourages 'early-stage entrepreneurship' among primary school students, helping them learn how to become entrepreneurs by working together to come up with a product or service and then developing business plans that focus on innovation and enterprise. The five participating schools this year are Scoil Mhuire, Butlerstown NS, Faithlegg NS, Réalt Na Mara NS, Waterpark NS, and St. Declan's NS.

Coordinated by the local JAI team, business professionals from local companies visited each class regularly and worked with the students to discover what makes an entrepreneur, brainstorm ideas for their companies, understand the importance of logos and design them, learn about the significance of business names, the 4 P's of marketing, prototyping, and negotiation skills.

Local business volunteers Danielle Kennedy (Lloyds Hair), Emer Cowman (Fidelity Investments), Joanne Galvin (MCX Training and Development), Greta Nagle (Sanofi), Catherine Ryan (West Pharma), and Angela Carew (Waterford City & County Council) supported the delivery of the classroom programme, My First Business, which culminated in the students participating in the LEAP showcase at SETU.

2023/24 – Selected Highlights

Students LEAP-ing into the Business World with Waterford Local Enterprise Office



During the LEAP showcase event, each team presented their business ideas to local business people who acted as judges, referred to as FROGS (For Recognition of Greatness in Students). The FROGs had the opportunity to invest in the 24 new companies having viewed their business plans, prototypes and pitches which sometimes included jingles and dress up!

Jamie Whitty from Waterford LEO, Ronan Walsh from RKCW, Jimmy Kearns from Carrowbaun Business Consultants, Ronan Cleary from Eagle Media, Shóna McGailey from Green Acre Marketing, John O’Gorman from Fieldmaster, Danielle Kennedy from Lloyds Hair and Rapunzel Foundation, Ciaran Cullen from Enterprise Ireland, Alex Hill from Propelor BIC, and Angela Carew from Waterford City & County Council served as FROGS this year.

At the end of the showcase, each student received a Certificate of Achievement to recognise their participation, and awards were presented in the following categories: Best Business Plan, Best Idea to Help the Community, Best Innovative Idea, Best Negotiation Skills, Best Marketing Campaign, and Best Sustainable Business Idea.

Denise Power, Area Manager South East for JAI, said: *“We are delighted to partner with Waterford LEO and local businesses on the LEAP Project. It is a fantastic journey for students to learn the basics of entrepreneurship and develop their own business ideas with the support of entrepreneurs from the local community. These mentors have shared their own real-life experiences with the students and inspired and motivated them to become future entrepreneurs in the making. The students’ visit to the SETU was a wonderful opportunity for them to pitch their ideas to business professionals for the first time outside the classroom and see how products and services could enter the market and impact their local community.”*

2023/24 – Selected Highlights

Zurich ‘Finance Your Future’

972 5th year students participated in the Finance your Future programme in 2023/24. ‘Finance Your Future’ explores earning potential, balancing personal budgets, future planning, risk and insurance. 38 volunteers facilitated the programme across 28 schools nationwide providing nearly 1,000 students with the opportunity to acquire and practice fundamental skills of financial literacy. In completing the programme, students also explore the potential impact of their education on their future. 74% of student respondents said their understanding of how important it is to manage your money was higher after the Finance your Future programme.

Zurich Ireland has been working in partnership with JAI since 2021. In 2022 Neil Freshwater, Zurich Ireland CEO worked with TY students from Caritas College, Dublin 10, which inspired him to reflect on how key financial concepts are explained to young people, and particularly emerging developments such as digital banks and cryptocurrency. Neil, along with his colleagues Sinead Foxe and Ciaran Fitzpatrick, worked closely with the education team at JAI to redevelop and refresh the programme content. In addition, pensions expert Neville Dunne contributed to a video on pensions, which features in the programme.

Volunteer Anthony Ryan from Wells Fargo noted that *“It was a very good experience overall. The most satisfying aspects were i) the students spent a lot of time asking very relevant questions, which to me showed how interested they were ii) talking to the students allowed me to share relevant experience and give advice that may help their futures, iii) the impression I got from the students leads me to believe that this course truly was a benefit to them and hopefully a high % of them will take this knowledge into their adult lives and be better off because of it.”*



Volunteer Kevin Fitzgerald from Transitions Optical pictured with students at St. Enda's College, Galway on completion of their Finance Your Future programme.

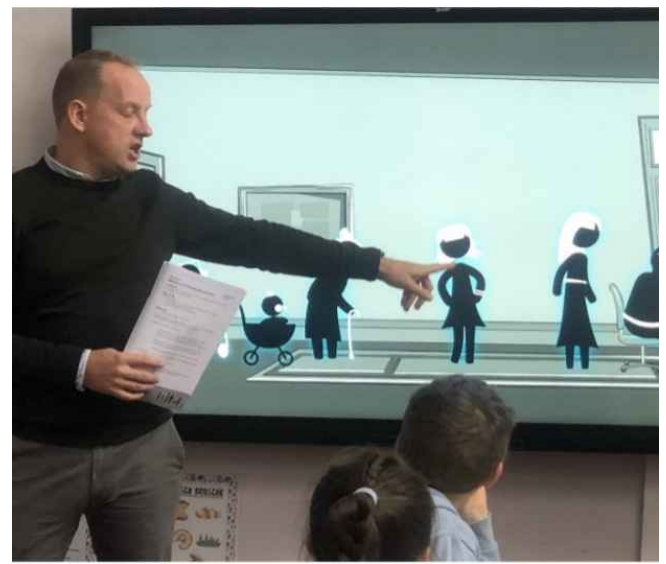


2023/24 – Selected Highlights

‘Power of Design’ with Centre for Excellence in Universal Design (CEUD)

The Centre for Excellence in Universal Design (CEUD) at the National Disability Authority (NDA) has collaborated with JAI on the Power of Design programme for five years. During this time 419 volunteers have engaged with the programme enabling nearly 9,000 students across Ireland to enjoy the experience of innovating and designing for a better world for all.

Post-programme surveys show that 100% of volunteers felt that they were more aware of Universal Design and accessibility in their day-to-day life and 78% of students reported think differently about how things are designed after completing the programme.



One student wrote in their post-course feedback that: “without design, I’m not sure where the world would be. I loved learning more about design and how it really changes the lives of every human living on the planet. If I ever design any buildings or sites, I will make sure that everyone, including ‘the Normals’ are able to access everything no matter what. I love the power of design!”

2023/24 – Selected Highlights

‘Career Success’ with Accenture

During the five module Career Success programme, senior cycle second level students practise effective communication, teamwork, and interview skills, while also developing their personal brand. Throughout each module the business volunteer demonstrates the relevance of the content to school, to work, and to life.

This programme also integrates the Accenture Skills to Succeed Academy. The Skills to Succeed Academy is an online platform, developed to allow young people aged 15-24 to practise key skills and build the confidence to own their career development.

The Skills to Succeed Academy uses virtual coaches, gamification, and simulations to help users navigate their career paths while equipping them with skills they need to find long-term employment, for example, tailoring CVs to job opportunities, honing interview techniques and understanding what is required to succeed in work.

In 2023/24, 104 volunteers from our supporting organisations facilitated the career success programme and workshop across 45 schools nationwide inspiring 1,670 students to develop their employability skills.



Teacher Luisa Giordano from Kildare Town Community school commented: *“The volunteers’ dedication and expertise provided our students with unique learning opportunities that have significantly enriched their educational experience. By bridging the gap between in-class learning and the world of work, they empowered students to see the real-world applications of their studies and encouraged them to think critically about their future careers. The students particularly enjoyed the mock interviews, which proved to be an invaluable learning experience. This practical exercise not only boosted their confidence but also equipped them with essential skills for future job searches. The feedback from students was very positive, with many expressing how much they learned from the programme.”*

2023/24 – Selected Highlights

‘Our World’ With the Support of Fidelity

Between 2022 and 2024 the support of Fidelity Investments ensured more than 10,000 5th class students in Ireland worked with 680 trained volunteers from STEM-related fields to explore the career and education opportunities open to them where a focus on STEAM subjects (Science, Technology, Engineering, Arts and Maths) comes to the fore.

The ‘Our World’ programme was originally designed with the support of Research Ireland and industry partner Fidelity Investments, and developed by Junior Achievement Ireland for delivery by industry-based volunteers.

During the course of the project 40 classes comprising 1,000 students attending DEIS schools participated in Our World. These students also enjoyed visiting STEAM companies all over the country to enjoy innovation camps facilitated by STEAM volunteers, and using STEAM-related subjects to address environmental issues. Fidelity Investments hosted ca. 20 classes of students, underlining its active support for the initiative.

Dr. Alison Boyle, Programme Manager for Education & Public Engagement at Research Ireland said: *“Research Ireland is proud to support Junior Achievement Ireland to deliver this important STEM education programme, through the SFI Discover programme. This project will help to connect young people with role models working in the STEM sectors, helping to remove barriers and break down stereotypes. This is a vital step in inspiring the next diverse generation of scientists, technologists, engineers, mathematicians and entrepreneurs in Ireland.”*



2023/24 – Selected Highlights

MetLife Foundation Sponsors the JA Inspires Careers Workshop

JA Inspires Careers Workshop is a nationwide project inspiring young people to understand the variety of career pathways available to them.

The support of the MetLife Foundation allows JAI to promote and scale JA Inspires and connect schools with guest speakers so that students can engage with, and be inspired by, role models from the working world.

JA Inspires allows volunteers to share their career story and engage in Q & A with students in schools across Ireland (with priority given to DEIS schools).

Speakers are invited to align themselves with one of JAI's four themes: Entrepreneurship, Employability, Financial Literacy or STEAM. The goal is to help students realise that many of the skills they are acquiring and practicing at school are recognised as fundamental to successful careers. The speakers are fully briefed by JAI and are provided with a presentation template to assist their preparation, whilst schools receive student and teacher materials.

During the 2023/24 school year 8,699 students participated in JA Inspires with 306 volunteers from across a wide variety of industries and roles. Plans are in place to work with more than 10,000 students by 2025.

Pictured (right) is Galway-based MathsWorks volunteer Dom Dignam addressing a group of local students. He was one of the more than 300 volunteers who facilitated JA Inspires Careers Workshops supported by MetLife.



