

CYMRAEG



Llywodraeth Cymru
Welsh Government

Cymraeg 2050: A million Welsh speakers

Action plan 2020-21

Croeso!

Cymraeg 2050: A million Welsh speakers, Action plan 2020–21

Audience

Welsh Government departments; public bodies in Wales; third sector organisations in Wales; private sector companies in Wales; education institutions in Wales; organisations working to promote the use of Welsh; organisations working with families, children and young people, and communities; and other interested parties.

Overview

This is the Welsh Ministers' action plan for 2020–21, prepared in accordance with Section 78 of the Government of Wales Act 2006, setting out how they will implement the proposals set out in their Welsh Language Strategy, *Cymraeg 2050: A million Welsh speakers*, during that year. The action plan reflects the priorities for implementing the strategy identified in the *Cymraeg 2050: A million Welsh speakers, Work programme 2017–21*, published in tandem with the Cymraeg 2050 Strategy.

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Additional copies

This document is available on the Welsh Government website at www.gov.wales/welsh-language

Related documents

Welsh Language (Wales) Measure 2011; *Cymraeg 2050: A million Welsh speakers* (2017); *Cymraeg 2050: A million Welsh speakers, Work programme 2017–21* (2017); *Technical report: Projection and trajectory for the number of Welsh speakers aged three and over, 2011 to 2050* (2017); *Welsh in education: Action plan 2017–21* (2017); *Taking Wales Forward 2016–2021* (2016)

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Introduction

The Welsh Government's Welsh Language Strategy, *Cymraeg 2050: A million Welsh speakers*, was published in July 2017. The document *Cymraeg 2050: A million Welsh speakers, Work programme 2017–21* was published in tandem with the *Cymraeg 2050* Strategy and contains objectives for the strategy's first four-year period.

Section 78 of the Government of Wales Act 2006 places a duty on Welsh Ministers to publish an annual action plan explaining how they will implement the proposals outlined in the *Cymraeg 2050* Strategy during each financial year. This is the action plan for 2020–21.

This action plan reflects the themes as contained in *Cymraeg 2050: A million Welsh speakers*.

- **Theme 1: Increasing the number of Welsh speakers**
- **Theme 2: Increasing the use of Welsh**
- **Theme 3: Creating favourable conditions – infrastructure and context**

Action points for the 2020–21 reporting year are noted against objectives as they are laid out in *Cymraeg 2050: A million Welsh speakers* and *Cymraeg 2050: A million Welsh speakers, Work programme 2017–21*.

Theme 1: Increasing the number of Welsh speakers

Target: The number of Welsh speakers to reach 1 million by 2050.

1. Language transmission in the family

Our aim: provide our children with the best start in the language by expanding support for families to transmit the language in the home.

2017–21 objective	2020–21 reporting year
<p>1.1 Work with key stakeholders to develop a national policy informed by recent research outlining how we intend to ensure that parents/carers are provided with the best possible support to introduce the Welsh language to their children.</p>	<p>In February 2020, a formal consultation was launched on a draft version of our <i>National Policy on Welsh Language Transmission and Use in Families</i>.</p> <p>The consultation will come to an end at the beginning of May. Having considered the response, we will then publish and implement the final version of the policy. The policy will inform our work to increase the use of the Welsh language between generations.</p>
<p>1.2 Review and refine the Cymraeg for Kids Programme to ensure that it continues to provide parents/carers with the information and support they need to make an informed choice about introducing the Welsh language to their child in the home.</p>	<p>We will continue to develop the support offered by the Cymraeg for Kids programme to help families use more Welsh. This will include ensuring the programme reflects the aims of the proposed policy regarding the transmission and use of Welsh within families, which we aim to publish by the end of the reporting period.</p>
<p>1.3 Continue to work with NHS Wales to ensure that midwives, health visitors and</p>	<p>We will continue to work with NHS Wales to share information with parents and prospective parents about language transmission as well as the support available to them in using more Welsh.</p>

2017–21 objective	2020–21 reporting year
<p>other partners share information about the benefits of language transmission as early as possible, and that new and prospective parents understand what support is available to them.</p>	

2. The early years

Our aim: expand Welsh-medium provision in the early years as an access point for Welsh-medium education.

2017–21 objective	2020–21 reporting year
<p>Milestone: Support the expansion of Welsh-medium early years provision by 40 nursery groups by 2021 to facilitate a seamless transition into Welsh-medium education, in order to reach an additional 150 nursery groups over the next decade.</p>	<p>Through close co-operation with Mudiad Meithrin, the CWLWM consortium, local authorities and other partners, we will continue to expand and strengthen the Welsh-medium early years provision.</p>
<p>2.1 Deliver the Childcare Offer across Wales, providing more government-funded Welsh-medium childcare places and strengthening Welsh-medium provision, building on the intelligence gained through the early implementation of the offer from September 2017.</p>	<p>With the Childcare Offer now fully rolled out, we will work with providers to strengthen and expand the Welsh-medium childcare services available to families. A specific strand of our communication campaign regarding the Offer will aim to increase the proportion of families choosing to use Welsh-medium childcare provision.</p> <p>We will continue to work with local authorities on capital funded projects valued at over £35m to improve existing childcare facilities and develop new facilities.</p>
<p>2.2 Continue to support existing Welsh-medium childcare provision, helping providers expand</p>	<p>We will continue to support the work of Mudiad Meithrin to enable them to work with their current members to strengthen and expand Welsh-medium childcare services. A special programme will also continue to focus specifically on establishing new Welsh-medium early years provision where there is a lack of such provision at present. This work will be incorporated into our capital programmes (see 2.1 above).</p>

2017–21 objective	2020–21 reporting year
<p>and become sustainable, as well as support an expansion by 40 nursery groups, targeting areas where work on the Childcare Offer shows there is limited provision at present.</p>	
<p>2.3 Through the Welsh in Education Strategic Plans (WESPs), work with local authorities and providers to improve planning of Welsh-medium early years provision to facilitate progression between Welsh-medium nursery groups and Welsh-medium statutory education.</p>	<p>The new Welsh in Education Strategic Plans (WESP) regulations, which came into force on 1 January 2020, aim to strengthen the connection between the early years and statutory education. We will work with local authorities, including the sharing of comprehensive information about the use made by families of Mudiad Meithrin services, to enable local authorities to ensure there is a strong relationship between early years services and Welsh-medium statutory education.</p>

3. Statutory education

Our aim: create a statutory education system which increases the number of confident Welsh speakers.

