

WELSH LANGUAGE IMPACT ASSESSMENT TOOL

This Welsh Language Impact Assessment (WLIS) tool enables RCT Council to consider the principles and requirements of the [Welsh Language Standards \(No.1\) Regulations 2015](#) to ensure compliance with the [Welsh Language \(Wales\) Measure 2011](#).

Stage 1 – Information Gathering	
NOTE: As you complete this tool you will be asked for evidence to support your views . Please see Welsh Language Impact Assessment Guidance for more information on data sources.	
Proposal Name:	THE PRINCIPLES OF A REGIONAL APPROACH TO EMPLOYABILITY
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Brief Description	<ul style="list-style-type: none">• Local Authorities across the Cardiff Capital Region have successfully delivered employability programmes for two decades. These programmes have supported tens of thousands of residents into employment, into better paid employment or into further learning; have helped our young NEET residents; and have been a key pillar for early intervention and prevention.• The 2019 Cardiff Capital Region Employment and Skills plan highlights the value and importance that employers place on ‘employability’ and the key role that it plays in helping residents into the jobs of the future. In light of the recovery from the Covid pandemic this is more important than ever.• Consequently, the Regional Skills Partnership Local Authority Cluster Group have been working collaboratively to produce a new Regional Framework to guide how employability activities are delivered in the region in future.

	<ul style="list-style-type: none"> With the ending of European Social Fund funding in 2023, this framework will form the basis of regional applications for post-EU funding for employability.
Date	23/08/2021
Please outline who this proposal affects? (Service Users, Employees, Wider Community)	Service Users, Employees and the Wider Community
What are the aims of the policy, and how do these relate to the Welsh Language?	The aim of the policy is to develop a regional approach to employability across the CCR area.
Who will benefit / Could the policy affect Welsh language groups? If so, list them here.	<p>Individuals who are not currently working, those working who are receiving support to enhance their skills and to retain employment and young people not in education, employment or training.</p> <p>All of these groups of people could include Welsh language speakers.</p>
Current linguistic profile of the geographical area(s) concerned	<p>Every ten years the nation sets aside one day for the Census, a count of all people and households. The Census is a key source of information about the number of people who can speak Welsh.</p> <p>The 2011 Census indicated that of the 1,426,636 residents living in the 10 County Boroughs involved with this project (RCT, Cardiff, Bridgend, Caerphilly, Monmouth, Vale of Glamorgan, Newport, Merthyr, Blaenau Gwent, Torfaen) 10.6% (150,792) were able to speak Welsh.</p>
Other relevant data or research	

Stage 2 – Impact Assessment

In this section you need to consider the impact, the evidence and any action you are taking for improvement. This is to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language (Wales) Measure 2011.

Please note there is a separate impact assessment for Equality and Socio-Economic duty that must also be completed for policy proposals.

Remember that effects that are positive for some groups could be detrimental to others - even among Welsh language groups. Consider the effects on different groups. For example, a proposal may be beneficial to Welsh learners, but not to Welsh speakers.

Will the proposed action affect any or all of the following?

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p>Opportunities for persons to use the Welsh language</p> <p>e.g. staff, residents and visitors</p> <p>The rights of Welsh speakers and learners to use Welsh when dealing with</p>	Positive	<p>The proposed framework references the need for a bilingual workforce to meet business and customer needs under the heading One Million Welsh Speakers.</p> <p>Including a reference to that as part of the strategy highlights the commitment to considering Welsh language skills at all levels and as part of the triage process. In doing so, it enables us to highlight opportunities for clients that</p>	<p><i>Shaping Employability to Achieve the Vision of the CCR Employment & Skills Plan</i></p> <p><i>A Discussion Paper from the RSP Cluster Group</i></p> <p>“The findings also suggest that many</p>	<p>Update the plan to discuss in more depth the value of the Welsh language to different sectors, and how we propose to integrate supporting opportunities for persons to use the Welsh language into the triage process. We could reference the</p>

