**Údarás na Gaeltachta: 2015 Review**

**Embargo – 18 January 2016, 1am**

**Statement issued by Anna Ní Ghallachair, Chairperson and Steve Ó Cúláin, Chief Executive, Údarás na Gaeltachta**

* **533 jobs created in 2015**
* **A significant net increase of 215 full-time jobs**
* **Lowest level of job losses on record**
* **7,869 jobs in client companies at year end**
* **New projects expected to create an additional 580 jobs with investment of €57m**
* **Lead Organisations preparing language plans for their Language Planning Areas**

**2015 Review**

Údarás na Gaeltachta client companies created 533 full-time equivalent jobs in 2015. There was a net gain of 215 jobs, the highest net increase since 2005. At year end, total employment in Údarás client companies stood at 7,869, comprising 7,268 full-time and 601 part-time jobs. This strong net job creation performance was achieved as a result of client companies expanding and increasing their employment levels, an increase in the number of start-ups, and fewer job losses throughout the year. There was a significant drop in the number of jobs lost, a decrease of 50% on the numbers lost in 2014 - resulting in the lowest job attrition rate on record.

**Employment in the Gaeltacht**  
The largest increase in employment took place in companies in the Donegal and Galway Gaeltacht areas in 2015. The employment base is now at a stable level, client companies are more competitive and a higher number are exporting. There was an increase in employment in companies operating in the pharmaceutical, medical devices, food and niche manufacturing sectors throughout the year. Job losses occurred mostly in enterprises operating in the services and traditional manufacturing sectors.

The Minister of State for Gaeltacht Affairs, Joe McHugh T.D. said, “These results published by an tÚdarás today are very positive news. The figures show that an additional 215 people were employed in Gaeltacht companies at the end of 2015 in comparison with the previous year. This growth in employment is seen mostly in companies engaged in exporting, an indication that that Údarás’ strategy of encouraging Gaeltacht companies to focus on exports is succeeding.”

Údarás na Gaeltachta’s Chief Executive, Steve Ó Cúláin, commented that more than half of the net job increases occurred in companies located in the Donegal Gaeltacht, a total of 116 jobs. “An tÚdarás has focussed a lot of its resources on the Donegal Gaeltacht due to the high number of jobs lost in the region in 2014. I am satisfied to see our efforts coming to fruition with the growth experienced in the area. These companies now have a stronger foundation and many are undertaking new expansion plans. The investment we have made in our business infrastructure locally is helping to attract new projects, and we have seen an increase in the number of business enquiries. We are also delighted to be in a position to support Randox Teo in undertaking significant development over the next 5 years.”

In line with the Government’s increased efforts to stimulate job growth in the regions, as outlined in its Action Plans for Jobs, Mr Ó Cúláin added that the number of new start-ups established in 2015 throughout the Gaeltacht constituted grounds for optimism. “30 new businesses were established in the Gaeltacht last year, and at year end more than 60 people were employed in these enterprises. It is clear to Údarás that there are opportunities to attract new projects and it is important that efforts are continued to attract external and domestic investment to create employment. Further development of local and business infrastructure and the provision of competitive broadband is central to achieving these objectives.”

He also commented on the development programme that has taken place in the aquaculture sector in South Connemara over the past two years, “It is clear that a single bay management plan is the most effective method of developing this sector for the benefit of small coastal Gaeltacht communities,” he said.

**Over 580 new jobs approved for the Gaeltacht in 2015**

Last year, Údarás na Gaeltachta approved a number of new projects which will see the creation of 586 additional jobs and involve a projected investment of €57 million as the projects are developed over the next few years. Taking into account Údarás’ targeted focus on the Donegal Gaeltacht last year, jobs were approved primarily in this area. Companies operating mainly in the medical devices, niche manufacturing, food and services sectors have plans to expand.

**Further growth in the economic impact of Údarás-supported companies**  
ABSEI research[[1]](#footnote-1) conducted in 2015 indicates that Údarás client companies achieved sales to the value of €843 million. Exports increased by 12%, to €525 million. The ratio of exports to total sales stood at 62%. Gaeltacht companies have a significant economic impact on both the Gaeltacht economy and the national economy. 73% of expenditure was in the Irish services sector, equivalent to €388 million of direct expenditure in the local economy. Client companies spent €192 million on payroll annually, with an average salary of €41,000 per employee in companies with 10 or more employees, an increase of 5% on the previous year.