2017–21 objective	2020–21 reporting year
<p>Milestone: Increase in the percentage of learners in Welsh-medium education, from 22 per cent (based on 7,700 seven-year-old learners in 2015/16) to 24 per cent (about 8,400) by 2021, in order to be on track to reach 30 per cent (about 10,500 in each year group) by 2031, and then 40 per cent (about 14,000 in each year group) by 2050.</p>	<p>A consultation was held on the draft Welsh in Education Strategic Plans Regulations (Wales) 2019 and the associated draft guidance between May and September 2019.</p> <p>As part of the consultation, four consultation events were also held with around a hundred stakeholders attending.</p> <p>The regulations were laid on 5 December 2019 and they came into force on 1 January 2020.</p> <p>The new arrangements for local authorities include introducing longer-term (10 year) strategic plans as well as basing plans on clear and ambitious targets introduced by Welsh Government. Targets are set so that they correspond to the education milestones in <i>Cymraeg 2050</i> to increase the percentage of learners in Welsh-medium education to 30% by 2031.</p>
<p>3.1 Work with key stakeholders to develop and publish before the end of 2017, a national policy for the teaching and learning of Welsh in our statutory education system, informed by research and evidence.</p>	<p>We will continue to implement the <i>Welsh in education: Action Plan 2017-21</i> during 2020-21, ensuring that the Welsh language is at the heart of the education reforms.</p>
<p>3.2 Develop one continuum of teaching and learning Welsh</p>	<p>In January 2020, <i>Curriculum for Wales</i> was published: https://hwb.gov.wales/ .</p> <p>One of the Curriculum’s Four Purposes is for every learner to be ambitious, capable and ready to learn throughout their lives. One of the characteristics of this purpose is the ability to communicate</p>

2017–21 objective	2020–21 reporting year
<p>to be introduced as part of the new curriculum in all schools in Wales and ensure that assessment and examination of Welsh skills and knowledge are inextricably linked to teaching and learning.</p>	<p>effectively in different forms and settings, using both Welsh and English.</p> <p>Welsh is a part of the Languages, Literacy and Communication Area of Learning and Experience, along with English and other international languages. Descriptions of Learning in all areas of learning and experience are based on a learning continuum, and in Languages, Literacy and Communication they start with very little language, or none at all, and show progress towards competence. This does not mean expecting the same from each learner in each language they are learning at school – some Descriptions of Learning are common to all, while others are different in order to reflect learning and teaching in different language-learning contexts. Schools and practitioners will develop their curricula to ensure all 3-16 learners make progress in Welsh throughout the language-learning continuum.</p> <p>Now that guidance has been published, the Welsh Government will focus on supporting schools to plan and prepare for the curriculum. We intend to publish our plan to deliver the Curriculum, outlining where schools should focus their efforts at different stages up until 2022, and how we, regional consortia and others will support that aim. Officials are already working with regional consortia and Estyn to establish national networks of practitioners and specialists to share expertise and learning, and to identify priorities in terms of supporting the profession.</p> <p>We will create a clear legislative framework to inform the new curriculum. It will offer far greater flexibility in terms of what to teach and how to teach within clear national expectations in relation to scope and progression.</p> <p>The legislative framework will ensure national consistency in terms of curriculum scope and expectation of progress.</p> <p>The first in a series of Qualifications Wales consultations, <i>Qualified for the Future</i>, closed on 7 February 2020.</p> <p>The main proposals in the consultation included: establishing a set of principles to shape how Qualifications Wales will decide which qualifications taken at 16 should be eligible for public funding; redesigning GCSEs (i.e. keeping the GCSE brand) to form a central part of the qualification offer for 16 year olds in Wales; and creating a specific qualification that supports the development and assessment of the wider skills defined in the new curriculum. It is also proposed that all new publicly-funded qualifications and assessments should be in both Welsh and English.</p>

2017–21 objective	2020–21 reporting year
	<p>Qualifications Wales and the Welsh Government will agree the qualifications to be developed in 2020.</p> <p>Qualifications Wales will consult on the detailed design of new qualifications in 2021.</p>
<p>3.3 Establish an independent board to advise on changes to Welsh education planning processes.</p>	<p>In March 2019, the Welsh in Education Strategic Plans (WESP) Advisory Board came to an end. In May 2019, the Board’s report, <i>Improving the Planning of Welsh-Medium Education – Recommendations of the WESP Advisory Board</i> was published. The report identified the need to strengthen the statutory framework for planning Welsh-medium education through the Welsh in Education Strategic Plans, in order to contribute to our long-term ambition for the Welsh language. The creation of new regulations in respect of WESPs is a response to the main recommendation of the Board’s report to strengthen the legislative framework.</p> <p>2020-21 will focus on implementing one of the report’s other recommendations, namely the revision of the way in which schools in Wales are defined according to Welsh-language provision.</p>
<p>3.4 Review the legislation underpinning Welsh education planning.</p>	<p>Welsh in Education Strategic Plans Regulations (Wales) 2019 were laid on 5 December 2019, and they came into force on 1 January 2020.</p> <p>For local authorities, 2020 will be a period of preparing and consulting on new draft plans. We will work with the authorities during 2020/21 as they prepare their draft plans. The new plans will begin in 2021.</p> <p>We will facilitate WESP Seminar(s) utilising technology and digital platforms where possible, in order to provide opportunities for anyone involved in implementing the Plans to share good practice, and to learn more about the principles of planning and promoting the language nationally, regionally and locally. The aim will be to foster a better understanding of bilingualism and the needs of all Welsh learners, and meet those needs more efficiently.</p>
<p>3.5 Create the demand for Welsh-medium education through ambitious planning with achievable yet realistic targets while maximising</p>	<p>We will continue to monitor the progress of capital projects throughout the year, recognising any changes in terms of timescale and spending.</p> <p>We will continue to offer input to the 21st Century Schools Programme through the assessment process within the Business Cases Scrutiny Group and the Capital Investment Panel.</p>