2023/24 – Selected Highlights

Energize with Gas Networks Ireland



Gas Networks Ireland has partnered with JAI for the past 12 years to deliver STEM education and the Energize programme to more than 45,000 students in primary schools nationally.

The 6th class programme explores the Sustainable Development Goals, wellbeing, energy, safety and light in a fun and exciting way and it aims to inspire students to continue with STEM subjects at second level. In 2023/24, 4,026 students nationwide completed Energize.

Looking to the next three years, JAI in partnership with Gas Networks Ireland will increase the focus on renewable energy helping students to understand how they can behave in a sustainable fashion.

To the right: students from Athlacca N.S., Co. Limerick design wind turbines with their industry volunteer Una Mulvey from J&J.



2023/24 – Selected Highlights

‘Climate Change and You’ with EPA Ireland

1,519 students from 47 primary schools across 16 counties had the opportunity to participate in the ‘Climate Change and You’ workshop during 2023/24 with thanks to the Environmental Protection Agency (EPA). The workshop aims to increase awareness and knowledge of climate change and encourage students to identify ways to reduce their carbon footprint and help their community. The workshop is increasingly popular with schools and each year JAI receives more and more requests from teachers who see the importance of students learning about the environment and related matters in an age-appropriate fashion.

Since the development of the ‘Climate Change and You’ workshop in 2020, over 6,500 students have learnt about the human impact on climate change and the small changes they can make to reduce their impact. To date more than 270 volunteers from 51 organisations nationwide have inspired students from 141 schools in 22 counties.

“The kids had great awareness of climate change and what their carbon footprints are, much more than what I knew at their age. They were already doing so many positive day to day practices that they were eager to share with their classmates. It was a pleasure to talk about the environment with them in a much more general way and going down all the tangents that came up, from what’s slurry to fast fashion. It reminded me of what I could be doing better myself and to keep things simple.” Thomas Wallace, EPA Volunteer, Cork



EPA and Junior Achievement Ireland (JAI) have enjoyed working in partnership since 2016.

“Our EPA volunteer Gaius delivered two very engaging and informative sessions with our 5th class. The sessions were delivered in a lively fashion, Gaius encouraged plenty of pupil participation and the sessions were pitched at the children’s level. Gaius created lots of interest on this topic and the children loved his lessons.”
Teacher Deirdre Canty, Knockskeagh N.S., Co. Cork

2023/24 – Selected Highlights

‘It’s My Business’ with AIB

1,714 4th class students completed ‘It’s My Business’ during the 2023/24 school year. Encouraged by their volunteers and working alongside their teachers, students identify their very own entrepreneurial characteristics, form teams to generate business ideas, practice innovating and conducting market research to develop a business start-up. All their work culminates in an opportunity to pitch their new business to potential “investors”.

‘It’s My Business’ is now in its third year and will enable more than 6,000 students in 250 classrooms nationwide to acquire and practice key entrepreneurial skills such as teamworking, adaptability and critical decision-making, which are identified as fundamental to future success.

In recognition of the initial success of the project and based on the appetite among teachers for the involvement of business volunteers in encouraging entrepreneurial skills, AIB are continuing to support the programme for another three years.

AIB Volunteer, Tracey Harrington said *“I really enjoyed my experience this year volunteering with JA - it had been something I have wanted to do for a few years now but perhaps confidence was holding me back. It was a very enlightening process and rewarding. The kids were great at participating and eager so perhaps that made it all a little easier. It was great to give back to the community especially when you feel you are really making an impact.”*

4th class teacher, Laura Seery from St. Fergal’s N.S, reflected after the completion of the programme *“It was inspiring to the children and so great to see the ‘It’s My Business’ programme in action. The programme and activities were of huge benefit to our class. The programme structure was excellent. The children learned so much about starting their own business and how to be an entrepreneur. The children were motivated hugely from this course. It was a very positive thing for them to do. They still express the positive motivation they learned such as ‘Whatever idea it is, it is a good idea’.”*



2023/24 – Selected Highlights

‘Career Ready’ West Dublin with Microsoft

Career Ready is a unique programme enabling one-to-one mentoring for a sustained period for senior cycle students in five partner schools in West Dublin as they move from TY to 6th year. Guided by Microsoft mentors, the programme helps to build the students’ confidence while exploring future educational and career choices. In total, 96 students from five partner schools will complete the programme with their Microsoft mentors.

In November 2023, more than 100 attendees enjoyed the graduation ceremony for 30 Career Ready mentees at One Microsoft Place. It was a wonderful occasion, where our guest of honour was GAA legend Jonny Cooper.

Students go through a rigorous selection process to win a place and must commit to completing each element of the programme. 30 students from five partner schools Deansrath Community College, Griffeen Community College, Kishoge Community College Lucan Community School and St. Kevin's Community College completing the programme in 2023/24 brings to 55 the total number of students that have completed the programme to date.



Speaking about the work of Microsoft mentors, TY Coordinator Ciara Devery, Deansrath Community College said: *“We really appreciate their role in guiding and supporting our Career Ready students in their personal and professional development. The insights, advice and encouragement based on their own experience and expertise is invaluable to them all. The kindness and commitment are making a huge difference to their lives and to their future prospects.”*

2023/24 – Selected Highlights

Údarás na Gaeltachta - Clár na gComhlachtaí

Since 2011/2012 when students attending four schools in the Donegal Gaeltacht participated in the first programmes, Clár na gComhlachataí has grown to involve all second level schools across na Gaeltachtaí. After 10 years of growth, the initiative now enjoys the support of teachers and volunteers around the country and this year 534 senior cycle students from schools across the Gaeltacht regions completed the programme.

The national final was held over two days - the first day comprised a trade fair, communications workshop, guest lectures and campus tour at Ollscoil na Gaillimhe, while the second was filled with judges' interviews, a trade fair and a public presentation. Every effort is made to ensure students have a fantastic learning experience as a reward for their hard work in reaching the national final.

In 2019, national winners travelled to represent Ireland in the JA Europe Company of the Year competition for the first time. In 2024, Glan go Glas from Pobailscoil Chorca Dhuibhne won the right to represent Ireland and travelled to Catania, Sicily to compete with ca. 1,000 student entrepreneurs from more than 40 other countries.

Five students – Kate Ní Shúilleabháin, Katie Ní Éineacháin, Ríona Ní Ghealbháin, Oisín Ó Dubhda, and Cian Ó Gallchóir – founded the mini-company 'Glan go Glas' producing eco-friendly cleaning products. The team's work emphasised the importance of environmentally friendly cleaning products, clearly reflecting the growing demand for environmentally responsible household products. Their hard work ably supported by their wonderful teacher, resulted in Glan go Glas securing second place in the JA Europe Company of the Year Competition holding off fierce competition from their peers from countries all over Europe.



This achievement demonstrates not only the excellence of youth entrepreneurship in Ireland but also the innovation and commitment to sustainability being fostered in Ireland's Gaeltacht communities. To the left: Glan go Glas being presented with their award at Monasterio Benedettini, Catania Sicily during the Junior Achievement Europe Company of the Year Competition 2024.

2023/24 – Selected Highlights

Na Buntáistí Eacnamaíocha a Bhaineann le Fanacht ar Scoil

Na Buntáistí Eacnamaíocha a Bhaineann le Fanacht ar Scoil programme was developed in the 2021/22 school year in partnership with Údarás na Gaeltachta and is aimed at Junior Cycle students. Students work with an Irish-speaking role model from the world of work, who shares their education path and their career story. Guided by the JA programme materials, the business volunteer helps the students to identify their personal interests, explores skills needed for various careers and leads a goal setting exercise where students are encouraged to consider what success looks like for them and what will make them happy in the future! Now in its fourth year, 439 students from 12 schools across six counties completed the programme in 2023/24.

An Chruinne

An Chruinne promotes the importance of science, technology, engineering, and maths (STEM) among 6th class primary school students. The programme is facilitated over five 40-minute sessions by an Irish-speaking role model from companies based throughout Ireland. An Chruinne can be facilitated in-person or virtually, using in-class and online materials created by JAI in partnership with Údarás. This year 372 students from 13 schools in five counties enjoyed the opportunity to complete An Chruinne.

We appreciate the support of Údarás na Gaeltachta in allowing us to make these opportunities available to students attending schools in the Gaeltacht.



Sarah Hannon, KPMG Galway (pictured with her students at Scoil Sheamais Naofa in Bearna) said: “JA has been a wonderful experience and I am glad that I had the opportunity to part-take in it. I would definitely recommend to others to get involved as it benefits students to learn about the important topics in the lesson plans. I feel that I also benefitted from this experience as it has given me more confidence and necessary skills that will benefit me in all aspects of life.”

2023/24 – Selected Highlights

JAI & Ár gComhpháirtíocht le hÚdarás na Gaeltachta - Clár na gComlachtaí

In 2011/2012 ghlac scoláirí a bhí ag freastal ar cheithre scoil i nGaeltacht Dhún na nGall páirt i gClár na gComhlachtaí agus ó shin i leith tá fás tagtha ar an tionscnamh. Glacann scoláirí i ngach scoil dara leibhéal ar fud na nGaeltachtaí páirt ann anois agus tá tacaíocht múinteoirí agus oibríthe deonacha ar fud na tíre ag an tionscnamh. Ghlac 100 scoláire i nDún na nGall páirt den chéad uair thart ar 10 mbliana ó shin, agus d'éirigh le 534 scoláire an clár a chur i gcrích in 2023/24. Reáchtáladh an chraobh náisiúnta thar dhá lá, caitheadh an chéad lá ag aonach trádála in Ollscoil na Gaillimhe agus cuireadh deireadh leis an lá le máistir-rang cumarsáide. Ar an dara lá reáchtáladh agallaimh leis na moltóirí, aonach trádála agus cur i láthair poiblí. Déantar gach iarracht a chinntiú go mbíonn eispéireas iontach foghlama ag scoláirí mar luach saothair ar an obair chrua a dhéanann siad chun an chraobh náisiúnta a bhaint amach.

