

Panel Ymgynghorol yr Iaith Gymraeg

Welsh Language Advisory Panel

12 September 2019 at 13:30
Canolfan Yr Atom, Caerfyrddin

MINUTES AND ACTION POINTS

Present:

Cllr. Edward Thomas	ETH	Independent (vice chair)
Cllr. Fozia Aktar	FA	Labour
Cllr. Dorian Williams	DW	Plaid Cymru
Cllr. Tina Higgins	TH	Independent
Cllr. Joseph Davies	JD	Independent
Cllr. Carys Jones	CJ	Plaid Cymru
Swyddogion		
Kelly Morris	KM	Learning and development advisor
Llinos Evans	LIE	Policy and partnership officer
Myfanwy Jones	MJ	Welsh language Policy officer
Sally Bennet	SB	Work related learning coordinator

Item no	Discussion and action points:	Responsible:
1.	<p>Welcome and apologies</p> <p>Cllr. Edward Thomas welcomed everyone to the meeting.</p> <p>Apologies were received from Cllr. Peter Hughes-Griffiths, Cllr. Alun Lenny, Cllr. Sue Allen, Cllr. Rob James, Wendy Walters, Gwyneth Ayers.</p>	
2.	<p>Minutes from the last meeting</p> <p>They were accepted as a true record.</p> <p>An update was provided regarding <i>Transport for Wales</i>. The Commissioner decided that they had not conformed with their Welsh language Standards and they would have to change their systems accordingly.</p> <p>It was noted that the policy unit had made an application for someone from the internal Academy training program to work on the regulatory framework. An update will be given in the next meeting</p>	LLE and MJ
3.	<p>Welsh language Annual Report</p>	

	<p>DW suggested that the 1% increase referred to on page 21 was minimal. He suggested that we need a significant increase on the higher levels of 4 and 5 to increase the use of Welsh in the workplace and we need ambitious targets.</p> <p>An enquiry was made as to when we would notice the effect of the WESP on the number of bilingual staff in the workplace and it was suggested that the message that Welsh language skills are needed in public services is not conveyed strongly enough. It was suggested that we need to educate parents on this. This work could be fed into the Promotion Strategy and to the Strategic Forum.</p> <p>LLE explained that the report reflected the year's work in relation to the Welsh language Standards, and that case studies of the promotion strategy had been included this year. She explained that she would welcome any feedback on the format or content particularly when starting work on the next report in January.</p>	LLE a MJ
4.	<p>Welsh in the workplace</p> <p>Kelly Morris presented the 2019-20 action plan which included, 1. Supporting staff to upskill. 2. Embodying the language into existing processes, 3. Encouraging the use of Welsh amongst staff, 4. promoting opportunities for all County council staff.</p> <p>1. She explained the learning pathways flowchart, which has been planned to correlate with the language skills levels. She described the range of provision, namely the on-line courses, community courses, intensive courses and residential courses. She explained also Workplace Welsh provision which has provided 4 courses for the council's workforce.</p> <p>She explained that there has been a 74% increase since 2015 in the number of staff learning Welsh.</p> <p>2. The work undertaken with the Human resources department was outlined; establishing a system of learning contracts for new staff who are appointed at a lower level than required for the post. It was explained that the National Learning Centre had finally launched the on-line tool to assess language skills and that it will be incorporated into the recruitment process. The online tool also offers an alternative means of assessing learners' skills rather than an exam at the end of a course. It was also explained that we will be celebrating achievement in learning Welsh week in October.</p> <p>3. The work undertaken with mentors to encourage and support learners was described. There are pockets of informal, chat groups around the Council and a package to support mentors has been created.</p> <p>4. Promotional work had been undertaken via email and Intranet and through learning and development co-ordinators.</p> <p>An enquiry was made as to whether the use of Welsh in offices was monitored at all and whether this was possible?</p>	