2017–21 objective	2020–21 reporting year
existing resources. This may include capital investment through the 21st Century Schools and Education Capital Programme.	
3.6 Review the definitions and categories of schools in Wales according to the language which is used as the medium of instruction.	The research completed on how schools are defined will be used to feed into a formal consultation on proposals to define schools according to their Welsh-medium provision during 2020.
3.7 Review the process for increasing the proportion of Welsh-medium teaching and learning in schools.	<p>During December 2019, a report was received with recommendations to revise the way in which schools are defined according to their Welsh-language provision. We will consult on policy proposals during 2020/21 to revise current arrangements.</p> <p>The “e-sgol” pilot offers students in rural areas in Wales opportunities to study an increasing choice of subjects to GCSE / A Level. We aim to extend the pilot to more schools during 2020/21.</p>
3.8 Consolidate and expand the opportunities for learners to access Welsh-medium education, whether in the primary or secondary sector, through specific provision for latecomers.	<p>We continue to work in partnership and monitor the provision available for latecomers.</p> <p>As part of the preparatory work for the new draft WESP plans during 2020, local authorities will be required to outline the arrangements for their provision for latecomers to Welsh-medium education.</p>
3.9 Develop creative marketing campaigns aimed at increasing the demand for Welsh-medium education.	We will facilitate WESP Seminar(s) utilising technology and digital platforms where possible, in order to provide opportunities for anyone involved in implementing the Plans to share good practice, and to learn more about the principles of planning and promoting the language nationally, regionally and locally. The aim will be to foster a better understanding of bilingualism and the needs of all Welsh learners, and meet those needs more efficiently.

2017–21 objective	2020–21 reporting year
	<p>We are working on a national marketing strategy for Welsh in education alongside partners and people working within the field of learning. We are creating messages about the advantages of speaking Welsh to be shared with local authorities and partners. We are launching a campaign to encourage young people to consider studying Welsh at A Level.</p>
<p>3.10 Strengthen links with local authorities, regional consortia, schools, early years providers and the post-16 sector to improve progression rates between different phases of education.</p>	<p>We will facilitate WESP Seminar(s) utilising technology and digital platforms where possible, in order to provide opportunities for anyone involved in implementing the Plans to share good practice, and to learn more about the principles of planning and promoting the language nationally, regionally and locally. The aim will be to foster a better understanding of bilingualism and the needs of all Welsh learners, and meet those needs more efficiently.</p> <p>For local authorities, 2020 will be a period of preparing and consulting on new draft plans. We will work with the authorities during 2020/21 as they prepare their draft plans. The new plans will begin in 2021.</p> <p>See also 4.1.</p>

4. Post-compulsory education

Our aim: develop post-compulsory education provision which increases rates of progression and supports everyone, whatever their command of the language, to develop Welsh language skills for use socially and in the workplace.

2017–21 objective	2020–21 reporting year
<p>4.1 Respond to the recommendations from the task and finish group which is reviewing the activities of the Coleg Cymraeg Cenedlaethol, paying particular attention to progression to higher education and the development of bilingual education and skills which meet the needs of the economy.</p>	<p>We will continue to work with the Coleg Cymraeg Cenedlaethol to realise the <i>Further Education and Apprenticeship Welsh-medium Action Plan</i>. We will work with partners to embed Welsh-medium and bilingual education in further education and apprenticeships in line with the Coleg’s five-year Strategic Plan launched in February 2020.</p> <p>We will consider setting performance measures for the next 10 years for the post-16 sector in order to continue to record the growth in numbers receiving Welsh-medium and bilingual education and training.</p>
<p>4.2 Continue to develop further education Welsh-medium and bilingual course provision in terms of course availability and learner uptake.</p>	<p>Alongside the development of the action plan, we will work with the Government’s Post-16 Education Planning and Funding Branch to set the direction for increasing provision, and will publish data on bespoke performance measures.</p>
<p>4.3 Ensure that more learners within work-based learning programmes have the opportunity and take up the offer to be assessed through the medium of Welsh,</p>	<p>Alongside the development of the action plan, we will work with the Government’s Apprenticeship Planning and Funding Branch to set the direction for increasing provision, and will publish data on bespoke performance measures.</p>

2017–21 objective	2020–21 reporting year
enabling increased use of the language within their learning, at all levels of fluency.	
<p>4.4 Develop marketing campaigns in collaboration with employers to increase young people’s awareness of the value of bilingual skills within the workplace.</p>	<p>The Coleg Cymraeg Cenedlaethol’s action plan will incorporate work to market the advantages of bilingualism to young people as they choose their pathways to education and training.</p>
<p>4.5 Through the National Centre for Learning Welsh, expand the Welsh for Adults provision to include more Welsh language training in the workplace.</p>	<p>The Work Welsh programme will continue during 2020-21. Further courses tailored to the needs of specific sectors will be available during the year including online provision and distance learning.</p>

5. The education workforce, resources and qualifications

Our aim: plan in order to increase and improve substantially:

- the education and training workforce that can teach Welsh and teach through the medium of Welsh
- the resources and qualifications needed to support increased provision.