In 2019, thaistil buaiteoirí náisiúnta chun ionadaíocht a dhéanamh ar Éirinn i gcomórtas JA Eorpach Chomhlacht na Bliana den chéad uair. In 2024, bhuaigh Glan Go Glas ó Phobalscoil Chorca Dhuibhne an chéad áit chun ionadaíocht a dhéanamh ar Éirinn agus thaistil siad go an tSicil chun dul san iomaíocht le thart ar 1000 fiontraí atá in aois scoile ó 40 tír eile.



Glan go Glas, an fhoireann óg fiontraíochta ó Phobalscoil Chorca Dhuibhne, i gComórtas Chomhlacht na Bliana de chuid Junior Achievement Europe.

Cúigear mac léinn - Kate Ní Shúilleabháin, Katie Ní Éineacháin, Ríona Ní Ghealbháin, Oisín Ó Dubhda agus Cian Ó Gallchóir - a bhunaigh an mionchomhlacht 'Glan go Glas', a dhíríonn ar tháirgí glantacháin éiceabhách a tháirgeadh.

2023/24 – Selected Highlights

Léiríonn an t-éacht seo ní hamháin scoth na fiontraíochta óige in Éirinn, ach freisin an nuálaíocht agus an tiomantas don inbhuanaitheacht atá á spreagadh i bpobail Ghaeltachta na tíre. Tá an fhoireann tar éis aird a tharraingt ar an tábhacht a bhaineann le táirgí glantacháin atá neamhdhíobhálach don timpeallacht, rud a léiríonn go soiléir an méadú atá ag teacht ar an éileamh ar tháirgí tí atá freagrach ó thaobh an chomhshaoil de.

Na Buntáistí Eacnamaíocha a Bhaineann le Fanacht ar Scoil

Forbraíodh clár maidir leis Na Buntáistí Eacnamaíocha a Bhaineann le Fanacht ar Scoil sa scoilbhliain 2021/22 i gcomhpháirtíocht le hÚdarás na Gaeltachta agus tá sé dírithe ar scoláirí na Sraithe Sóisearaí. Oibríonn scoláirí le heiseamláirí a bhfuil Gaeilge acu ó shaol na hoibre, a roinneann a gconair oideachais agus a scéal gairme. Faoi threoir ábhar cláir JA, cabhraíonn an t-oibrí deonach gnó leis na scoláirí a gcuid spéiseanna pearsanta a aithint, fiosraíonn sé na scileanna a theastaíonn le haghaidh gairmeacha éagsúla agus treoraíonn sé cleachtadh socraithe spriocanna ina spreagtar na scoláirí chun machnamh a dhéanamh ar an rud atá i gceist le rath agus ar an méid a chuirfidh áthas orthu amach anseo! Bhí sé seo ar bun le ceathrú bliana anois agus d'éirigh le 439 scoláire Na Buntáistí Eacnamaíocha a Bhaineann le Fanacht ar scoil a chur i gcrích in 2023/24.

An Chruinne

Cuireann An Chruinne tábhacht na heolaíochta, na teicneolaíochta, na hinnealtóireachta agus na matamaitice (STEM) chun cinn i measc scoláirí bunscoile Rang a 6. Éascaítear an clár thar chúig sheisiún 40 nóiméad le heiseamláirí a bhfuil Gaeilge acu ó chomhlachtaí atá lonnaithe ar fud na hÉireann. Is féidir tabhairt faoi go pearsanta nó go fíorúil, ag baint úsáid as ábhair sa rang agus ar líne atá cruthaithe ag JAI i gcomhpháirtíocht leis an Údarás. I mbliana d'oibrigh 15 oibrí deonach ó 5 gcomhlacht in 13 scoil le 372 scoláire.

Is mór againn tacaíocht an Údaráis chun na deiseanna seo a chur ar fáil do scoláirí atá ag freastal ar scoileanna sa Ghaeltacht.

2023/24 – Selected Highlights

Galway Science & Technology Festival

The first Galway Science & Technology Festival (GSTF) took place in 1998 and over the years the festival has thrilled, inspired, educated and instilled a passion for Science, Technology, Engineering and Mathematics (STEM) in all ages. The aim of the festival is to inspire young people to develop an interest in science & technology and consider these fields for their future studies and career.

The 2023 Galway Science & Technology Festival also aims to communicate widely to the general public on the relevance of STEM to everyday lives and society.



The festival is a collaboration between local industry and education providers led by a small team of volunteers, staff and key representatives on the Galway Science and Technology Forum. The festival activities are provided free of charge, thanks to generous sponsorship and participation by local companies, educational bodies, and state agencies. The JAI team engaged visitors to the festival in activities on optical illusions, light and reflection and mirror writing to demonstrate how our brains interpret visual information and the mysteries of why we see things the way we do.



Visitors learnt that reflection is when we look at a shiny surface like a mirror or a pond we see our image. When light rays from the sun bounce off a smooth shiny surface such as a mirror the reflected rays produce an image.



We all had fantastic fun figuring out that mirror writing is formed by writing in the direction that is the reverse of the natural way for a given language, such that the result is the mirror image of normal writing.

2023/24 – Selected Highlights

Europe4U - a unique chance for students to meet with their MEPs

More than 1,300 senior cycle students from 59 classes attending 10 second level schools across Ireland had a unique chance to interact with their local MEPs during six 'A conversation with your MEP' events, held as part of Europe4U 2023, a project run by Junior Achievement Ireland (JAI), with the support of the Communicating Europe Initiative.

MEPs Maria Walsh from the Midlands North West constituency, Ciarán Cuffe from the Dublin constituency and Billy Kelleher & Grace O'Sullivan from the South constituency, fielded a variety of questions from the students, and spoke about their role as MEPs, the role that the European Union plays in our daily lives, the advantages of being EU citizens, the rights that come with EU citizenship and Ireland's place in Europe. While each may have had a different journey to becoming an MEP, all highlighted the importance of being involved in our local communities and helping to make them a better place for all of us to live in.

Each MEP also announced Stage 2 of the project, which was the 'Create your EU' video content on the benefits of Ireland's EU Membership for the past 50 years'.

We had a great response to this competition from our students.

Congratulations to our winners – a team from St. Angela's Secondary School, Waterford!

Europe4U is designed to inform second level students aged 16-18 about the advantages of being an EU citizen, particularly what rights citizenship brings. The project aims to help participants to gain an understanding of the benefits to the individual and wider community of EU citizenship while allowing young people to ask questions directly of our representatives at EU level.

Thanks to all our MEPs for taking the time to enhance the students' understanding of the benefits of EU membership over the last 50 years.

We are grateful for all the MEPs' involvement and look forward to the continued development of the 'Communicating Europe' initiative.



2023/24 – Selected Highlights

Education for Sustainable Development (ESD) with the Department of Education

In 2023/24, JAI rolled out two programmes with the support of the Department of Education's Education for Sustainable Development (ESD) grant enabling 918 students from DEIS schools to enhance their understanding of the Sustainable Development Goals.

The post-programme surveys found that 74% of students could name a Sustainable Development Goal; 88% of students could name three sources of renewable energy; 93% enjoyed having a volunteer from the working world in their class; 56% indicated their interest in science increased through the programme, and 63% said they would like to continue studying science.

One student wrote: *"We learned a lot about energy, carbon monoxide and keeping the world green, I liked it because it gives people awareness about stuff like it."*

Another respondent commented: *"I learned how companies going forward are making electric cars to help our environment deal with climate change. I am now open to picking a STEAM job when I am older."*



Most JAI programmes incorporate the SDGs into student learning in engaging ways including working in teams to create ideas for more sustainable products, building models of wind turbines, and planning a festival adhering to the principles of 'Leave No Trace'.

2023/24 – Selected Highlights

Euronext Blue Challenge

The national final of the Euronext Blue Challenge took place in the historic trading floor where the team from Desmond College, Limerick emerged victorious with their naturally made fake tan remover that includes several ingredients that can be found at the local beach. The ‘Sea You Later’ team impressed the judging panel with their confident presentation and their ability to promote the benefits of their product for individual health as well as its environmental benefits. Their grasp of the research underpinning their business plan also scored top marks!



“Participating in the Blue Economy Challenge has been an exhilarating journey for our team.”

The final was a thrilling experience, showcasing innovative ideas and competing with the best. What we enjoyed most was the collaborative spirit and the opportunity to contribute to sustainable ocean solutions. We've learned the immense value of teamwork and the importance of pushing the boundaries of innovation”. Sea You Later – National Winners

Skills 4 Retail

Skills4Retail is an EU-funded programme transforming Europe’s retail and wholesale sectors by addressing key skill gaps. Led by a consortium of 30 partners across 9 EU countries, including top educational and industry leaders, it supports the green, digital, and resilience transitions in response to challenges like the Covid-19 pandemic.

The programme equips the EU retail workforce with essential digital and sustainable skills through tailored VET initiatives in Austria, Romania, Ireland, and Hungary. These flexible learning options, including work-based training and short courses, are designed to drive innovation, growth, and sustainability in the industry.

We are proud to contribute to this initiative alongside colleagues in Ireland and across Europe. Join the [Skills4Retail Pledge Alliance](#) to support transformative change and empower businesses and individuals to thrive sustainably. Learn more at skills4retail.eu.

2023/24 – Selected Highlights

Enabling Entrepreneurship with Cork ETB



A total of 79 students across five Cork Colleges of Further Education participated in the 2023/24 Enabling Entrepreneurship Programme.

Students explored the building blocks of setting up a business through interactive programme activities and engagement with business volunteers and entrepreneurs.

At the culmination of the project - the Enabling Entrepreneurship Showcase and Awards at Cork City Hall, students exhibited 17 business projects from GPS Brooches for vulnerable older citizens to landscaping to millinery.

"The EE programme helped me see a bigger picture and gave me the confidence to explore ways to develop my hobby into business. I applied for the Local Enterprise Fund Digital Fund and I got an email today – I got a grant!!" Emmet Stapleton, Tramore Road Campus.

2023/24 – Selected Highlights

Deloitte ‘Ready for Success’

Deloitte Ireland partnered with JAI to roll out the ‘Ready for Success’ project during 2023/24. Ready for Success connected fifth year students from DEIS schools across Galway, Limerick and Cork with professionals from Deloitte who volunteered to introduce them to a wide variety of career opportunities, as well as working through modules on personal branding, business culture and the importance of resilience.