	<p>DW noted that more and more young people are coming from the Welsh-medium education system who need to continue to use their Welsh in the workplace. He wondered if we are keeping a track of how many young people are receiving apprenticeships or work experience in Welsh with the council.</p> <p>FA asked whether there are regular confidence-building workshops or sessions for staff. She suggested that language leaders would be able to stimulate more use of the Welsh language in the office, for example every Monday morning.</p> <p>KM explained that a new ' Bite – size sessions ' program on specific topics was going to be offered, through the medium of Welsh in order to normalise the use of the language and develop staff confidence.</p>	
<p>5.</p>	<p>Workplace employment programmes</p> <p>Sally Bennet presented information on the Council's 1.work experience, 2.apprenticeships and 3.graduate programme systems.</p> <p>1. Work experience application forms have changed; A box has been added for requesting interviews in Welsh. 14 candidates asked for an interview in Welsh. Of those 3 were unsuccessful applications and 4 had withdrawn their applications. 7 were successful.</p> <p>It was explained that a sentence had been added to the work experience application form to highlight the organisation’s bilingualism.</p> <p>Although we can track how may request an interview in Welsh for a work experience placement, there is currently no way of tracking whether they receive Welsh medium elements to their work experience.</p> <p>It was agreed that this would be reviewed. A sentence will be added to the form asking for people to say if they want some of their placement to be in welsh, and we will look to see whether this can then be tracked to see to what extent this is delivered, and to see what the uptake of such an offer would be. This would provide some valuable information to indicate young people’s awareness of the Welsh language as a valuable skill in the workplace.</p> <p>There are Welsh medium members of staff available to support if they know that they need to have a Welsh element in their work experience.</p> <p>Out of 163 applications for work experience, 83 were delivered.</p> <p>An enquiry was made as to which schools ask for work experience and how many of them take advantage of the availability of a Welsh medium provision in order to offer continuity from school to the workplace for their pupils. It was explained that it is the pupils who contact the council rather than the schools. It was agreed that data needed to be collected on work experience.</p>	<p>SB</p>

	<p>It was also noted that there was a need to raise children's expectations in terms of bilingualism in the workplace and to ensure that they do not leave the Welsh language as they leave school.</p> <p>2. This year, 1 apprentice requested to present written work in Welsh. Only half of the work could be delivered in Welsh, although there is more and more provision available nowadays. Organisations are retraining themselves to be able to provide the accredited side in Welsh. It was noted that 1 apprentice had done a degree in Welsh but had chosen to be accredited in English. It was agreed that this would be looked into.</p> <p>It was explained that apprentices receive all the Welsh-language learning opportunities that the rest of the staff receive.</p> <p>It was discussed whether enough providers are able to accredit in Welsh, whether it was possible to find out which providers can offer accreditation in Welsh, and whether the consortia could provide this information? It was noted that the Commissioner, Aled Roberts is interested in the sector and will be undertaking a thematic piece of work on it.</p> <p>3. It was noted that recruitment videos had been made including some Welsh speakers. The graduate recruitment process is changing to an assessment centre. Out of 150 applications only 1 requested a Welsh interview. All graduate places are now advertised at Level 2.</p> <p>It has been questioned how many of the graduates come from the County? There was a discussion about what messages we communicate as a bilingual employer. It was suggested that it might be possible to have a conversation with the recent apprentices and graduates of their impression of us as an employer to see why they did not choose an interview in Welsh.</p>	<p>Policy and SB</p> <p>SB</p>
<p>6.</p>	<p>Any other business</p> <p>It was asked whether we record how many residents and staff use the Welsh medium side of the council's website and intranet. It was explained that there is a lot of data we could be collecting and that this is on the agenda at the moment as part of the work on measuring the impact of the promotion strategy.</p> <p>There was discussion about the language medium of Mod.Gov technology, that it was not possible to see details of meetings in Welsh. It was agreed that this would be look into.</p>	
<p>7.</p>	<p>Date of next meeting</p> <p>5.12.19 at 13:30</p>	