2017–21 objective	2020–21 reporting year
<p>Milestones:</p> <ul style="list-style-type: none"> • Increase in the number of primary teachers teaching through the medium of Welsh from 2,900 primary teachers to 3,100 in 2021. • Increase in the number of secondary teachers teaching Welsh from 500 to 600 by 2021 and those teaching through the medium of Welsh from 1,800 to 2,200 by 2021. 	<p>We will continue to take a number of steps during 2020-21 to support the aim of increasing the number of teachers teaching Welsh or through the medium of Welsh. In line with the developments in terms of initial teacher education (ITE) and professional learning opportunities for the workforce (see 5.3 and 5.4), we will also:</p> <ul style="list-style-type: none"> • fund activities with the aim of increasing the number of learners choosing to study Welsh at A-level, in order to increase the pool of individuals who are able to continue to study Welsh to degree level and train to be Welsh teachers • hold a transition course to provide support for teachers qualified to teach in the primary sector to move to the Welsh-medium secondary sector • work with ITE providers, the Education Workforce Council and the Coleg Cymraeg Cenedlaethol to promote teaching as a career and the opportunities available for career development within the Welsh-medium sector.
<p>5.1 Expand the Mudiad Meithrin’s national training scheme to ensure that more individuals gain qualifications to work through the medium of Welsh in the childcare sector.</p>	<p>The ‘Academi’ programme will continue to offer a wide range of professional development opportunities to workers and volunteers.</p> <p>Mudiad Meithrin will offer a new apprenticeship programme as part of a partnership with the Urdd during 2020-21. This programme will offer an opportunity for workers to gain a Level 3 Diploma in Children’s Care, Play, Learning and Development through the medium of Welsh.</p> <p>The National Centre for Learning Welsh will also work with CWLWM’s consortium of childcare and play organisations to offer opportunities for workers to develop their skills in the context of their work through the ‘<i>Camau</i>’ programme.</p>
<p>5.2 Develop a clear understanding</p>	<p>We intend to publish information from the School Workforce Annual Census during the summer. This will include an analysis of the workforce’s Welsh-language skills and the use made of those skills in the context of school needs.</p>

2017–21 objective	2020–21 reporting year
of the education workforce's Welsh language skills and ability to teach through the medium of Welsh to inform workforce planning.	We will also work closely with internal and external stakeholders to discuss how the data can inform policies and help with effective workforce planning.
<p>5.3 Ensure that future initial teacher training and education programmes foster student teachers' appreciation of the Welsh language and provide opportunities for them to develop their proficiency in Welsh and expertise to teach through the medium of Welsh.</p>	<p>Newly accredited programmes of Initial Teacher Education commenced in September 2019. These are designed and delivered by Partnerships of Higher Education Institutions and providers and include a requirement to promote Welsh-medium study and also include a minimum of 25 hours Welsh language provision.</p> <p>As part of the allocations process for the 2020/21 academic year, we have removed caps on all subjects except PE and have placed a requirement on providers to work towards ensuring that 30% of recruitment to ITE training programmes are Welsh-medium. This does not include recruitment to Welsh as a subject.</p> <p>The Iaith Athrawon Yfory incentive scheme for those training to teach Welsh or a subject through the medium of Welsh in secondary schools will continue to be available for the 2020/21 academic year.</p> <p>The Open University partnership has had two new programmes accredited, subject to conditions. The programmes will offer an Employment Based Route PGCE (Postgraduate Certificate in Education) and a part-time PGCE. The new routes will be introduced gradually and both will be available through the medium of Welsh.</p>
<p>5.4 Develop a programme of professional learning to ensure that all practitioners can continually develop their Welsh language skills in accordance with the expectation in the new professional standards. This</p>	<p>We will continue to invest an additional £5m in the education workforce to develop their ability to teach Welsh and through the medium of Welsh.</p> <p>An evaluation of the Sabbatical Scheme is ongoing, and we will publish the final report during the reporting year.</p> <p>£2.7m of the funding will be allocated to regional consortia to develop and provide a regional programme of professional learning to support the learning and teaching of Welsh as well as learning and teaching through the medium of Welsh.</p>

2017–21 objective	2020–21 reporting year
will include expansion of the Sabbatical Scheme for Welsh Language Training and support through the regional consortia.	
<p>5.5 Support the workforce within the post-16 education sector to develop their language skills through a specific training programme to increase the capacity of the sector to teach and assess through the medium of Welsh.</p>	<p>We will continue to give practical support to the post-16 vocational sector to offer an extensive provision in order to increase the post-16 sector’s capacity, to enable tutors and assessors to support their learners to use their Welsh to a greater extent in their education and training.</p> <p>We will continue to support the National Centre for Learning Welsh to run a Work Welsh programme in the post-16 sector, building on the success and extending the programme to support training providers.</p>
<p>5.6 Plan for an all-Wales infrastructure for the production of relevant and timely resources for curriculum and qualifications in both Welsh and English, with renewed focus on post-16 sectors.</p>	<p>We will develop and establish a new model of supplying bilingual resources at the same time.</p> <p>We will prioritise the resource needs and will ensure that appropriate and relevant resources are promptly supplied to support 3-19 year old learners.</p> <p>We will continue to support the post-16 sector to increase the resource provision for practitioners and learners.</p>
<p>5.7 Develop more tools and resources in Welsh for learners with additional learning needs.</p>	<p>We will work with the Government’s Additional Learning Needs Branch to prioritise the resources needed and will commission them.</p>

2017–21 objective	2020–21 reporting year
<p>5.8 Work with Qualifications Wales to increase the number of vocational qualifications available in Welsh.</p>	<p>Qualifications are a key part of the work the Coleg Cymraeg Cenedlaethol will do in delivering the action plan referred to in 4.1. We will continue to work with Qualifications Wales to ensure a suitable range of appropriate qualifications and assessments are available in Welsh.</p>

Theme 2: Increasing the use of Welsh

Target: The percentage of the population that speak Welsh daily, and can speak more than just a few words of Welsh, to increase from 10 per cent (in 2013-15) to 20 per cent by 2050.

6. The workplace

Our aim: increase the use of Welsh within the workplace across all sectors.