The project offers a wide range of opportunities, including group mentoring sessions, a visit to a Deloitte office, and masterclasses led by industry experts and motivational speakers who share their career stories, including challenges they have overcome.



“Projects like Ready for Success support teachers in implementing the Leaving Certificate Vocational Programme (LCVP) curriculum by providing resources and materials that align with the program’s emphasis on practical learning, enterprise education, and preparation for the world of work. Connecting with mentors from Deloitte allows students to see life beyond the classroom, and the experiences that can be gained once you work hard and focus on your education.” Teacher Samantha Prior, Coláiste Nano Nagle, Limerick

2023/24 – Selected Highlights

BT Young Scientist Exhibition

For the third consecutive year, Junior Achievement Ireland was supported by Gas Networks Ireland in hosting a stand at the BT Young Scientist & Technology Exhibition, from January 11th to 13th 2024 at the RDS, Dublin 4. Over the 3 days, 1,100 student finalists presented their project entries to over 85 expert judges, whilst thousands more students, families and teachers also visited the exhibition.

Gas Networks Ireland volunteers worked alongside the JAI team to showcase the work we do and provide interactive, engaging, and educational activities taken from our Energize programme. Over the course of the three days, more than 5,000 students, as well as many teachers and parents, visited the stand.

Activities included mirror writing and being able to spot the safety hazards in a home, and as a new and popular addition this year, an energy saving bingo game.

During the exhibition we were also joined by a special guest; Alfred Nobel, to celebrate our nomination for the Nobel Peace Prize. He was quite the hit not only with students but also with former Taoiseach Leo Varadkar, T.D., and television presenter Phil Of Science.



2023/24 – Selected Highlights

Youth Reach Cork



Students in four Youth Reach Centres in Cork City and County participated in the Junior Achievement designed Youth Reach Entrepreneurship programme.

The programme combined in-centre sessions that focused on the building blocks of entrepreneurship and business pitching before developing a business idea and prototype.

Participants completed presentation skills workshops and enjoyed a number of experiential learning opportunities during the “Meet the Entrepreneurs” series.



The series of visits organised by the JA Ireland team and hosted by local entrepreneurs brought the students to a range of local enterprises from a buffalo farm to specialist food outlets, a holiday glamping business to a chocolate factory.

The “Meet the Entrepreneurs” series gave students tangible opportunities to see, touch, experience and taste products and services to better understand the business journey, the challenges, the customer markets, competitors, and what business success for each of the entrepreneurs looked like.

The programme culminated with an exhibition and awards event where the projects and pitches demonstrated the successful outcome of the learners’ journey.

Governance and Management



Board of Directors

James O'Connor, Microsoft (Chairman)
Olive Cullinane, MetLife
Lorna Martyn, Fidelity
Niamh Murphy, ICON
Paula Neary, Accenture
Sharon O'Donnell, Citi
Cathnia Ó Muircheartaigh, NAPD
Dermot Powell, Matheson, LLP
Claudia Strauss, AIB



Junior Achievement Ireland Team

Helen Raftery - CEO
Ann Butler, Director of Development
Lisa Mckittrick - Director of Finance
Aoibheann Doyle – Area Manager (AM) Dublin & Education Manager
Denise Power – AM South East
Liz McAvoy – AM South
Niamh Grealish – AM West
Teresa Leahy – AM Midwest
Fiona McGrath – Financial Accountant
Carol O’Buachalla – Office Administrator
Deirdre O’Donovan – Marketing & Communications Officer
Michael Scanlon – Safeguarding & Risk Manager
Ninette Neethling – Finance Administrator
Aileen Dowling – Programme Coordinator (PC)
Ailsa McCreadie – PC
Anne Sweeney - PC
Aoife Mc Auliffe - PC
Boyana Boeva - PC
Deirdre Heffernan - PC
Elaine O'Brien Lynch - PC
Kaylah Benton-Byrne - PC
Leona Nally - PC
Lucinda Nash – PC
Noeleen Murphy – PC
Paula Axelsson - PC
Regina O’Keeffe – PC
Rhiannon Lavin - PC
Rosin Lawlor - PC
Síomha McGarry - PC
Sinead Bradley - PC
Temitope Olusola - PC



**Junior
Achievement
Ireland**

Member of
JA Worldwide

**Inspiring
Youth**

Power of Partnership and Collaboration



Junior Achievement Ireland is a non-profit educational organisation supported by the following partners to enable hands-on learning experiences that empower students to make connections between what they learn in school and how it can be applied in real life. For more info visit jai.ie

A&L Goodbody
abrdrn
Accenture
AIB
AIG
Ancestry
Applegreen
Aramark
ARM Ireland
Arrow Group
Barclays
Bausch & Lomb
Baxter Healthcare
BNY Mellon -Cork
BNY Mellon -Dublin
BNY Mellon -Wexford
Boston Scientific - Clonmel
Boston Scientific - Cork
Campbell Bewley Group Ltd
Cardinal Healthcare
Carne Global (CIFF)
CCPC
CDB Aviation
Central Bank
CEUD
CISI

Citi
Clare County Council
Clearstream
Combilift
Cognex
Core
Cork ETB
CPL
Cross Country Consulting
Dawn Meats
DeCare Dental
Dell - Dublin
Dell - Limerick
Dell EMC - Cork
Deloitte - Cork
Deloitte - Dublin
Deloitte - Limerick
Deloitte - Galway
Department of Education
Department of Foreign Affairs
Diageo
Dublin Airport Authority
Edwards Lifesciences
Eisner Ampner
Elavon
Elkstone

EPA - Castlebar
EPA - Cork
EPA - Dublin
EPA - Kilkenny
EPA - Monaghan
EPA - Wexford
Euronext
Expleo
EY - Cork
EY - Dublin
Fexco
Fidelity International
Fidelity Investments - Dublin
Fidelity Investments - Galway
Fiserv - Dublin
Fiserv - Nenagh
Gas Networks Ireland - Cork
Gas Networks Ireland - Dublin
General Motors - Dublin
General Motors - Limerick
Hertz
HSA
HubSpot
ICON
Irving Oil

Power of Partnership and Collaboration



Junior Achievement Ireland is a non-profit educational organisation supported by the following partners to enable hands-on learning experiences that empower students to make connections between what they learn in school and how it can be applied in real life. For more info visit jai.ie

J & J family of companies in Ireland:
DePuy Ireland UC
Janssen Sciences Ireland UC Cork
Janssen Sciences Ireland UC Dublin
Janssen Pharmaceutical Sciences UC
Johnson & Johnson Vision Care
Ireland
Kepak
KPMG
Lennox Labs
Limerick City & County Council
Louth County Council
Mastercard
Matheson LLP
MathWorks
McArdle Skeath
Mercer - Cork & Dublin
Meta -Cork
Meta- Dublin
Metlife - Dublin
Metlife - Galway
Microsoft Ireland
MSD - Carlow
MSD - Clonmel
MSD - Cork
MSD - Leopardstown

Musgrave
National Transport Authority
Northern Trust - Limerick
Northern Trust - Dublin
Optum Global Solutions - Dublin
Optum Services - Donegal
Oracle - Dublin & Galway
Orafol
PayPal
Penn Engineering
Pfizer GBS Ireland
Pfizer Grangecastle
Pfizer Healthcare Ireland
Pfizer Newbridge
PM Group
PMIEF
Port of Waterford
PWC - Cork
PWC - Dublin
PWC - Galway
PWC - South East
Regeneron
Reliaquest
Research Ireland (formerly Science
Foundation Ireland)
Sanofi

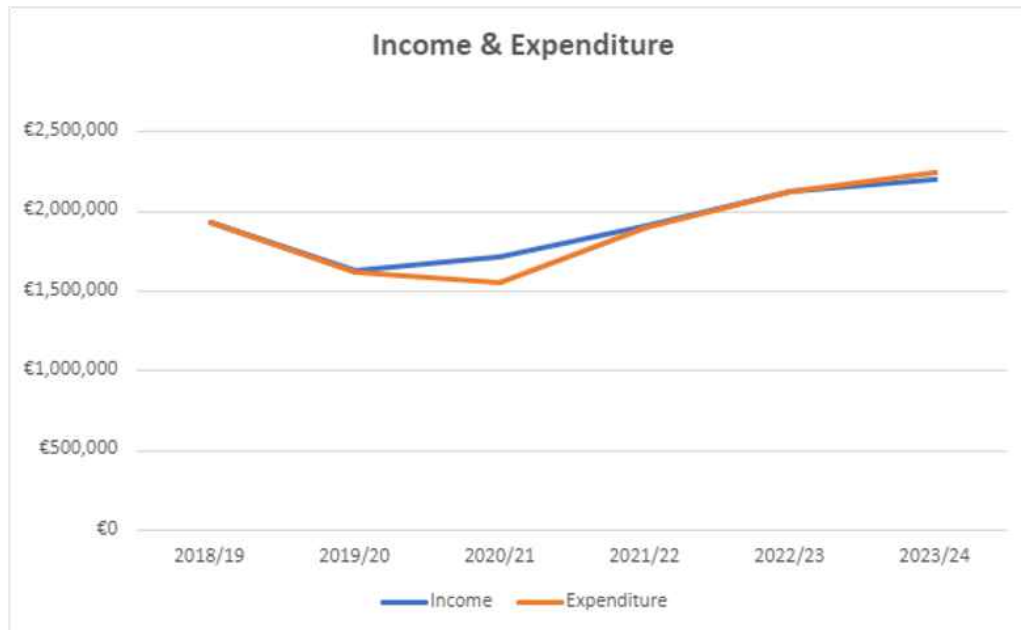
SAP
Service Now
Shannon Engine Support
Standard Life
Teleflex Medical
Top Oil (Tedcastle)
Transitions Optical
Údarás na Gaeltachta
University of Limerick
Verizon
Version 1
VHI
Waterford Local Enterprise
Office
Waters Technology
Wells Fargo
West Pharma
Yahoo EMEA
Zimmer Biomet
Zurich

Financial Review

In the period 1st July 2023 to 30th June 2024 (2023/24) total income for Junior Achievement Ireland (JAI) was €2,196,900 an increase of 3% on 2022/23. Our expenditure was €2,247,842, up 6% on prior year expenditure. Thus, JAI ended 2023/24 with a deficit of €50,942.

