



Cambrian Training Company Welsh-Medium/Bilingual Strategy

Cambrian Training Company's (CTC) strategy, over the lifetime of the Apprenticeship Commission Programme 2023, is to enable every learner to have access to the Welsh language, and that every speaker, regardless of their ability, will have the opportunity and appropriate environment to use and further improve their Welsh language skills. Individuals will receive encouragement, support and development to enhance their skills in an inclusive and positive environment.

CTC will achieve this strategy with the commitment to build on the transformational changes and investments made continuing to challenge ourselves and our environment through:

Planning

- A CTC Welsh language board including and reporting to board members.
- A clear and ambitious strategy and action plan
- A financial commitment to invest in the Welsh language skills of staff and learners
- CTC will actively apply all aims through subcontracting agreements and contract monitoring processes.
- CTC will provide strong leadership, and use our influence as Ambassadors for developing all apprentices' Welsh language skills across Wales through LMI data and Regional Skills Partnerships.
- CTC will ensure that there is a robust software system to support and record the assessment methodology and language skills of individuals and Training Officers who are involved in the delivery of the apprenticeship frameworks.

Learning

- To ensure learner capabilities to work bilingually in both a verbal and written context is captured on commencement of their programme.
- To ensure that the learner makes full use of their language skills in a range of social and informal contexts.
- To ensure the learner specifies the language of learning and assessment at an elemental level and these being reviewed throughout the learning journey encouraging Welsh development.
- Acknowledging learner development of Welsh Language skills through our internal award ceremonies and where appropriate nominating for external recognition.
- To share relevant Welsh resources with learners through Quarterly updates.
- To ensure the Skills Development Model is used in the action planning of learner experiences within the apprenticeship Journey.



Staffing

- CTC will advertise and recruit Welsh speaking training officers ensuring sufficient bilingual staff to teach and assess across all sectors.
- CTC will map all staff Welsh speaking and writing ability.
- CTC will provide a nurturing environment to promote and develop staffs Welsh language skills in both a social and educational context
- CTC will allocate Welsh speaking training officers to individuals who have a GCSE in Welsh or who's first language is Welsh for the delivery of their qualification.
- CTC will recruit a Welsh Language Support Officer to enact Welsh language requirement, support training officers with bilingual delivery and encourage staff to develop Welsh language skills.

Provision

- CTC will ensure bilingual provision is available throughout all sectors delivered directly through CTC staff.
- CTC will ensure all subcontractors have a clear action plan aiming for bilingual provision to be available throughout their delivery sectors. CTC will commit to supporting these learners in the interim if required.

Resources

- CTC will ensure there is sufficient sector specific Welsh language resources to meet the needs of the learner and qualification.
- CTC will ensure there is an effective and quick translation service in place to support those new/developing resources that are required in Welsh.
- CTC will ensure all Welsh Language resources are accessible to all learners.

Qualifications

- CTC will ensure all qualifications delivered are mapped against resources and standards in Welsh.
- CTC will ensure sufficient resources to deliver qualifications in Welsh if needed.
- CTC will ensure there is a robust deliver process in place for those qualifications that are not available in Welsh.

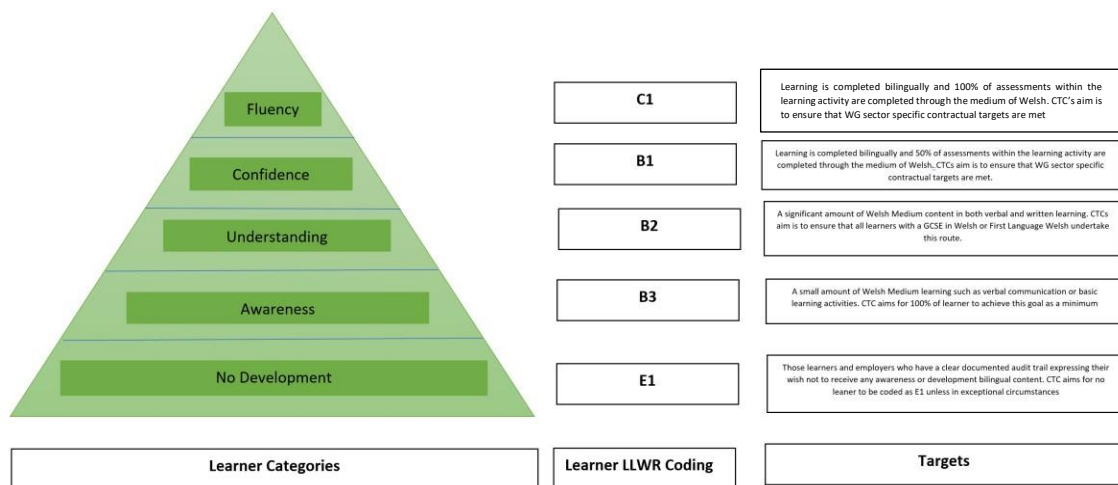
Employers

- CTC will work with those employers who actively engage and encourage the use of Welsh language skills. Identifying the benefits, marketing this through social media channels.



This strategy for Cambrian Training is ambitious and sets out our commitment to drive forward the Welsh Language Skills of learners in Wales. This strategy will require an appropriate balance between efforts to promote and facilitate the use of Welsh in a positive and inclusive manner, a drive to improve systematic planning of Welsh-language provision, and a robust regulatory framework.

Setting a long-term target reflects the fact that activity aimed at increasing the number of speakers does not happen overnight: language planning is a long-term endeavour. CTC has had a great deal of success in promoting and delivering apprenticeships in Welsh as the data shows:



This approach allows us at CTC to consider the bigger picture, and to concentrate on the truly strategic changes which will make the greatest difference to the language.

Our overall aim is to ensure that every learner with Welsh Language First or GCSE in Welsh completes at least 30% of their qualification in Welsh