**Social Employment Schemes**

Social employment schemes managed by An tÚdarás have an important role in providing work experience and training in the Gaeltacht community. Last year, more than 1,000 participants and 50 supervisors were involved in 47 schemes throughout the Gaeltacht. In 2015, a total of 387 new participants were placed on these schemes and 397 participants completed their scheme.[[2]](#footnote-2)

**Irish Language Planning Activities**

Further progress was made in relation to the language planning process, with nine new Language Planning Areas (LPAs) announced during the year. Four LPAs were announced in February and four lead organisations were selected to undertake work in those areas. A further five LPAs were announced at the end of September. The applications received are currently being assessed and it is expected that a further five lead organisations will be announced soon. Consequently, a total of 18 lead organisations will be working to prepare language plans in 2016 and it is expected that completed language plans will be submitted to the Minister for approval in the case of nine LPAs during 2016.

During the year, Údarás na Gaeltachta and Foras na Gaeilge established a process for the implementation of the language planning process in Gaeltacht Service Towns in conjunction with the Department of Arts, Heritage and the Gaeltacht, and information meetings will be held in three chosen towns to begin the next phase. An tÚdarás has developed resources to raise awareness amongst the Gaeltacht community in relation to the language planning process and to provide support for parents raising their families with Irish.

The Department of Education and Skills undertook a review of the provision of education in Gaeltacht schools during the year. In addition, The Department of Arts, Heritage and the Gaeltacht organised a public consultation process to review the 20-Year Strategy for the Irish Language 2010–2030 and its implementation over the next five years.

Commenting on these review processes, the Chairperson of Údarás, Anna Ní Ghallachair said, “An tÚdarás has played a central role in this work. In addition to meetings with relevant government departments, we organised three information meetings in the Gaeltacht, in conjunction with the Department of Education and Skills, to afford the community an opportunity to give their views on the policy recommendations in relation to the provision of education in Gaeltacht schools. We also welcome the decision by the Department of Arts, Heritage and the Gaeltacht to undertake a consultation process with regard to the 20-Year Strategy for the Irish Language. An tÚdarás expects that practical, realistic and measurable priorities for the next 5-year period will emerge from the consultation process.”

Mrs Ní Ghallachair said, “Since the implementation of the language planning process began in the Gaeltacht, it is clear that communities have embraced the exercise with enthusiasm and worked diligently in partnership with the State in an effort to address the challenges of maintaining, and increasing use of, the Irish language. An important foundation has been laid down, but the next five-year period is critical if work carried out thus far is to bear fruit. A clear, coordinated strategy, in addition to the provision of adequate resources, is required to build upon this foundation and to ensure success. An integrated approach should be adopted in the language plans, where the Irish language pervades all aspects of life in the community: social, economic and educational. A strong, sustainable community is necessary if the Gaeltacht is to survive as a distinct language community in the future.”

**Outlook for 2016**

Thanks to the hard work and resilience of our client companies we are now seeing a significant recovery. Gaeltacht areas by virtue of their location, have suffered more than others during the economic crisis. This underpins Údarás’ strong conviction that Gaeltacht enterprises, although predominantly located in rural areas, can and will grow more jobs with the right support. By continuing our collaborative approach to fostering enterprise across the regions, we can deliver additional jobs over the coming years.

The challenge for An tÚdarás is to build on our clients’ success and target growth in key sectors with potential such as natural resources, life sciences, engineering, internationally traded services and tourism. If the potential of these sectors is harnessed properly and supported, significant growth in jobs can be achieved on the ground by 2020.

An tÚdarás will continue its focus next year on developing the Gaeltacht’s strengths in the key sectors mentioned. A particular emphasis will be placed on developing value-added food enterprises. It will carry on its work in supporting companies operating in sectors associated with new technologies, both information technology and biotechnology. The organisation plans to intensify its engagement with the Gaeltacht diaspora worldwide in an effort to attract outside investment and returning immigrants.

It is expected that the first set of language plans will be submitted to the Minister for Arts, Heritage and the Gaeltacht for approval during 2016 and an tÚdarás welcomes the challenge of working with the lead organisation to implement these plans over the period of the next seven years. An tÚdarás will continue its work in supporting the Language Planning Areas which have begun the formal language planning process, along with the Gaeltacht Service Towns.