Further shortfalls in income over expenditure are projected over the coming 3 years as costs continue to increase at a rate beyond income and while the organisation develops, implements and embeds a refreshed business strategy that is focused on increasing income sufficiently to meet increased expenditure levels.

Full financial results for 2023/24 are set out in pages 9-11 of the Financial Statements.



Income

Income is recognised where there is entitlement, certainty of receipt, and the amount can be measured with sufficient reliability. During the year, all sources of income were fully recognised in accordance with Charities SORP (FRS 102). JAI's sources of funds include corporate, public sector, philanthropic, and other income. This income may be classed as restricted or unrestricted depending on the conditions included in each agreement. At year end 30 June 2024 JAI's restricted income is 28% and unrestricted income is 72% of total income.

Financial Review

Income

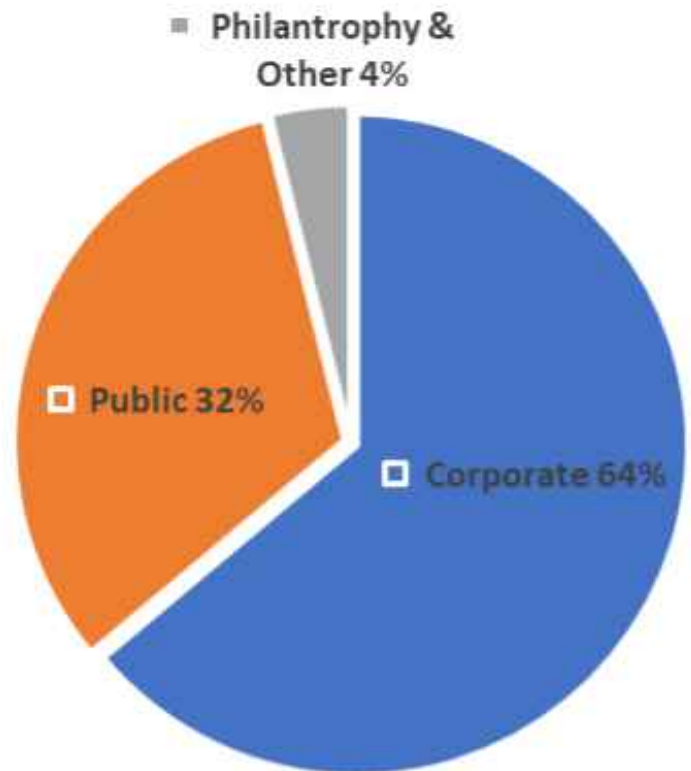
Corporate income of just over €1.4m was raised in 2023/24 (€1.5m in 2022/23). JAI's business model operates based on securing support from organisations to train staff and coordinate their volunteering to facilitate in-classroom programmes and host workshops and other educational activities. The membership fees charged to our supporting organisations cover services including recruiting, training, vetting, equipping, and supporting volunteers. It also includes cost of materials, and all the management and coordination work involved in ensuring both the schools and organisations enjoy a fruitful partnership.

Income from the public sector was €715k (€502k in 2022/23) which includes several large-scale projects such as our work with Science Foundation Ireland (SFI) (now Research Ireland), the Commission for Consumer Protection and Competitiveness (CCPC), and Údaras na Gaeltachta.

JAI continues to seek to expand and grow the number of member organisations and explore further funding sources in the public sector.

Corporate funding accounted for 64% of total income (2022/23 74%) with public sector sources at 32% (2022/23 24%) and philanthropic & other 4% (2022/23 2%).

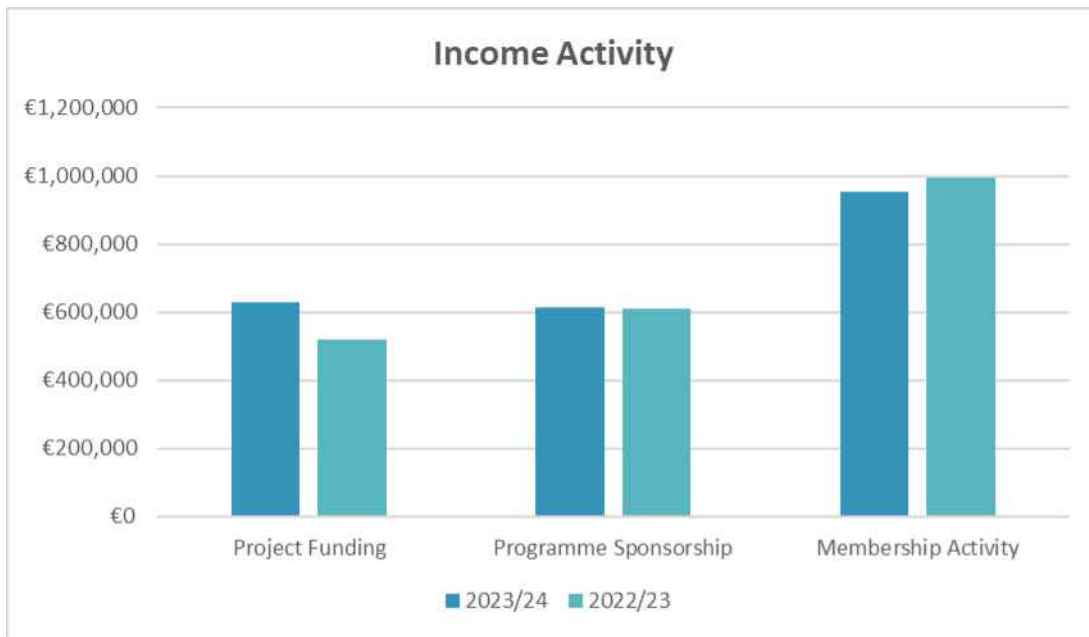
Funding Mix 2023/24



Financial Review

Income Activity 2023/2024 & Prior Year

Income activity can be split into three main categories: project funding, programme sponsorship and membership activity. There were no significant variations in our income activity on prior year.

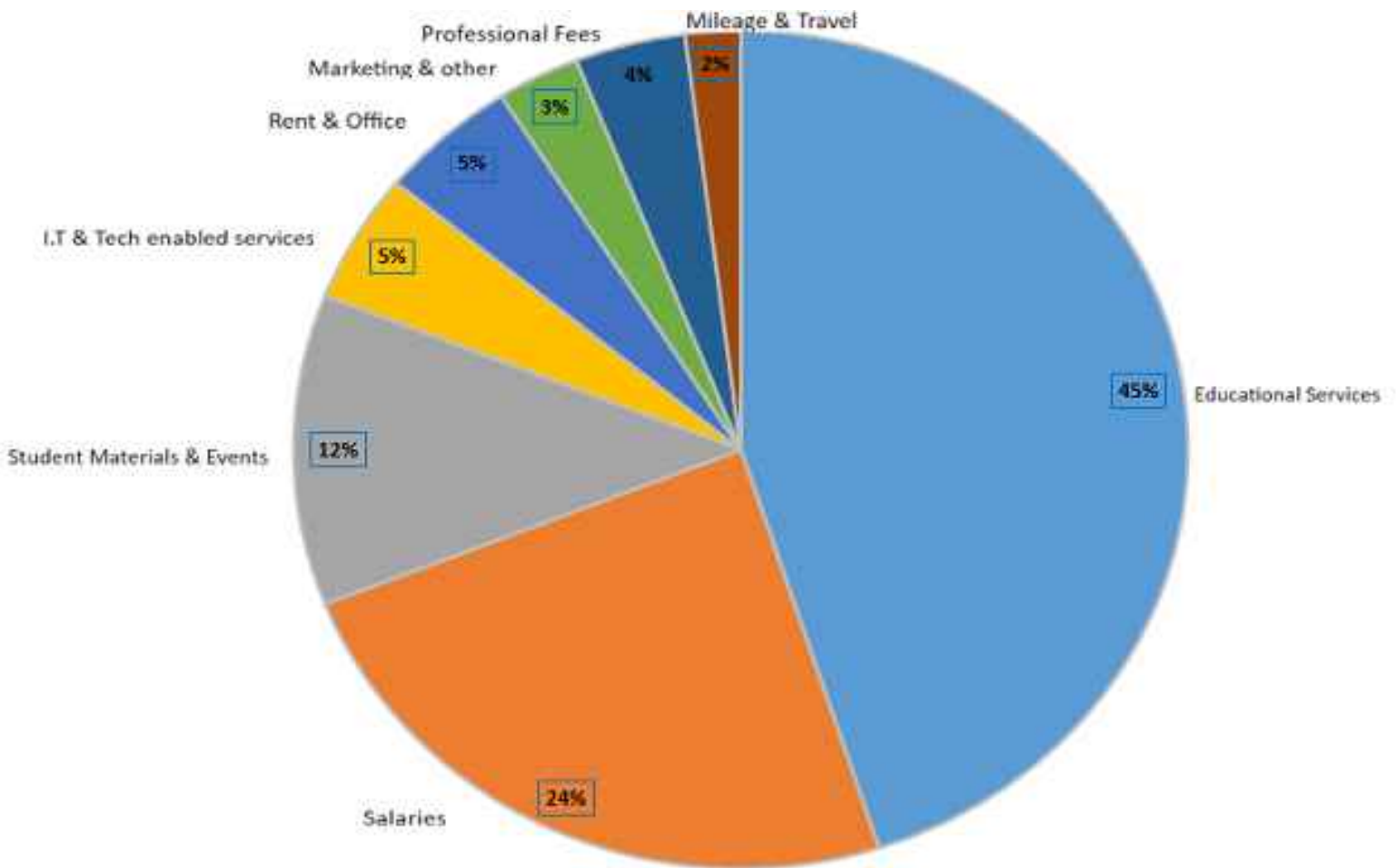


Expenditure

Overall expenditure increased by 6% to €2,247,842 in 2023/24. As with previous years, the major element of expenditure in 2023/24 was in providing education services to stakeholders (45%). These services are provided by JAI programme co-ordinators in recruiting, training, vetting, equipping, and supporting volunteers and managing our relationships with ca. 500 schools and more than a thousand individual teachers who host our volunteers in their classrooms. The other main expenditure categories are staffing costs (management, functional and support staff), student materials & project events, and rent, office & IT costs. Costs of business are increasing in line with wider environmental trends, while post-pandemic volunteer behaviour means that we must adjust our work practices to cater for more group volunteering and more geographically diverse schools. The detailed expenditure for the year is set out on page 17 in the notes to the Financial Statements.