2017–21 objective	2020–21 reporting year
<p>6.1 Ensure that the Welsh Government leads by example by promoting and facilitating increased use of Welsh by our own workforce.</p>	<p>In line with <i>Cymraeg 2050</i> and the Welsh Language Standards, we have prepared a new strategy for promoting the Welsh language within the establishment: <i>Cymraeg. It belongs to us all</i>. We are working on a long-term strategy and this is the first step that will take us on the journey towards 2050. The first strategy will therefore cover the first period, 2020-2025, and will be implemented shortly. We will develop detailed plans for implementing the strategy’s 10 action points, which are based on the following themes:</p> <ul style="list-style-type: none"> • Leadership • Learning • Recruitment • Technology
<p>6.2 Continue to make Welsh Language Standards Regulations within the scope of the legislation to increase the number of workplaces that provide opportunities to use Welsh language skills.</p>	<p>We are developing new regulations for creating Standards for water companies and healthcare regulators. We will consider how best to implement the recommendations of the Culture, Welsh Language and Communications Committee in preparing these regulations.</p>
<p>6.3 Develop and deliver a national</p>	<p>This year our new service, <i>Helo Blod</i>, will be introduced. Welsh for Business will be closely connected to our new helpline service during the reporting year. They will work under the one brand of <i>Helo Blod</i>.</p>

2017–21 objective	2020–21 reporting year
<p>support framework as part of a new Welsh Language Promotion Programme to encourage businesses and third sector organisations to embrace and incorporate bilingualism in the workplace.</p>	<p>The aim of <i>Helo Blod</i> is to increase the visual and audible use of Welsh. This includes providing a translation service of up to 500 words a month for voluntary companies and organisations (public sector organisations will not be eligible for support), a text-checking service and an information service. <i>Helo Blod</i> will also refer companies to various sources of support in increasing the use of Welsh, including face-to-face services.</p>
<p>6.4 Launch a national training programme – Understanding Bilingualism – aimed at embedding language awareness and workforce planning as an integral part of public sector service.</p>	<p>The programme of interventions in the workplace (the ARFER project) will continue and will report on the basis of robust statistics to show how use of Welsh in the workplace is increasing / decreasing.</p> <p>The critical language awareness pilot for senior leaders within establishments in Wales will continue to be trialled. This programme, <i>Leading in a Bilingual Country</i>, is run jointly with AcademiWales.</p> <p>We will also publish our Review of the Welsh Language Charter.</p>
<p>6.5 Expand Welsh in the Workplace training opportunities to public and private sector bodies to enhance and improve Welsh language skills in the workplace, with a particular emphasis on the health and social care workforce.</p>	<p>The Work Welsh programme will continue during 2020-21. Courses will be provided to specific sectors during 2020-21, including online provision and distance learning.</p>

7. Services

Our aim: increase the range of services offered to Welsh speakers, and an increase in use of Welsh-language services.

2017–21 objective	2020–21 reporting year
<p>7.1 Review the Welsh Language (Wales) Measure 2011 with the aim of securing effective arrangement for promoting and facilitating the use of the Welsh language.</p>	<p>Following the review of the Welsh Language (Wales) Measure 2011 in 2018-19, Project 2050 will be established in 2020-21. Project 2050 will act as a multi-disciplinary unit within the Government, responsible for promoting <i>Cymraeg 2050</i>. We will appoint someone to lead Project 2050 as well as up to four external appointments who will provide specialist language planning advice on demand.</p> <p>A Memorandum of Understanding has also been agreed between the Minister for International Relations and the Welsh Language and the Welsh Language Commissioner in order to establish clarity regarding the responsibilities of the Government and the Commissioner, and it will remain in force during 2020-21.</p>
<p>7.2 Continue to extend the Welsh Language Standards to organisations within the scope of the legislation.</p>	<p>We are developing new regulations for creating Standards for water companies and healthcare regulators. We will also proceed with the policy work that will form the basis of preparing Standards for the companies that provide railway services to passengers in Wales. We will consider how best to implement the recommendations of the Culture, Welsh Language and Communications Committee in preparing these regulations.</p>
<p>7.3 Research behavioural change techniques to inform better service delivery methods to support a growing customer base for Welsh language services.</p>	<p>The ARFER project (see 6.4) continues. This project experiments with linguistic 'pledges' in order to change behaviour in terms of Welsh-language use within an organisation.</p> <p>We will also use the Government's procurement system to progress a bilingual technology agenda by using a checklist to be included in specifications, which facilitate the creation of bilingual software and technical services.</p>
<p>7.4 Review and evaluate the progress made against the implementation of the action</p>	<p>The interim work for the evaluation was completed in 2019, and the Change Theory report will be published in due course.</p> <p>The work for 2020 focuses on the field work which includes engaging with patients about their experience and how the active offer is delivered.</p>

2017–21 objective	2020–21 reporting year
<p>points as outlined in the <i>More than just words</i>. . . . <i>Follow-on Strategic Framework for Welsh Language Services in Health, Social Services and Social Care 2016–2019</i>, including the delivery of the active offer.</p>	<p>The aim is to complete the evaluation work during this reporting year.</p> <p>In the meantime, as the evaluation work progresses, the <i>More Than Just Words</i> action plan for 2019 and 2020 has been agreed and is being implemented.</p>
<p>7.5 As part of the National Support Framework for Businesses, increase understanding and maximise opportunities to strengthen bilingual customer services.</p>	<p>See 6.3.</p>

8. Social use of Welsh

Our aim: embed positive language use practices supported by formal and informal opportunities to use Welsh socially.

2017–21 objective	2020–21 reporting year
<p>8.1 Establish a new Welsh Language Promotion Programme to develop and deliver a coordinated plan to promote the use of the Welsh language in all aspects of people’s lives.</p>	<p>Our programme of activities to increase the use of Welsh continues.</p> <p>Work will continue as part of the Coleg Cymraeg Cenedlaethol’s <i>Further Education and Apprenticeship Welsh-Medium Action Plan</i> to increase the social use of Welsh among post-16 learners in these sectors.</p> <p>As noted in 6.3, <i>Helo Blod</i>, our new service to increase the use of Welsh by businesses, will be widely promoted.</p> <p>We will continue to implement our Welsh Language Technology Action Plan.</p>
<p>8.2 Put into practice a coherent framework for encouraging positive language use practices among children and young people and to foster stronger links between schools, youth organisations and community groups.</p>	<p>We will continue to support the social use of Welsh by:</p> <ul style="list-style-type: none"> • funding informal opportunities for young people to use Welsh outside the classroom • publishing the evaluation report of the Welsh Language Charter, and taking further steps to increase the informal use of Welsh among young people.
<p>8.3 Continue to work with organisations we fund to promote the use of Welsh, ensuring that the funding opportunities are aligned with the strategy, as well as local</p>	<p>The current grant scheme has been extended for 2020-21, and we will therefore continue to manage the grants funded to promote and facilitate the use of Welsh.</p>