**REVIEW BY GAELTACHT REGION**

**Donegal Gaeltacht**

A total of 208 new jobs were created in the Donegal Gaeltacht in 2015. When job losses are taken into consideration, there was a significant net increase of 116 jobs overall. There were 2,058 full-time equivalent jobs in Údarás client companies at the end of the year, the highest number of jobs since 2009. Employment was created in companies throughout the Donegal Gaeltacht, such as Arán Ard Teo in Ard an Rátha; Randox Teo and Feamainn Thír Chonaill Teo in An Clochán Liath; R.A. Pacáistí Teo, Fáisc Miotail Teo and Meastóirí Domhanda in the Gaoth Dobhair Business Park; and Cora Tine Teo in An Fál Carrach.

New Projects

Furthermore, an tÚdarás last year approved a number of new projects for the Donegal Gaeltacht in which 449 new jobs will be created with an expected investment of over €37 million when fully operational. Support for Randox Teo was approved to assist the company in undertaking the major expansion planned for An Clochán Liath. Support was also approved for other projects; these include Plaisteach Bhaile na Finne Teo and Bia Beo Natasha Teo which will begin trading early in 2016 in Baile na Finne and in the Gaoth Dobhair Business Park respectively.

Seven new businesses in total were established last year and there were close to 20 people already employed in those enterprise by the end of the year, including for example Meastóirí Domhanda Teo in Gaoth Dobhair Business Park and Feamainn Thír Chonaill Teo in An Clochán Liath.

Enterprise Development Plan for the Gaoth Dobhair Business Park

In March an tÚdarás published its development plan, *Enterprise Development on the Gaoth Dobhair Business Park*, which focused on increasing employment and fostering enterprise development in north-west Donegal, with the stated objective of supporting the creation of 300 new jobs and investing €4.7 million in the Gaoth Dobhair Business Park over a three-year period (2015–2017).

For the past year and a half, an tÚdarás has placed specific emphasis on this area and as a result:

* 449 new jobs have been approved in new projects coming on steam over the next few years;
* three new start-ups have been established in the Áislann on the Gaoth Dobhair Business Park;
* there are new investments planned or currently being undertaken by companies such as Arán Ard Teo in Ard an Rátha; Euroflex Teo and Bia Beo Natasha Teo in the Gaoth Dobhair Business Park; and Cora Tine Teo in An Fál Carrach;
* a further €440,000 is being invested by an tÚdarás in Áislann Ghaoth Dobhair, resulting in the provision of 10 new enterprise units for new projects and the completion of works on the adjacent car park;
* Údarás facilitated 10 site visits to the Gaoth Dobhair Business Park by entrepreneurs seeking to establish new businesses. Negotiations are ongoing in relation to some of these business enquiries;
* promotional and marketing material have been developed and a PR campaign is being initiated to raise the profile of the Donegal area as a suitable location for business;
* manufacturing space in the former Largo Foods premises is being modified to provide further production capacity for companies Cóin agus Abhlanna Teo, Kombucha Éireann Teo and Bia Beo Natasha Teo;
* an tÚdarás is working with the local chamber of commerce, Cumann Tráchtála agus Tionscal Ghaoth Dobhair, on a number of projects that aim to promote the local economy, including the preparation of a tourism development plan for the area.

Other Developments

Companies in other parts of the Donegal Gaeltacht continued to develop throughout the year and increased their production capability, these include Snáth Dhún na nGall and Cuan Tamhnaigh Teo. An tÚdarás constructed a new waste water treatment system in Eastát Bhaile Mún, and undertook works on the infrastructure in the vicinity of Eastát Tionsclaíochta Chill Charthaigh. A premises on the Údarás Industrial Estate in Na Dúnaibh was redeveloped and is now home to Uppiddee Teo, a technology-based enterprise which employed seven people at year end.

LEADER Programme

The LEADER Programme for Donegal was announced and it is expected that €3 million will be allocated under this programme for the Donegal Gaeltacht and its islands. Údarás na Gaeltachta and Comhar na nOileán Teo (on the islands) will be administering the LEADER Programme in the Gaeltacht for the next 5-year period.

Social Employment Schemes

A total of 314 people were employed on social employment schemes in the Donegal Gaeltacht at the end of the year. These schemes are managed and administered by an tÚdarás and funded by the Department of Social Protection.