<p>the council and for staff to use Welsh at Work</p>		<p>will promote the use of their Welsh language skills.</p>	<p>businesses anticipate that Welsh language skills will be more important to them in future and suggest a desire for training, advice and information among some businesses.” - The Welsh language and the economy: a review of evidence and methods - Executive summary</p> <p>Report of the Welsh Language and Economic Development Task and Finish Group to the Minister for Economy, Science and Transport</p> <p>Welsh language skills needs in eight sectors - Report</p>	<p>Cardiff Capital Region Skills Partnership Employment and Skills Plan 2019-22 which mentions that “just over a third of organisations said they wished to increase the use of Welsh in their business or organisation by hiring more Welsh staff” and what we’ll do to ensure these skills are enquired about on referral so that we can match clients up to in-need sectors depending on their Welsh language skills, amongst other skill areas.</p> <p>Furthermore we may wish to ensure that the short-term recommendations of the CCR Employment and Skills plan to “support the increasing demand for Welsh language skills” is reflected in our plan.</p>
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	Positive	The proposal seeks to retain current staff, whose expertise in some instances spans 20 years, within the local community via a shared bid to funders. Many staff currently working for the 10 Local Authorities in question are Welsh speakers. Ensuring they are kept in employment will provide opportunities for them to maintain and develop their Welsh language skills.	In RCT, for example, of the 109 members of staff employed in roles that support people to gain employment – 13 are level 4/5 Welsh speakers (12%) and 2 are Level 3 (2%).	<p>Ensure all staff working wear their corporate lanyards which indicate their language skills or use laith Gwaith materials, and include proactive offers in their email signatures. This should encourage more informal Welsh within the office environment to be spoken in addition to with clients and key partners.</p> <p>Ensure enough Welsh language provision is available in all 10 local authority areas. This may mean the need to prioritise the recruitment of Welsh speaking mentors and staff during future vacancy opportunities. Or make use of Welsh-speaking staff across the region to provide peripatetic support?</p>
	Positive	The proposal, as a Local Authority led project, has resulted in the need for this		Update the plan to discuss in more depth the value of

		<p>Welsh Language Impact Assessment. Ensuring a robust Impact Assessment is complete which highlights the strengths and areas for improvement demonstrates why a LA-led bid will be more advantageous for the Welsh language when compared to a private sector bid. Despite the known advantages of Welsh to the private sector, private sector bids may still not prioritise the importance of the Welsh language in their service delivery due to perceived additional costs of bilingual provision.</p>		<p>the Welsh language to different sectors, and how we propose to integrate supporting opportunities for persons to use the Welsh language into the triage process – which is best served by Local Authorities vs private for-profit organisations.</p>
	<p>Neutral</p>	<p>It makes specific reference to the importance of Further Education Provision & Technical Skills but does not mention Welsh language within this context. Similarly the Human Foundational Economy section does not reference the Welsh language either.</p>	<p>“The FE and work-based learning sectors and Coleg Cymraeg Cenedlaethol, in collaboration with the Welsh Government, are set to increase the availability of Welsh language technical and vocational qualifications in order to help reach our goal of a million Welsh speakers by 2050” - Welsh Government Employability Plan</p>	<p>Update the plan to discuss in more depth the value of FE provision of technical and vocational qualifications to our employment sectors and how important Welsh medium provision is in ensuring we have staff equipped with the knowledge and language skill necessary to thrive in these industries.</p>

			<p>The Cardiff Capital Region</p> <p>Skills Partnership</p> <p>Employment and Skills Plan 2019-22 aims to 'strengthen the post-16 further education offer in priority sectors through increased specialisation to meet the demand from employers across the City Region.</p> <p>Through our engagement with the sector groups it is evident that the desire for Welsh language varies across the sectors; Creative and Human Foundational Economy both citing a requirement for Welsh language skills - Cardiff</p>	
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			Capital Region Skills Partnership Employment and Skills Plan 2019-22.	
<p>Numbers and / or percentages of Welsh speakers e.g. Welsh Medium Education / Study Opportunities. Links with the Welsh Government's Cymraeg 2050 Strategy / RCTCBC Five Year Welsh Language Strategy</p>	Neutral	<p>The proposal discusses the impact secure employment can have on the individual and the family/community setting but doesn't discuss any possible impact Welsh language essential employment may have on language transmission at home or use in the community setting.</p> <p>Language transmission tends to happen in areas with an already high percentage of Welsh speakers in the community. With this comes regular opportunity to use the Welsh language. There is currently no consideration in the plan of the potential benefits that Welsh essential employment may have on language use in the community and language transmission in the home setting.</p>	<p>"Even where both members of a couple speak Welsh, the latest census shows that around one in five of their children (aged 3 to 4) don't speak Welsh. In households where there are two adults, and one of them is a Welsh speaker, one in two children (aged 3 to 4) are not Welsh speakers" - National policy on Welsh language transmission and use in families, Welsh Government Consultation Document.</p>	<p>Update the plan to discuss in more depth the value of the Welsh language to different sectors, and how we will integrate supporting opportunities for person to use the Welsh language into the triage process. Employment in an industry requiring Welsh language skill may result in a knock on effect of language transmission happening in the home setting/community use as the parents will value the benefit within the employment sector and this should be included as a consideration in any plan.</p>
	Neutral	<p>The Welsh Government's Programme for the 6th Senedd references the need</p>	<p>Development of childcare courses are</p>	<p>Update the plan to discuss the intention to secure</p>