2017–21 objective	2020–21 reporting year
needs.	
<p>8.4 Through our funding scheme, support families to encourage their children to establish the use of Welsh outside of school.</p>	<p>We will continue to fund opportunities for families to use Welsh with their children through our grant scheme to promote and facilitate the use of Welsh.</p> <p>We will plan carefully with the team leading on the new language transmission policy to ensure that all the Government’s plans in this area are carefully co-ordinated to ensure the best outcomes.</p>
<p>8.5 Strengthen links with third sector organisations in order to increase their ability to provide Welsh language services as well as attract and retain Welsh-speaking volunteers.</p>	<p>We will continue to work with the Wales Council for Voluntary Action, the Welsh Language Commissioner and the Community Policy and Third Sector Branch to increase the third sector's capacity to provide Welsh language services.</p>
<p>8.6 Develop a national programme for supporting new Welsh speakers in partnership with the National Centre for Learning Welsh and community partners.</p>	<p>Building on the progress made in previous years, the “Siarad” scheme will continue to offer support for learners across Wales to use their Welsh with those who are more confident to speak Welsh.</p>

Theme 3: Creating favourable conditions – infrastructure and context

9. Community and economy

Our aim: support the socioeconomic infrastructure of Welsh-speaking communities.

2017–21 objective	2020–21 reporting year
<p>9.1 Publish the revised <i>Technical Advice Note 20: Planning and the Welsh Language</i>.</p>	<p>TAN 20 was published in October 2017. This resource will influence and advise Local Planning Authorities as they develop and review their Local Development Plans.</p>
<p>9.2 Develop a new regional focus to economic development to help all parts of Wales benefit from prosperity and support each area to develop its own distinctive identity.</p>	<p>Building on the progress made in 2019, Arfor will continue to develop economic plans across the area. By the end of the reporting year, the aim is to present an independent evaluation of the Arfor programme.</p> <p>The Minister for International Relations and the Welsh Language held a Round Table meeting in October 2019 to concentrate on the relationship between the economy and the Welsh language. The Deputy Minister for Economy and Transport was present, alongside elected officials from local authorities across West Wales and members of the Welsh Language Partnership Council, to consider how best to support the economy within these areas which are also the traditional Welsh-speaking heartlands.</p> <p>The development of Regional Economic Frameworks will continue in order to ensure economic prosperity in all parts of Wales, with a specific focus on providing high-standard work opportunities where people already live.</p> <p>The Foundational Economy Challenge Fund: the 52 successful projects were announced by region and sector in October and November 2019. Applicants will become part of a Community of Practice that will be active in the spring, where co-learning, sharing good practice and scalability are key requirements. There will be contact between the Community of Practice and projects funded by the Arfor programme to ensure that evidence and lessons learned from the outcomes of the two programmes are shared.</p> <p>The Local Government and Elections (Wales) Bill, introduced in November 2019, includes provisions for the development, by regulation, of a consistent model for regional working – Corporate</p>

2017–21 objective	2020–21 reporting year
	<p>Joint Committees. A Corporate Joint Committee will be a separate ‘corporate body’ and will provide a coherent, consistent, simplified, democratically controlled mechanism for local government collaboration and regional working. The aim is to establish Corporate Joint Committees by April 2021 and they will have powers to enable local authorities to collaborate regionally on economic development activity. Corporate Joint Committees will also have responsibility for some Transport functions and Strategic Planning.</p> <p>In 2018, we commissioned research into the Welsh language and the economy. Therefore, following the publication of <i>The Welsh Language and the Economy: a review of evidence and methods report</i>, in February 2020, we will consider the main findings in terms of what research could be considered and developed further.</p>
<p>9.3 Implement and review the Welsh language framework and guidance toolkit developed in conjunction with the Wylfa Newydd developers.</p>	<p>We intend to continue with work to develop a framework and guidance to measure risks and benefits to the Welsh language.</p>
<p>9.4 When considering the content of Welsh in Education Strategic Plans, we will look for evidence that Welsh-medium education is fully considered as part of local authorities’ policy and planning developments including opportunities for Welsh-medium provision through section 106 agreements.</p>	<p>This work will continue in 2020-21 in order to identify opportunities to help Planning Authorities ensure they comply with Welsh language considerations in adopting and reforming Local Development Plans.</p>

2017–21 objective	2020–21 reporting year
<p>9.5 Invest in entrepreneurial programmes which support Welsh speakers in rural areas.</p>	<p>The Arfor Innovation Programme offers individuals opportunities to develop their business ideas. Within the programme, each of the four local authorities develop specific plans based on local needs.</p> <p>Innovation is at the core of these plans, and specialist support will be provided to individuals in order to turn the ideas into ventures.</p> <p>The aim is to conduct an evaluation of the programme during the reporting period.</p>
<p>9.6 Remit the Infrastructure Commission to ensure the strategy is considered when providing advice to Ministers on infrastructure investment.</p>	<p>We will continue to communicate with the Infrastructure Commission to ensure <i>Cymraeg 2050</i> is considered when giving advice to Welsh Ministers.</p>
<p>9.7 Post-Brexit, ensure continued support for the agriculture industry as a key employer/business within the Welsh-speaking heartlands.</p>	<p>Consideration of the impact of Brexit on the agricultural industry and rural communities more widely will continue.</p> <p>Responses to the consultation held in 2019, <i>Sustainable Farming and Our Land</i>, will be considered alongside the political and economic context that is developing now that we are in the post-Brexit transition period. Our proposals are designed to help farmers succeed in achieving the environmental and social outcomes upon which we all depend. To achieve this, we need to develop a support system that allows farmers to remain on their land at the heart of their communities.</p> <p>Throughout 2020, we will progress our joint planning agenda, including a broad mix of representatives from the agricultural community to contribute ideas and practical specialism to policy development.</p> <p>In the meantime, the Basic Payment Scheme will be extended to 2021, subject to adequate funding being provided by the UK Government for agricultural support.</p>
<p>9.8 Ensure full coverage of Local Development Plans across Wales, and support the</p>	<p>We will continue to work with the Planning Department to ensure Planning Authorities give full consideration to the Welsh language in preparing and reviewing their Local Development Plans and Strategic Development Plans.</p>

2017–21 objective	2020–21 reporting year
preparation of Strategic Development Plans where they are needed, with every plan giving consideration to the Welsh language.	
<p>9.9</p> <p>Launch a new National Development Framework which will have the Welsh language as an important consideration.</p>	<p>Work will continue on the National Development Framework. It will include a spatial strategy of which the Welsh language is an important part. Once published, the Framework will begin to influence regional and local land use planning.</p>

10. Culture and media

Our aim: ensure that the Welsh language is safeguarded as an integral part of our contemporary culture.