Language Planning

Throughout the year, three Language Planning Areas (LPAs) were announced for the Donegal Gaeltacht. Comharchumann Oileán Árainn Mhór Teo was selected as the lead organisation for the *Árainn Mhór* LPA. *Toraigh* LPA and *Tuaisceart Dhún na nGall* LPA were announced at the end of September last year, applications were sought from organisations/community groups interested in preparing language plans in those LPAs and the two lead organisations will be announced in due course. Hence, 6 lead organisations will be preparing language plans for their respective LPA’s in 2016. It is expected that Comharchumann Forbartha Ghaoth Dobhair will submit a language plan for the LPA of *Gaoth Dobhair, Rann na Feirste, Anagaire agus Loch an Iúir* to the Minister of Arts, Heritage and the Gaeltacht for approval in the middle of 2016.

**Mayo Gaeltacht**

A total of 38 new jobs were created in the Mayo Gaeltacht in 2015. There were 665 full-time equivalent jobs in Údarás client companies in the Mayo Gaeltacht at the end of the year, a net loss of 20 jobs on the previous year.

New jobs were created in a number of companies, including Innealtóireacht Cathal Shevlin Teo and the technology-based company, Crannchur Cliste Teo. Jobs were lost during the year in some companies, and they include Crann Iorrais Teo and Selc Éireann Teo. Two new enterprises were established during the year on the island of Acaill and now employ four people. These are Salann Mara Acla Teo, suppliers of sea salt products and Táirgí Acla Teo which brews beer products.

Support was approved during the year for new projects that will come on-stream in the Mayo Gaeltacht in the near future. It is expected that these enterprises will generate a total investment of €2.86 million and create 30 new jobs when fully operational.

A new welding training centre in Béal an Mhuirthead

Last year, one of Údarás’ premises on its industrial estate in Béal an Mhuirthead was redeveloped as a welding training centre, with funding from Údarás and Fiontar Chomhraic Teo. An investment of €262,342 was made to renovate the building to the standard required and install the necessary equipment. Muintearas Teo are responsible for managing the training centre. MSLETB Training Centre in Sligo/Ballina ran the first welding course there last November and another course will start in May 2016. This centre was developed in response to demand from local employers for qualified welders.

Tourism Projects

A total investment of €183,500 was made in a cultural tourism project in Acaill with support from an tÚdarás, Bord Iascaigh Mhara, Mayo County Council and Fáilte Éireann. As a result of this investment, a new range of tourism products will be provided in Acaill in 2016 under the auspices of Comhlacht Forbartha Áitiúil Acla Teo. Comharchumann Ionad Deirbhile in An Eachléim is also involved with this project, and both organisations are developing a joint tourism venture based on the culture and heritage of the Mayo Gaeltacht.

Social Employment Schemes

A total of 211 people were employed in social employment schemes in the Mayo Gaeltacht at the end of the year. These schemes are managed and administered by Údarás na Gaeltachta and are funded by the Department of Social Protection.

Language Planning

Throughout the year, two Language Planning Areas (LPAs) were announced for the Mayo Gaeltacht. Comharchumann Dhúiche Sheoigheach Teo was selected as the lead organisation for the *Dúiche Sheoigheach agus Tuar Mhic Éadaigh* LPA. The *Maigh Eo Thuaidh* LPA was announced at the end of September last year, applications were sought from organisations/community groups interested in preparing a language plan in that LPA, and the lead organisation selected will be announced in due course. Hence, two lead organisations will be preparing language plans for their respective LPA’s in the Mayo Gaeltacht in 2016.

**Galway Gaeltacht**

A total 131 new jobs were created in the Galway Gaeltacht in 2015. When the number of job losses are taken into consideration, there was a net increase of 44 jobs on the previous year. There were 2,879 full-time equivalent jobs in Údarás client companies in the Galway Gaeltacht at the end of the year.

New jobs were created primarily in companies operating in the medical devices, niche manufacturing, services and marine sectors, and include Mylan Teo, Proxy Biomedical, CTL Tástáil Teo, Magma Media Teo and Bradán Beo Teo. A number of jobs were lost in companies operating in the services and manufacturing industries.

