



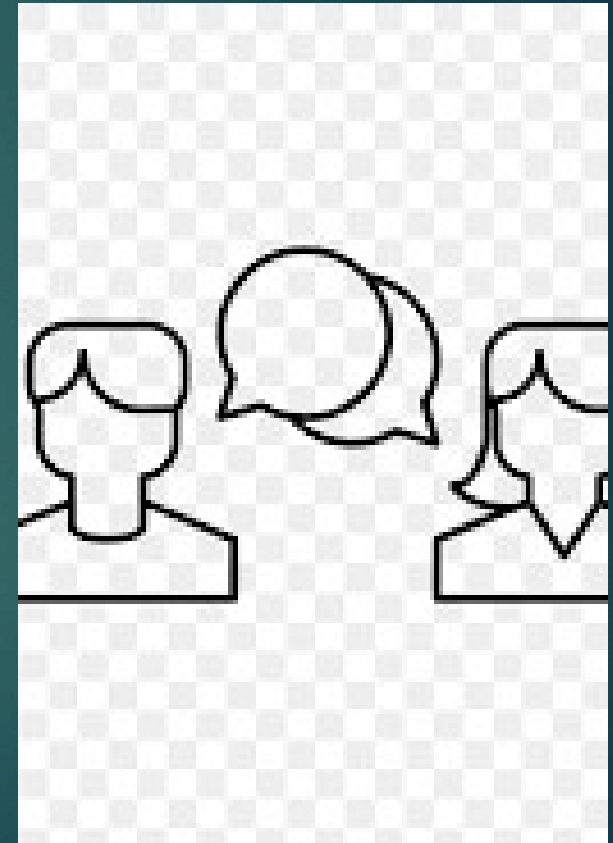
# Language Designations Forum

## Language Designations Project

- ▶ YGC were involved in the initial pilot scheme for the Language Designations Project.
- ▶ We worked closely with the Welsh Language Learning and Development officers, with the department collecting self-assessments in order to support staff that did not meeting language requirements.
- ▶ This research was a success for the department with 92% reaching the post's language designations.
- ▶ All of the Department's staff (100%) have completed the self-assessment questionnaire.

## Buddy Scheme

- The Buddy Scheme has been formed to support one of the project's objectives, to help Council staff to reach their Posts' language designations.
- The purpose of the scheme is to give staff that are in the middle of, or have recently finished, receiving training the support to use the Welsh language informally, and ask for help in a relaxing environment.
- Currently, three YGC Staff members are a part of the Scheme.



## Welsh Lessons

- Regular meetings are being arranged jointly with the Welsh Language Development Officer and ourselves. We will be reviewing the available courses, and also reviewing the staff we have on the various courses.
- During the lockdown, we have resumed Welsh lessons.



*Welsh Lessons held  
via Teams*

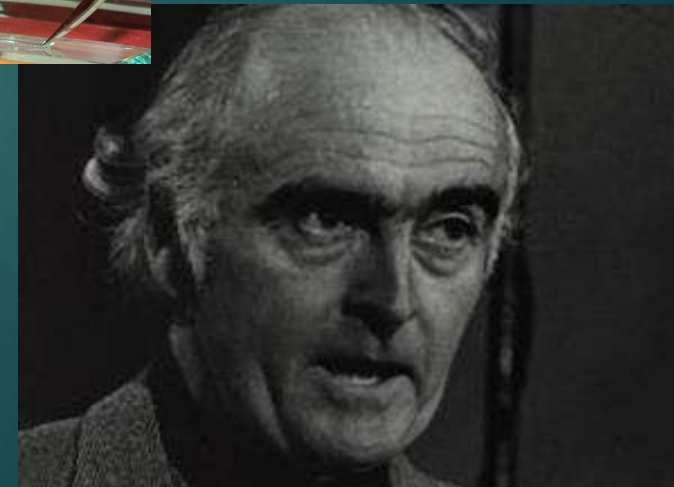
## Arfer Scheme via the University

- The Water and Environment Service agreed to collaborate on the Arfer Scheme via Bangor University.
- This Scheme was a success, as they now hold their conversations through the medium of Welsh, and answer phone calls in Welsh.
- The intention of the project was to change language habits to enable colleagues who can speak Welsh (but who have established a habit of using English) - to use more Welsh at work.
- There are 14 staff members in the Environment Unit, with 8 members who speak Welsh as their first language, and the other 6 learned Welsh from the start. This is a good example from a learning and developing perspective.

## Dafydd Orwig Award

During the past years 5 YGC staff members have won the Dafydd Orwig Memorial Award.

- 4 have learned the Welsh language
- 1 has promoted the Welsh language in the workplace.



## Eng Tech Professional qualifications

- Most of YGC services are in the Civil Engineering field, we are working closely with the ICE - Institute of Civil Engineers.
- Many of our young technicians are working towards receiving a professional qualification called Eng Tech.
- We have formalised the regime with the ICE to organise interviews and to submit written work through the medium of Welsh.
- The organisation of the professional interviews was changed, and will be held in Wales.

## Investors in People

- ▶ Recently, we have succeeded in gaining quality accreditation - Investors in People.
- ▶ This process was co-ordinated by Menter Môn and YGC - through the medium of Welsh.
- ▶ The staff questionnaires had been circulated bilingually.
- ▶ The interviews and preparatory meetings were held in Welsh.
- ▶ Also, the final Report will be bilingual.



gwerth mewn gwahaniaeth  
delivering on distinction



**BUDDSODDWYR  
MEWN POBL**



## Developing Welsh Language skills

- ▶ Continuous training will be held to develop the Department's Welsh language skills.
- ▶ Circulate information about Welsh language courses for staff via email.
- ▶ Promoting training in Welsh - via email, news on Sharepoint, Training Panel.

## Share good practice

- Place news on Sharepoint regularly.
- Circulate emails for Staff in Welsh.
- The Department has a Staff Bulletin that circulates every two months in Welsh.
- The Head holds meetings with every Unit, approximately every two months. These are known as "Ask Huw" sessions, to provide an opportunity to share news and events, and the staff have a chance to ask questions - through the medium of Welsh.



## Continue to change the Welsh language culture in the workplace

- ▶ Write the Managing Team and Training Panel's minutes in Welsh.
- ▶ Share information about any training through the medium of Welsh for the whole Department.
- ▶ Organise Welsh training for the Department's staff.
- ▶ Share news and announcements on Sharepoint in Welsh.
- ▶ Send every email in Welsh.
- ▶ Speak Welsh with our Learners.
- ▶ Further extend the use of the Welsh language within YGC, with other bodies, by continuing to hold conversations in Welsh, and responding to emails.
- ▶ Continue to work closely with the Welsh Language Learning and Developing Department.

## Interesting Fact

- ▶ Approximately 24 staff members have attended language training (which includes external and internal courses either to learn the Welsh language or to develop their own skills) since 2018.