2017–21 objective	2020–21 reporting year
<p>10.1 Ensure that cultural, arts and sports organisations in Wales can access the support needed to promote the Welsh language and increase their use of the Welsh language. We will look to our sponsored bodies, including the Arts Council of Wales, National Museum Wales, The National Library of Wales and Sport Wales, to play a prominent role in helping us to do this.</p>	<p>This aim will be supported across the cultural sector in a number of ways, including:</p> <ul style="list-style-type: none"> • Our delivery partner for sport in Wales, Sport Wales, is committed to the principle that the Welsh and English language should be treated equally. Their last report against the Welsh Language Standards (https://www.sport.wales/content-vault/key-publications/) shows how this is reflected through their day-to-day activities. • Sport Wales continues to work closely with the Welsh Language Commissioner to support national governing bodies of sport in Wales on the use of Welsh language in their activities. • The National Library of Wales continues its development of the National Broadcast Archive supported by the Welsh Government, ensuring Welsh content will be available, and is active in delivering content for Wicimedia. • Amgueddfa Cymru – National Museum Wales continues to work to deliver services in Welsh and the latest report can be found here https://museum.wales/media/47560/Welsh-Language-Monitoring-Report--2018-19.pdf • Arts Council Wales (ACW) continues to support the Welsh language and its report on compliance can be found here https://arts.wales/resources/complying-our-welsh-language-standards . ACW is working with the National Centre for Learning Welsh and exploring how the Centre could assist it financially, to promote its services within the arts sector. ACW has commissioned Elen ap Robert to undertake the Mapping of Welsh Language Cultural Activity to identify opportunities for ACW to collaborate and integrate its work with that of others. • Cadw will continue to take steps to improve Welsh language provision at its monuments through recruitment programmes and upskilling its existing workforce. <p>For 2020-21 specifically:</p> <ul style="list-style-type: none"> • Cadw can commit to continue a programme of Welsh language basic skills training to improve the language skills of front line staff. Cadw will also tailor its recruitment processes to provide the best bilingual service possible at

2017–21 objective	2020–21 reporting year
	<p>each of its monuments. Instalment of new interpretation at sites will also raise the profile of the language by giving it proper prominence.</p> <ul style="list-style-type: none"> • The Culture and Sport Division will continue to ask our sponsored bodies to maintain a focus on increasing the use of the Welsh language, both as part of cultural events and in their day-to-day work. • The Division will also be taking forward the establishment of new Cultural Priorities later this year. This work will include a key focus on the Welsh language, given the link between culture and Welsh language in the Well-being of Future Generations Act. • Sport Wales continues to fund the Urdd to expand the opportunities for young people across Wales to participate in sporting activities in Welsh. • The National Library will continue to support the development of bilingual services across the public sector. • Amgueddfa Cymru – National Museum Wales has identified actions to be taken forward. These will be included in their operational plan, including a commitment to audit Welsh language provision across public programmes and to establish Welsh in the workplace lessons for staff. • The Royal Commission is continuing to offer Welsh language lessons for staff and this continues to enhance the level of Welsh in the workplace. • Arts Council Wales is working to reverse a decline in audiences for Welsh Language theatre. ACW has published a toolkit for artists to support developing bilingualism through arts. All of ACW’s Arts Portfolio Wales (APW) Clients are required to submit Welsh Language Action Plans. ACW has commissioned a short piece of work which will assess current Welsh language marketing provision across the arts sector in Wales. • Sport Wales, with support from the Welsh Language Commissioner, will refresh its Welsh Language Strategy during 2020-21 with the intention of providing greater support for sporting organisations across Wales to promote and increase the use of Welsh.
<p>10.2 Use the Welsh language as a part of ‘Brand Wales’ to promote Wales to attract tourism and investment.</p>	<p>Our distinctive language is celebrated as part of the Cymru Wales Nation brand and we regularly and proactively promote the Welsh language and our culture as a central strength on the world stage. More specifically, the Welsh language inspires core elements of the brand, particularly the award winning typeface, a cornerstone of the brand’s visual identity. The Cymru Wales typeface takes cues from the Welsh typographical heritage, and was designed specifically to work in a bilingual context.</p>

2017–21 objective	2020–21 reporting year
	<p>Campaigns executed as part of our brand work often use and promote the Welsh language, in order to promote a strong and distinctive message about Wales and to emphasise that Wales is an outward facing, bilingual nation.</p> <p>As part of our engagement activity with the tourism industry, we also highlight the importance of these businesses in providing consumers with personalised, local experiences and promoting the Welsh language as a key aspect of making their product, area and Wales stand out.</p>
<p>10.3 Through our sponsorship activity, ensure that the use of the Welsh language increases, both in cultural events and in the day-to-day work of our cultural organisations.</p>	<p>Sport Wales continues to fund the Urdd to expand the opportunities for young people across Wales to participate in sporting activities in Welsh</p> <p>The National Library is a fully bilingual workplace and undertakes to actively support the development of bilingual services across the public sector.</p> <p>Amgueddfa Cymru – National Museum Wales has identified actions to be taken forward as part of a future operational plan, including a commitment to audit Welsh language provision across public programmes and to establish Welsh in the workplace lessons for staff.</p> <p>Arts Council Wales (ACW) is working to reverse a decline in audiences for Welsh language theatre. ACW has published a toolkit for artists to develop bilingualism through arts. All of ACW’s Arts Portfolio Wales (APW) Clients are required to submit Welsh Language Action Plans. ACW has commissioned a short piece of work which will assess current Welsh language marketing provision across the arts sector in Wales.</p> <p>All events supported by Major Events Unit grant funding are encouraged to implement a Welsh language policy which seeks to promote and make effective use of Welsh in the staging and marketing. The Unit intends to support various events during 2020-21 including the FOCUS Wales Festival and Wales Rally GB. The Major Events Unit works closely with the Welsh Language Commissioner’s Hybu Team and signposts all supported events to their services.</p> <p>Creative Wales will play a key role in ensuring Welsh language music can develop commercial opportunities. A successful partnership is in place with PYST, an initiative co-funded with the Welsh Language Division, to provide the first digital distribution and label service primarily for Welsh language music. This work is</p>