		to “expand our Welsh language early years provision”. Our plan doesn’t mention this ambition with regards to the employability opportunities this may bring.	included as a priority area in the Cardiff Capital Region Skills Partnership Employment and Skills Plan 2019-22 .	good quality, Welsh-medium learning opportunities and courses in priority sectors to strengthen our client’s ability to work using their Welsh language skills in those sectors.
<p>Opportunities to promote the Welsh language</p> <p>e.g. status, use of Welsh language services, use of Welsh in everyday life in work and in the community</p> <p>Actively encourage and promote the use of our services in Welsh to see an increase in demand over time</p>	Positive	It is proposed that the new regional set-up would include fewer brands and be more accessible for members of the public. If any bid were to be successful, then it would mean a Welsh language brand for all of the programmes offered through the partnership. Further the Welsh language would be respected and treated no less favourably than the English language in all its advertising.	Local Authorities are required to comply with the Welsh Language Standards. Each LA’s compliance notice can be found here .	Anecdotal evidence suggests that many Welsh speakers who haven’t used their Welsh since school are fearful that their skills are not ‘up to scratch’ and so would be put off by a role that required Welsh as an essential skill. To mitigate this, a campaign may be developed to target Welsh speakers with skills appropriate for the role. For example, a Welsh-essential childcare worker role may only need Welsh language level 3 skills. We could target the course to those with those skills as assessed during the triage process.
	Negative	The triage process section within the plan does not mention the need to assess Welsh language skills during	<i>Shaping Employability to Achieve the Vision of the</i>	Update the plan to reference the importance of recording Welsh

		<p>the enrolment process. Assessing skills and capturing language preference, and understanding the difference between these two, is very important.</p> <p>Clients who prefer communication in English may have Welsh language skill but lack confidence in using them. Being aware of this during the triage process could help identify training areas/ and suitable employment sectors.</p>	<p><i>CCR Employment & Skills Plan</i></p> <p><i>A Discussion Paper from the RSP Cluster Group</i></p>	<p>language skills and communication preferences of individuals during the triage process. This not only ensures compliance with the relevant Welsh Language Standards but also allows the Triage Officer to make recommendations for onward referral to areas that may support Welsh language skills progression and or use, and industries where Welsh language skills have been highlighted as a priority.</p>
<p>Compliance with the Council's Statutory Welsh Language Standards e.g. increasing or reducing the Council's ability to deliver services through the Medium of Welsh.</p> <p>Consider the rights of Welsh</p>	Positive	<p>The proposal seeks to ensure Local Authorities will be best placed to lead on employability programmes in the region moving forward dependent on funding. This will result in all advertising, branding, online content, referral forms and public information complying with the requirements of the relevant standards.</p>	<p>E.g., programmes run by RCT Council are promoted in Welsh. We also employ mentors who can provide a Welsh language service where this is requested.</p>	<p>New employability programmes could have Welsh-only names/brands to promote the Welsh language within the community.</p>

speakers to use Welsh when dealing with the Council and for staff to use Welsh at Work				
	Positive	Retaining staff within the employability programmes sector should result in Welsh language service provision remaining as it.	In RCT, for example, of the 109 members of staff employed in roles that support people to gain employment – 13 are level 4/5 Welsh speakers (12%) and 2 are Level 3 (2%).	Ensure all staff wear their Iaith Gwaith badges/lanyards to highlight clients' and colleagues' Welsh language skills/ability to provide a Welsh language service.
	Neutral	The plan focuses on the flexibility that will be afforded to the programmes to tailor interventions/training/courses that suit the needs of the individual's employment journey and not prescribed outcomes as currently the case under EU funding regulations. It does not mention the added benefit this may provide in securing Welsh language provision.	<i>Shaping Employability to Achieve the Vision of the CCR Employment & Skills Plan A Discussion Paper from the RSP Cluster Group</i>	Update the plan to reference the flexibility that procuring tailored interventions will also provide to Welsh medium provision – the provision may already be available in house or could be sourced via well-established contacts.
Treating the Welsh				

language, no less favourably than the English language				
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Stage 3 - Strengthening the proposal

Having listed actions in section 2 which may mitigate any negative impacts or better contribute to positive impacts – please record below which ones you will imbed into the policy proposal and who will be responsible for them.

Also consider is the proposal necessary? Would it be possible to meet demand without any new developments? Could other existing provision be used? Where should the development be?

What are you going to do?	When are you going to do it?	Who is responsible?
Update the plan to include a Welsh language section to ensure the above points are highlighted within the main plan. Ensuring any future work programmes/action plans will include the Welsh language as a key consideration at all planning points, including at local level intervention for each authority.	August 2021	

If ways of reducing the impact have been identified but are not possible to implement, please explain why. Give sufficient detail of data or research that has led to your reasoning.

What was identified?	Why is it not possible?