Financial Review

Expenditure split 2023/24



Financial Review

Reserves

Reserves are the organisation's resources that are available to spend when other income and resources are depleted. They serve as the line of defence to meet both capital and recurrent expenditure. Reserves ensure the sustainability of mission, programmes, employment, and the ongoing operations of the organisation and ensure JAI's activities could continue if a period of unforeseen difficulty were to arise.

JAI aims to maintain reserves between three and six months of the organisation's operational costs.

At year-end 30 June 2024, JAI has unrestricted reserves at year end of €975,398. JAI has built a reserve in a realisable form to cover approximately six months operational activities.

Going Concern

JAI had a deficit of €50,942 in 2023/24 and has net current assets of €951,087 and total net assets of €975,398. The directors have approved a budget of €2.2m for 2024/25. The directors are satisfied having made reasonable assumptions that JAI can continue to conduct its activities and continue to discharge its liabilities. The financial statements have therefore been prepared on a going concern basis.

Charity Registration No. 20033859

Company Registration No. 245655

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

ANNUAL REPORT AND AUDITED FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 30 JUNE 2024

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

LEGAL AND ADMINISTRATIVE INFORMATION

Directors	Cathnia O'Muircheartaigh James O'Connor (Chairman) Paula Neary Dermot Powell Olive Cullinane Sharon O'Donnell Niamh Murphy Claudia Strauss Lorna Martyn	(Appointed 25 January 2024) (Appointed 11 March 2024)
Secretary	Matsack Trust Limited	
Charity Tax Number	CHY11921	
Registered Charity Number	20033859	
Company number	245655	
Registered office and business address	Homestead Sandyford Road Dundrum Dublin 16	
Auditor	UHY Farrelly Dawe White Limited Unit 4A Fingal Bay Business Park Balbriggan Co. Dublin	
Bankers	Allied Irish Bank 7-12 Dame Street Dublin 2	
	Bank of Ireland 101 George's Street Upper Dun Laoghaire Co. Dublin	
Solicitors	Matheson LLP 70 Sir John Rogerson's Quay Dublin 2	

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

CONTENTS

	Page
Directors' report	1 - 4
Statement of directors' responsibilities	5
Independent auditor's report	6 - 8
Statement of financial activities	9
Balance sheet	10
Statement of cash flows	11
Notes to the financial statements	12 - 27

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 30 JUNE 2024

The directors present their report and financial statements for the year ended 30 June 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in Ireland) issued by the Financial Reporting Council. The charity has applied the recommendations contained in Charities SORP (FRS 102).

Objectives and activities

Junior Achievement / Young Enterprise Ireland Company Limited by Guarantee T/A Junior Achievement Ireland ("JAI"), is a non-profit charitable organisation. The principal activity of the company consists of the development and provision of educational programmes for the teaching of enterprise skills to young people as well as research and evaluation into the effectiveness of the programmes and the dissemination of learning from the programmes.

There has been no significant change in these activities during the year ended 30 June 2024.

Achievements and performance

Our topline results for 2023/24 are: Junior Achievement Ireland (JAI) worked with 3,194 business volunteers to reach 60,640 students in 543 schools nationwide.

While we have a skilled and committed team, there is a significant level of inexperience requiring the investment of managerial resources. In addition, responding positively to emerging trends meant that there was a significant amount of change to cope with in 2023/24. As the team matures and gains in experience, we have every confidence that we will continue achieving our targets and engaging volunteers and students in positive learning experiences in the year ahead.

It is great to note that volunteering levels are higher than pre pandemic levels which is a testament to the strong relationships we have built with the organisations that support us and the goodwill of our volunteers who work with students to inspire them about their education and act as positive role models.

An emerging trend appears to be organisations opting for group volunteering where 8-10 volunteers work together leading to a change in student:volunteer ratios. This is in contrast to our traditional model of delivery where one volunteer works with a class on multi-module programmes (1:23). This trend is being carefully managed to allow us to reach our targets.

Changes to work practices present a challenge to our previous policy of clustering schools (whole school approach). Many people seem to favour doing their volunteering when working from home, and we must respond positively to those preferences. We will continue to prioritise requests from DEIS schools, but the geographical diversity of our volunteer base now is incompatible with the targeting of DEIS schools and a commitment to invest 70% of our resources in those schools. That metric is unattainable in the current environment. The opportunity to work with schools that we would not previously have been able to reach is a positive consequence of the geographically diverse nature of our volunteer base.

Schools continue to welcome volunteers into classrooms and while we are mindful of the pressure on the curriculum, we are encouraged by the positive feedback we receive from educators on the positive impact which volunteers have when working with students. Educators' approval of the quality learning materials, which are aligned with the formal curriculum that support the involvement of volunteers, is also most welcome.

In fundraising, we continue to enjoy huge support from partners and members but more resources are needed to ensure we post break even positions at year-end so a strong focus on securing new supporting organisations, new lines of business and new unrestricted funding is required in the year ahead.

Given all the circumstances the results posted for 2023/24 reflect a tremendous effort by the whole JA team.

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 30 JUNE 2024

Financial review

The deficit for the year after providing for depreciation amounted to €50,942 (2023: surplus €785).

At the end of the year, the company had assets of €1,571,783 (2023: €1,615,900) and liabilities of €596,385 (2023: €589,560). The net assets of the company have decreased by €50,942.

Reserves policy and level

The board of directors has agreed a reserves policy which requires:

Reserves be maintained at a level that ensures that JAI core activity could continue during a period of unforeseen difficulty.

This considers:

- Risks associated with Income and expenditure being different from that budgeted.
- Planned activity level and potential opportunities.
- The cost associated with potential discontinuance of the charity in an emergency.

At year end 30 June 2024, JAI has built a reserve in a realisable form to cover approximately 6 months of operational activities.

Principal risks and uncertainties

Maintaining a balanced funding mix is of fundamental importance to the organisation's financial wellbeing.

Projects and sponsored programmes are at capacity while unrestricted funds such as philanthropic donations remain an integral element of our business model.

One new patron was secured in 2023/24. Ideally, we need to recruit at least one more patron in 2024/25.

The fact that most employers are now offering hybrid working and significant flexibility, the terms and conditions on which we used to successfully compete, combined with macro-economic factors such as the fact that the economy is in full employment, makes recruiting and retaining staff quite challenging.

Staff retention in Dublin is particularly challenging. 65% of the Dublin based team have been with us for two years or less. Retaining and strengthening the current team is crucial to attaining our targets.

A number of reviews, surveys, board discussions, and ongoing discussions with management group culminated in the presentation on a possible change programme to the directors in April.

A change plan was approved at the May board meeting and making a provision for the cost of the change programme in Budget 2024/25.

In June 2024 work with Learning & Development (L&D) specialists from Accenture identified the following recommendations as key priorities for the year ahead:

1. Mobilisation of a Training Function
2. Capacity Audit across Key Tools
3. Assessment of Product Line
4. Skills Audit
5. Brand and Media Campaign
6. Analytics and Reporting

As of year end the initial changes to be made starting summer 2024 were communicated to staff and a full briefing is scheduled for late August. Some work is underway on a skills taxonomy and mobilising the training function and we look forward to progressing these and other recommendations in the coming months. In some instances, it is expected that this work will inform the thinking on our next strategy (2025-2028) or indeed, will be incorporated into the next strategy.

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 30 JUNE 2024

Structure, governance and management

The directors who served throughout the year, except as noted, were as follows:

Cathnla O'Muircheartaigh

James O'Connor (Chairman)

Paula Neary

Dermot Powell

Olive Cullinane

Sharon O'Donnell

Niamh Murphy

Claudia Strauss

(Appointed 25 January 2024)

Lorna Martyn

(Appointed 11 March 2024)

Matsack Trust Limited served as secretary throughout

Board Sub-Groups

Each sub-group has clearly defined terms of reference and provide reports to the board on their work. During 2023/24 the following sub-groups of the board were in place:

- Finance Committee;
- Remuneration Review Group (reported in May 2023 with recommendations adopted August 2023)
- Risk Management Subgroup.

Organisational structure

JAI is governed by a voluntary board of directors who employ a staff team lead by the CEO who are responsible for the day to day running of the JAI under the direction of the Board. Each board member receives a board pack in advance of each board meeting, which includes board minutes, financial statements, and information relevant to the agenda items tabled for discussion/ decision.

Auditor

In accordance with the company's constitution, a resolution proposing that UHY Farrelly Dawe White Limited be reappointed as auditor of the company will be put to a General Meeting.

Post balance sheet events

There have been no significant events affecting the charity since the year end.

Payment of creditors

The directors acknowledge their responsibility for ensuring compliance with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Accounting records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Homestead, Sandyford Road, Dundrum, Dublin 16.