The aquaculture sector in the south Connemara area experienced growth last year. The company Bradán Beo Teo (BBT) is performing well and harvested 960 tonnes of salmon throughout the year. Marine Harvest's sublease from BBT in An Aird Mhóir, Cill Chiaráin has come to an end. BBT put 500,000 smolt to sea in An Aird Mhóir in October 2015 and these will be fully matured in 2017. BBT are now operating three fish farming sites and the company employs 19 people and expects to employ additional staff in 2016. The activities of Marine Harvest and BBT had a significant economic and employment creation impact on other companies in the area such as Cillchiaráin Éisc Teo and ISPG and other service suppliers during the year. Further growth in employment in these companies is expected over next few years.

New Projects

Seven new enterprises were established during the year throughout the Galway Gaeltacht, including Feamainn Orgánach Chonamara Teo, located in Baile na hAbhann and Cuideachta Grúdaireachta Teo which is located in An Cheathrú Rua. There were 15 people employed in these new enterprises at year end. A number of new projects were approved throughout the year in which it is expected over 35 new jobs will be created and €6 million will be invested when the proposed developments are fully operational.

An tÚdarás renovated one of its premises on the industrial estate in Casla at a cost of €1 million to provide Mylan Teo with increased manufacturing capacity as the company expands. Redevelopment work, that will cost over half a million Euro, also commenced on a premises belonging to Údarás in Baile an tSléibhe, An Spidéal as Proxy Biomedical expands its business. It is expected that further employment will be created by these companies as their operations expand further.

Teach an Phiarsaigh (Pearse’s Cottage)

An tÚdarás approved a capital provision of €1 million towards the development of a visitor centre beside Pearse’s Cottage in Ros Muc, Co. Galway. An tÚdarás are responsible for managing the development of the project and total funding of €4.9 million has been approved for the project by Government through the Department of Arts, Heritage and the Gaeltacht, Údarás and Fáilte Éireann. The visitor centre is one of the eight permanent commemoration capital projects being developed as part of the Ireland 2016: Centenary Programme. The construction company Carey Developments Ltd has now begun development of the visitor centre. The work on Slí na Coille, a specially developed walkway and woodland pavilion began late in 2015. It is expected that the work on Slí na Coille will finish by Easter 2016, and works on the visitor centre will be completed by the end of September 2016.

Social Employment Schemes

A total of 349 people were employed in social employment schemes in the Galway Gaeltacht at the end of the year. These schemes are managed and administered by Údarás na Gaeltachta and are funded by the Department of Social Protection.

Language Planning

Throughout the year, three Language Planning Areas (LPAs) were announced for the Galway Gaeltacht. Comharchumann Dhúiche Sheoigheach Teo was selected as the lead organisation for the *Dúiche Sheoigheach agus Tuar Mhic Éadaigh* LPA and Forbairt Chonamara Láir Teo was selected as the lead organisation for the *Conamara Láir* LPA. The *Oileáin Árann* LPA was announced at the end of September last year, applications were sought from organisations/community groups interested in preparing a language plan for that LPA, and the lead organisation selected will be announced in due course. Hence, 6 lead organisations will be preparing language plans for their respective LPA’s in 2016. It is expected that that a language plan for the *Cois Fharraige* LPA will be submitted to the Minister of Arts, Heritage and the Gaeltacht for approval in the middle of 2016.

**Meath Gaeltacht**

A total of 56 new jobs were created in the Meath Gaeltacht last year, and when job losses are taken into consideration there was a net increase of 53 jobs. There were 239 full-time equivalent jobs in Údarás client companies in the Meath Gaeltacht at the end of the year, the highest number of jobs in this area in the past 10 years.

There was a significant increase in employment levels in Faughan Foods Ltd. This is now the largest employer in the area, with close to 100 employees. Employment also rose in Clearplas Ltd, a company which was established in 2014 and now has over 20 employees. Additionally, new projects were approved during the year which are expect to generate an investment of close to three quarters of a million Euro and create over 12 new jobs when fully operational.

The Language Planning Area (LPA) for *Ráth Chairn agus Baile Ghib* was announced at the end of September last year. Applications were sought from organisations/community groups interested in preparing a language plan for that LPA and the lead organisation selected will be announced in due course.