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

DIRECTORS' REPORT

FOR THE YEAR ENDED 30 JUNE 2024

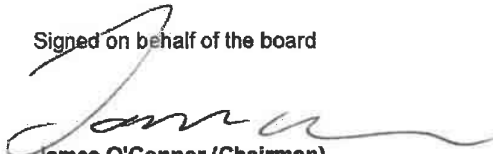
Disclosure of information to auditor

Each of the directors in office at the date of approval of this annual report confirms that:

- so far as the director is aware, there is no relevant audit information of which the company's auditor is unaware, and
- the director has taken all the steps that he / she ought to have taken as a director in order to make himself / herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

Signed on behalf of the board



James O'Connor (Chairman)

Director

Dated: 4 December 2024



Claudia Strauss

Director

Dated: 4 December 2024

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 30 JUNE 2024

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

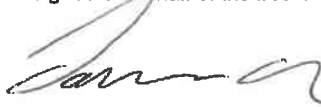
- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy and enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Signed on behalf of the board



James O'Connor (Chairman)

Director

Dated: 4 December 2024



Claudia Strauss

Director

Dated: 4 December 2024

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

Opinion

We have audited the financial statements of Junior Achievement / Young Enterprise Ireland Company Limited by Guarantee (the 'charity') for the year ended 30 June 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is the Companies Act 2014, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 30 June 2024 and of its loss for the year then ended;
- have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*;
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 23 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the company's ability to continue as a going concern.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in directors' report, which for the purposes of company law, is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of directors for the financial statements

As explained more fully in the statement of directors' responsibilities, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

**TO THE MEMBERS OF JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND
COMPANY LIMITED BY GUARANTEE**

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Thomas McDonagh

For and on behalf of UHY Farrelly Dawe White Limited

Chartered Certified Accountants

Statutory Auditor

Unit 4A

Fingal Bay Business Park

Balbriggan

Co. Dublin

Ireland

4 December 2024

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

FOR THE YEAR ENDED 30 JUNE 2024

		Unrestricted funds 2024	Restricted funds 2024	Total Unrestricted funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	Notes	€	€	€	€	€	€
Income and endowments from:							
Donations and legacies	3	11,198	-	11,198	11,862	-	11,862
Charitable activities	3	1,567,832	615,201	2,183,033	1,689,270	423,714	2,112,984
Investment income	3	178	-	178	56	-	56
Other income	3	2,491	-	2,491	714	-	714
Total income		1,581,699	615,201	2,196,900	1,701,902	423,714	2,125,616
Expenditure on:							
Raising funds	4	201,702	-	201,702	226,846	-	226,846
Charitable activities	4	1,408,167	637,973	2,046,140	1,444,150	453,835	1,897,985
Total resources expended		1,609,869	637,973	2,247,842	1,670,996	453,835	2,124,831
Net (outgoing)/incoming resources before transfers		(28,170)	(22,772)	(50,942)	30,906	(30,121)	785
Transfers between funds	21	(22,772)	22,772	-	(30,121)	30,121	-
Net movement in funds		(50,942)	-	(50,942)	785	-	785
Reconciliation of funds							
Fund balances at 1 July 2023		1,026,340	-	1,026,340	1,025,555	-	1,025,555
Fund balances at 30 June 2024	21	975,398	-	975,398	1,026,340	-	1,026,340

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

BALANCE SHEET

AS AT 30 JUNE 2024

	Notes	2024		2023	
		€	€	€	€
Fixed assets					
Tangible assets	9		24,311		43,718
Current assets					
Debtors	10	446,770		453,373	
Cash at bank and in hand		1,100,702		1,118,809	
			1,547,472		1,572,182
Creditors: amounts falling due within one year	11	(596,385)		(589,560)	
Net current assets			951,087		982,622
Total assets less current liabilities			975,398		1,026,340
Funds					
Restricted funds			-		-
Unrestricted funds			975,398		1,026,340
Funds of the Organisation	21		975,398		1,026,340

The financial statements were approved by the directors on 4 December 2024


James O'Connor (Chairman)
Director


Claudia Strauss
Director

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2024**

	Notes	2024		2023	
		€	€	€	€
Cash flows from operating activities					
Cash absorbed by operations	22		(10,623)		(108,479)
Investing activities					
Purchase of tangible fixed assets		(7,171)		(33,140)	
Interest received		178		56	
Net cash used in investing activities			(6,993)		(33,084)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(17,616)		(141,563)
Cash and cash equivalents at beginning of year			1,118,318		1,259,881
Cash and cash equivalents at end of year			<u>1,100,702</u>		<u>1,118,318</u>
Relating to:					
Cash at bank and in hand			1,100,702		1,118,809
Bank overdrafts included in creditors payable within one year			-		(491)

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

1 Accounting policies

Charity Information

Junior Achievement / Young Enterprise Ireland Company Limited by Guarantee is a company limited by guarantee and a public benefit entity incorporated in the Republic of Ireland. Homestead, Sandyford Road, Dundrum, Dublin 16, Ireland is the registered office, which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report.

1.1 Accounting convention

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

The financial statements have been prepared on a going concern basis in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. The company has applied the recommendations contained in Charities SORP (FRS 102) effective since 1 January 2019.

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council.

The financial statements have been presented in euro (€) which is also the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest €.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are general funds that are available for use at the boards' discretion in furtherance of any of the objectives of the charity.

Restricted funds are those received for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose and the restriction means that the funds can only be used for specific projects or activities.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

1 Accounting policies

(Continued)

1.4 Incoming resources

Income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income includes donations, gifts, bequests, income from donation of assets and membership income. Membership income is accounted for and deferred on a time basis. Income also includes any grant income received to carry on the charitable purpose of the organisation. This income may be classed as restricted or unrestricted dependent on the conditions included in each agreement.

Grants and subsidies from governments and institutional donors, are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is reasonable certainty of receipt. Grants relating to a specific future period are deferred.

Investment income is recognised on a receivable basis. Investment income includes income received on deposits held by the charity and income from any other investments.

Income from charitable activities includes income recognised as earned (as the related goods or services are provided). Income from charitable activities would include income received for events and meetings held during the year.

1.5 Resources expended

Expenditure is recognised when a liability is incurred. Funding provided through contractual agreements and performance related grants are recognised as goods or services supplied. Other grant payments are recognised when a constructive obligation arises that results in the payment being an unavoidable commitment.

Costs of generating funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Support costs include those incurred in the governance by the Board of the charity's assets and are primarily associated with constitutional and statutory requirements of managing the organisation.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	20% Straight line
Fixtures, fittings and equipment	33% Straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2024

1 Accounting policies (Continued)

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The company provides a range of benefits to employees, including annual recognition payments, paid holiday arrangements and defined contribution pension plans.

(i) Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

(ii) Defined contribution pension plans

The Company operates a defined contribution plan. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate fund.

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

1 Accounting policies

(Continued)

1.11 Foreign exchange

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Statement of Financial Position date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Income Statement.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

There were no key sources of estimation uncertainty or critical judgements relied upon in the current year financial statements.

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

3 Income	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	funds	funds		funds	funds	
	2024	2024	2024	2023	2023	2023
	€	€	€	€	€	€
Income from donations, gifts and legacies						
Individual and online giving	11,198	-	11,198	11,862	-	11,862
	<u>11,198</u>	<u>-</u>	<u>11,198</u>	<u>11,862</u>	<u>-</u>	<u>11,862</u>
Income from charitable activities						
Corporate	823,522	-	823,522	845,682	-	845,682
Corporate grant and foundation	271,307	-	271,307	271,934	10,257	282,191
Non-Corporate grants	99,400	615,201	714,601	88,900	413,457	502,357
Philanthropic funds	65,000	-	65,000	25,000	-	25,000
In Kind support	21,500	-	21,500	27,000	-	27,000
Sponsorship	280,329	-	280,329	425,426	-	425,426
VAT refund	6,774	-	6,774	5,328	-	5,328
	<u>1,567,832</u>	<u>615,201</u>	<u>2,183,033</u>	<u>1,689,270</u>	<u>423,714</u>	<u>2,112,984</u>
Income from other activities						
Energy support scheme	-	-	-	714	-	714
Other income	2,491	-	2,491	-	-	-
	<u>2,491</u>	<u>-</u>	<u>2,491</u>	<u>714</u>	<u>-</u>	<u>714</u>
Investment income						
Deposit interest	178	-	178	56	-	56
Total income	<u>1,581,699</u>	<u>615,201</u>	<u>2,196,900</u>	<u>1,701,902</u>	<u>423,714</u>	<u>2,125,616</u>

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

4 Expenditure	Unrestricted 2024 €	Restricted 2024 €	Total 2024 €	Unrestricted 2023 €	Restricted 2023 €	Total 2023 €
Expenditure on raising funds						
Staff costs	201,702	-	201,702	226,846	-	226,846
	<u>201,702</u>	<u>-</u>	<u>201,702</u>	<u>226,846</u>	<u>-</u>	<u>226,846</u>
Expenditure on charitable activities						
Wages and salaries	744,015	415,390	1,159,405	800,860	266,994	1,067,854
Employer's PRSI contributions	126,073	-	126,073	111,091	-	111,091
Staff defined contribution pension costs	55,186	-	55,186	45,585	-	45,585
Staff welfare	22,581	-	22,581	22,105	-	22,105
Depreciation	26,578	-	26,578	31,814	859	32,673
Staff training	24,273	-	24,273	17,223	-	17,223
Rent payable	81,028	-	81,028	75,762	859	76,621
Insurance	29,530	-	29,530	28,324	-	28,324
Light and heat	6,606	-	6,606	8,145	-	8,145
Cleaning	1,745	-	1,745	1,696	-	1,696
Repairs and maintenance	2,499	-	2,499	2,645	-	2,645
Printing, postage and stationery	9,601	1,800	11,401	10,731	3,907	14,638
Marketing, communications and recognition	2,735	6,124	8,859	1,634	4,161	5,795
Telephone	8,690	-	8,690	12,497	-	12,497
IT costs	49,642	67,609	117,251	49,198	19,089	68,287
Travel and subsistence	45,319	9,015	54,334	41,998	6,454	48,452
Student and project events	22,937	50,740	73,677	30,999	52,798	83,797
Audit	7,884	-	7,884	7,306	-	7,306
Bank charges	1,316	-	1,316	1,228	-	1,228
General expenses	2,506	-	2,506	1,702	-	1,702
Materials	92,012	74,995	167,007	88,427	72,826	161,253
Evaluation costs	-	12,300	12,300	-	24,600	24,600
In Kind expenditure	21,500	-	21,500	27,000	-	27,000
Subscriptions and memberships	23,911	-	23,911	26,180	1,288	27,468
	<u>1,408,167</u>	<u>637,973</u>	<u>2,046,140</u>	<u>1,444,150</u>	<u>453,835</u>	<u>1,897,985</u>
Total expenditure	<u>1,609,869</u>	<u>637,973</u>	<u>2,247,842</u>	<u>1,670,996</u>	<u>453,835</u>	<u>2,124,831</u>

5 Net movement in funds	2024 €	2023 €
Net movement in funds is stated after charging/(crediting)		
Depreciation of tangible fixed assets	26,578	32,673
Auditors remuneration	7,884	7,306

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

6 Employees

Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
CEO	1	1
Senior Management	2	2
General/ Area Management	4	4
HQ Staff	4	4
Co-Ordinators	19	17
	30	28

The number of higher paid employees are as follows:

	2024 Number	2023 Number
€60,000 - €70,000	1	1
€70,001 - €80,000	-	-
€80,001 - €90,000	-	1
€90,001 - €100,000	2	1
€100,001 - €110,000	-	-
€110,001 and above	1	1

The staff costs comprise:

	2024 €	2023 €
Wages and salaries	1,326,032	1,255,303
Social security costs	144,485	131,743
Pension costs	71,849	64,330
	1,542,366	1,451,376

As an employer JAI is committed to offering flexible and family-friendly options for eligible staff. The range of options in operation to provide employees with choices as to their working arrangements include opting for a reduced working year, working term time i.e. extending leave through school holidays, and other arrangements, which are agreed on a case-by-case basis in line with the needs of the employee and the organisation.