**Kerry Gaeltacht**

A total of 55 new jobs were created in the Kerry Gaeltacht in 2015. These new jobs were created in companies operating mainly in the food and drink, services and crafts sectors. The company Sliabh Breandáin Teo ceased operations during the year and over 30 jobs were lost as a result. When the number of job losses are taken into consideration, there was a total net loss of 6 jobs. There were 655 full-time equivalent jobs in Údarás client companies in the Kerry Gaeltacht at year end.

Encouragingly, 12 new companies started trading during the year and 19 people were employed in these businesses at the end of 2015. Enterprises, operating mainly in the technological, food and tourism sectors were established, and further growth is expected in these businesses in the coming years.

A number of new projects were approved throughout the year which are expected to generate an investment of €3.3 million and create 42 new jobs when fully operational.

An tÚdarás continued its redevelopment plan for Páirc Ghnó na Coille in Daingean Uí Chúis and invested over €200,000 during the year in modifying a further four enterprise units to the standard required for food production. An tÚdarás took the decision a number of years ago to redevelop all units in Páirc Ghnó na Coille and it has invested €0.5 million to date on this project. This renovation programme is close to completion and all the enterprise units are now either occupied or reserved for clients.

Social Employment Schemes

There were 90 people employed in social employment schemes in the Kerry Gaeltacht at year end. These schemes are managed and administered by Údarás na Gaeltachta and are funded by the Department of Social Protection.

Language Planning

Language plans are being prepared by the lead organisations Comharchumann Forbartha Chorca Dhuibhne Teo and Comhchoiste Ghaeltachta Ciarraí Theas Teo for the Language Planning Areas of *Ciarraí Thiar* and *Ciarraí Theas*, respectively. It is expected that these language plans will be submitted to the Minister of Arts, Heritage and the Gaeltacht for approval in the middle of 2016.

**Cork Gaeltacht**

A total of 40 new jobs were created in the Cork Gaeltacht in 2015. When the number of job losses are taken into consideration, there was a net increase of 28 jobs. There were 614 full-time equivalent jobs in Údarás client companies in the Cork Gaeltacht at the end of the year. There was an increase in employment in companies operating in the niche manufacturing sector. The company Folláin Teo continued with its significant development of a new production facility and it is expected that the business will transfer to the new premises later this year.

Two new enterprises were established and there were 8 people employed in these companies at the end of the year. One such business is the cheese production company, Táirgí Cáise Bhuabhaill Mhaigh Chromtha Teo, located in Cill na Martra.

Language Planning

The *Múscraí* Language Planning Area (LPA) was announced during the year. Applications were sought from organisations/community groups interested in preparing a language plan for that LPA and Comharchumann Forbartha Mhúscraí Teo was selected to undertake this work.

**Waterford Gaeltacht**

Five new jobs were created in the Waterford Gaeltacht during the year, however when the number of jobs lost are taken into consideration the employment level remained the same as the previous year. There were 148 full-time equivalent jobs in Údarás client companies in the Waterford Gaeltacht at the end of the year.

During the year, An tÚdarás approved funding of €96,000 for Waterford Institute of Technology to deliver a Higher Diploma course in television production in An Rinn, County Waterford, in conjunction with Nemeton Teo. An tÚdarás has supported this course for the past number of years. To date, 89 people have graduated over the seven academic programmes, with a further 13 graduates at the end of the 2015 academic year. 43% of these graduated are working in the audio-visual sector in the Gaeltacht with production companies or with TG4 and a further 24% are working in this sector outside the Gaeltacht. As this course is run through the medium of Irish, the participants are able to operate in both languages, a major advantage to them as they seek work. One third of all television production companies in Ireland are now providing programming in Irish.

Language Planning

Comhlucht Forbartha na nDéise Teo was selected as the lead organisation to prepare a language plan for the *Na Déise* Language Planning Area (LPA). It is expected that that a language plan for this LPA will be submitted to the Minister of Arts, Heritage and the Gaeltacht for approval in the middle of 2016.

**Ends**

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1. The report by Insight Statistical Consultants bases its analysis on figures from the most recent ABSEI (Annual Business Survey of Economic Impact Report). The ABSEI report was carried out in 2015 by The Department of Jobs, Enterprise and Innovation, on all development agencies. [↑](#footnote-ref-1)
2. Údarás na Gaeltachta manages and administers the Community Employment Scheme, the Rural Social Scheme, Tús and Tús Nua, funded by the Department of Social Protection. [↑](#footnote-ref-2)