The Chief Executive Officer (CEO) worked full time in 2023/24 and was the highest earning employee with a total remuneration of €126,740 (2022/23: €132,161).

Remuneration Review

The Remuneration Review Board Sub-Group presented its report to the board in May 2023. The recommendations of the Remuneration Review Board Sub-Group were formally approved on 30 August 2023.

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

7 Key management compensation

Key management includes all members of the company management. The compensation paid or payable to key management for employee services is shown below:

	2024	2023
	€	€
Salaries and other short-term benefits	311,794	311,545
Employer's PRSI contributions	34,453	34,426
	<u>346,247</u>	<u>345,971</u>

No directors are remunerated for their role on the board. No out of pocket travel expenses were reimbursed to directors during the year (2023: €Nil)

8 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

9 Tangible fixed assets

	Leasehold Improvements	Fixtures, fittings and equipment	Total
	€	€	€
Cost			
At 1 July 2023	21,503	204,378	225,881
Additions	-	7,171	7,171
	<u>21,503</u>	<u>211,549</u>	<u>233,052</u>
At 30 June 2024	21,503	211,549	233,052
Depreciation and impairment			
At 1 July 2023	21,503	160,660	182,163
Depreciation charged in the year	-	26,578	26,578
	<u>21,503</u>	<u>187,238</u>	<u>208,741</u>
At 30 June 2024	21,503	187,238	208,741
Carrying amount			
At 30 June 2024	-	24,311	24,311
	<u>-</u>	<u>24,311</u>	<u>24,311</u>
At 30 June 2023	-	43,718	43,718
	<u>-</u>	<u>43,718</u>	<u>43,718</u>

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

10 Debtors		2024	2023
		€	€
Amounts falling due within one year:			
Trade debtors		288,080	316,739
Accrued income and other debtors		133,084	112,006
Prepayments		25,606	24,628
		<u>446,770</u>	<u>453,373</u>

11 Creditors: amounts falling due within one year		2024	2023
		€	€
	Notes		
Credit card	13	-	491
PAYE/PRSI payable		30,466	30,186
Trade creditors		55,265	42,096
Accruals and deferred income		510,654	516,787
		<u>596,385</u>	<u>589,560</u>

12 Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding €1.00.

13 Loans and overdrafts

	2024	2023
	€	€
Credit card	-	491
	<u>-</u>	<u>491</u>
Payable within one year	-	491
	<u>-</u>	<u>491</u>

14 Retirement benefit schemes

	2024	2023
	€	€
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	71,849	64,330
	<u>71,849</u>	<u>64,330</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024**

15 Government Grants

The following information is in relation to grant information per the Department of Public Expenditure and Reform circular 13/2014;

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Science Foundation Ireland	Discover Programme Grant	It's Our Planet	24 months	<u>158,530</u>
	Income deferred as at 1 July 2023			55,990
	Cash received / invoiced			59,597
	Income deferred as at 30 June 2024			<u>(24,713)</u>
	Income recognised in the current year			<u>90,874</u>

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Science Foundation Ireland	Discover Programme Grant	TecKno	24 months	<u>289,455</u>
	Income deferred as at 1 July 2023			-
	Cash received / invoiced			144,580
	Income deferred as at 30 June 2024			<u>(89,001)</u>
	Income recognised in the current year			<u>55,579</u>

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Údarás na Gaeltachta	Clár na gComhiachtaí	Training and project co-ordination costs	Academic Year 2023/24	<u>58,000</u>
	Income deferred as at 1 July 2023			-
	Cash received / Invoiced			34,564
	Grant accrued			40,801
	Income deferred as at 30 June 2024			<u>-</u>
	Income recognised in the current year			<u>75,365</u>

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

15 Government Grants (Continued)

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Údarás na Gaeltachta	STEM programme 'An Chruinne'	Training and project co-ordination costs	Academic Year 2023/24	26,471
Income deferred as at 1 July 2023				-
Cash received / invoiced				17,535
Grant accrued				8,936
Income deferred as at 30 June 2024				-
Income recognised in the current year				<u>26,471</u>

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Údarás na Gaeltachta	Na Buntáistí Eacnamaiocha a Bhaineann le Fanacht ar Scoil	Training and project co-ordination costs	Academic Year 2023/24	18,031
Income deferred as at 1 July 2023				-
Cash received / invoiced				9,015
Grant accrued				9,016
Income deferred as at 30 June 2024				-
Income recognised in the current year				<u>18,031</u>

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Údarás na Gaeltachta	Educators Workshop 2023/24	Training and project co-ordination costs	Academic Year 2023/24	13,561
Income deferred as at 1 July 2023				-
Cash received / invoiced				13,561
Income deferred as at 30 June 2024				-
Income recognised in the current year				<u>13,561</u>

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024**

15 Government Grants (Continued)

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Údarás na Gaeltachta	Educators Marketing 2023/24	Training and project co-ordination costs	Academic Year 2023/24	1,200
Income deferred as at 1 July 2023				-
Cash received / invoiced				1,200
Income deferred as at 30 June 2024				-
Income recognised in the current year				1,200

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Údarás na Gaeltachta	Bilingual Trainer 2023/24	Training and project co-ordination costs	Academic Year 2023/24	3,000
Income deferred as at 1 July 2023				-
Cash received / invoiced				3,000
Income deferred as at 30 June 2024				-
Income recognised in the current year				3,000

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Cork Enterprise Training Board	Enabling Entrepreneurship programme	Training and project co-ordination costs	Academic Year 2023/24	35,000
Income deferred as at 1 July 2023				-
Cash received / invoiced				35,000
Income deferred as at 30 June 2024				-
Income recognised in the current year				35,000

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024**

15 Government Grants (Continued)

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Cork Enterprise Training Board	Youth Reach Entrepreneurship Programme 2023/24	Training and project co-ordination costs	Academic Year 2023/24	56,308

Income deferred as at 1 July 2023	-
Cash received / invoiced	56,308
Income deferred as at 30 June 2024	-
Income recognised in the current year	<u>56,308</u>

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Department of Education	Education for Sustainable Development to 2030	Interactive Workshops	Academic Year 2023/24	25,000

Income deferred as at 1 July 2023	-
Cash received / invoiced	25,000
Income deferred as at 30 June 2024	-
Income recognised in the current year	<u>25,000</u>

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Department of Foreign Affairs	Communicating Europe Initiative	Interactive Workshops	Academic Year 2023/24	7,500

Income deferred as at 1 July 2023	7,500
Cash received / invoiced	-
Income deferred as at 30 June 2024	-
Income recognised in the current year	<u>7,500</u>

JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

15 Government Grants (Continued)

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Health & Safety Authority	Communicating Europe Initiative	Interactive Workshops	Academic Year 2023/24	6,900
Income deferred as at 1 July 2023				-
Cash received / invoiced				6,900
Income deferred as at 30 June 2024				(2,300)
Income recognised in the current year				4,600

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Centre for Excellence in Universal Design / NDA Ireland	Power of Design Primary Programme 2023-24	Training and project co-ordination costs	Academic Year 2023/24	32,966
Income deferred as at 1 July 2023				-
Cash received / invoiced				32,966
Income deferred as at 30 June 2024				-
Income recognised in the current year				32,966

Name of Grantor	Name of Grant	Purpose of Grant	Term	Amount €
Competition and Consumer Protection Commission	JA Finance Park Sponsorship Year 1	Financial education programme costs	Academic Year 2023/24	110,053
Income deferred as at 1 July 2023				52,636
Cash received / invoiced				44,024
Grant accrued				66,029
Income deferred as at 30 June 2024				-
Income recognised in the current year				162,689

16 Capital commitments

The charity had no material capital commitments at the year end 30 June 2024.

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

17 Contingent liabilities

The charity had no material contingent liabilities at the year end 30 June 2024.

18 Events after the reporting date

There were no significant events affecting the charity since the year end 30 June 2024.

19 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

20 Financial commitments

On the 1st September 2014, the company entered into a ten-year lease agreement in respect of the premises located at Sandyford Road, Dublin 16. During a rent review which took place in 2019, the amount of rent was revised. The future rent outstanding is €22,788 for the remaining lease period.

21 Reconciliation of funds

	Opening balance	Income	Expenditure	Transfers	Closing balance
	€	€	€	€	€
Restricted	-	615,201	(637,973)	22,772	-
Unrestricted - General funds	1,026,340	1,581,699	(1,609,869)	(22,772)	975,398
	<u>1,026,340</u>	<u>2,196,900</u>	<u>(2,247,842)</u>	<u>-</u>	<u>975,398</u>

General funds:

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used.

Transfers:

€22,772 was transferred from unrestricted funds to restricted funds to cover the restricted deficit in the current year.

22 Cash generated from operations

	2024	2023
	€	€
(Deficit)/surplus for the year	(50,942)	785
Adjustments for:		
Investment income recognised in statement of financial activities	(178)	(56)
Depreciation and impairment of tangible fixed assets	26,578	32,673
Movements in working capital:		
Decrease/(increase) in debtors	6,603	(91,634)
Increase/(decrease) in creditors	7,316	(50,247)
Cash absorbed by operations	<u>(10,623)</u>	<u>(108,479)</u>

**JUNIOR ACHIEVEMENT / YOUNG ENTERPRISE IRELAND COMPANY
LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

23 Non-audit services provided by auditor

In common with many charities of our size and nature we use our auditor to assist with the preparation of the financial statements.

24 Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 4 December 2024.