2017–21 objective	2020–21 reporting year
	<p>taking place both within Wales and beyond on regular shows and events.</p> <p>Creative Wales has also worked on showcasing activity to take the language across the border. PYST has also trialled a monthly tour of three Welsh language acts visiting Glasgow, Manchester and London working alongside promoters in those markets.</p> <p>We recognise there have been challenges historically for Welsh language music performers. However, there has been progress with more opportunities for artists to create and perform commercially across music genres in Welsh.</p> <p>Creative Wales will capitalise on the current appetite for Welsh language music and build on successes to date, such as the PYST initiative, which has allowed Welsh language musicians to reach new audiences and markets.</p>
<p>10.4 Exert influence to ensure that the offer in relation to television and radio and all different kinds of media remains contemporary and relevant to Welsh speakers of all ages.</p>	<p>When awarding or revising radio licenses for stations in Wales, we will continue to draw the attention of Ofcom and the UK Government to the bilingual nature of Wales and to the importance of the Welsh language. We will do this by setting out in the contract that a certain number of hours will be broadcast in Welsh as well as a statement on Welsh web content, such as text, streaming and video clips.</p> <p>Ensuring linguistic variety, especially the Welsh language, in services for Wales, should be set as a target in awarding and regulating services for Wales.</p>
<p>10.5 Continue to support the publishing industry to ensure the availability of a wide choice of Welsh-language publications in various formats, in order to meet the demand from different audiences.</p>	<p>Through the Welsh Books Council, we will continue to support the publishing industry to ensure a wide choice of publications are available in Welsh. This will include books and magazines for adults and children, and support for the Digital News Service.</p> <p>The tendering process for the Digital News Service will continue in 2020-21.</p> <p>During 2020-21, the Welsh Books Council will continue to give special attention to children’s and young people’s books (in order to implement some of the recommendations made in Siwan Rosser’s Report). It will consider alternative methods (eg Augmented Reality) of communicating information about children’s books to parents and book buyers who do not read in Welsh.</p> <p>The Welsh Books Council will look at ways of extending the provision of Welsh audio books through the grant system and the co-operation of other organisations.</p>

2017–21 objective	2020–21 reporting year
	<p>The Welsh Books Council will conduct research into the Welsh book-reading market which will provide information about the industry's possible audience and also into the development of the new computer system.</p> <p>Following the decision by Gomer and CAA not to publish books, the Welsh Books Council will consider ways of attracting and encouraging new publishers, and of safeguarding the variety and volume of books provided for the market.</p>

11. Wales and the wider world

Our aim: ensure that the Welsh language is an integral part of our efforts to enhance Wales' relationship with the wider world, and used to welcome and integrate people who move to Wales.

2017–21 objective	2020–21 reporting year
<p>11.1 Lead by example by embracing our unique Welsh language and culture when making connections with the wider world, ensuring they are incorporated into important national events at every possible opportunity.</p>	<p>All events supported by Major Events Unit grant funding are encouraged to implement a Welsh language policy which seeks to promote and make effective use of Welsh in the staging and marketing of that event.</p> <p>The Unit plans to support various events during 2020-21 including the FOCUS Wales Festival and Wales Rally GB.</p> <p>The Major Events Unit works closely with the Welsh Language Commissioner's Hybu team and signposts all supported events to their services.</p> <p>The Government gives an annual grant of £90,000 to Ysgol Gymraeg Llundain, and this will continue in 2020-21. This school promotes the Welsh language in London and provides Welsh-medium primary education for children, many of whom later return to the Welsh-medium education system in Wales.</p> <p>We will continue with the project of granting practical experience for individuals from Wales to teach in Patagonia. The project is managed by the British Council on behalf of Welsh Government in partnership with the Wales-Argentina Society, the School of Welsh at Cardiff University, the Urdd, and the National Centre for Learning Welsh.</p> <p>Welsh Government chairs the British-Irish Council's Indigenous, Minority and Lesser-used Languages working group. We will continue to benefit from this forum to discuss and share good practice and expertise with people from different backgrounds.</p> <p>The Network to Promote Linguistic Diversity (NPLD) is a European wide network working in the field of language policy and planning for Constitutional, Regional and Small-State Languages (CRSS) across Europe. NPLD includes governments both national and regional, universities and associations as its members.</p> <p>NPLD's main goal is to raise awareness at a European level on the vital importance of linguistic diversity. NPLD also aims to facilitate the exchange of best practices among governments, policy makers, practitioners, researchers and experts from all</p>

2017–21 objective	2020–21 reporting year
	<p>over Europe. Wales currently holds the Vice Chair role within the NPLD and will continue to increase awareness of the Welsh language internationally.</p>
<p>11.2 Lead by example as a Government, to promote the Welsh language on the world stage and embrace the benefits of being a bilingual country by influencing all governmental marketing and communication campaigns so that our standing as a bilingual country is viewed as a unique selling point within the wider world.</p>	<p>In line with the commitment in Welsh Government’s International Strategy, published in January 2020, we will:</p> <ul style="list-style-type: none"> • ensure Wales is promoted as a bilingual country in our international engagement work • build on the work undertaken under the UNESCO 2019 International Year of Indigenous Languages to share the story of the Welsh language and our efforts to support the language among other multilingual countries • look for opportunities to share the messages of our national campaigns beyond Wales. <p>When operating overseas, we always seek to promote the Welsh language as one of Wales’ greatest assets. Here are some examples of work that we have undertaken in the past and will continue to do so in 2020-21: encouraging people to record saying something to camera in Welsh and sharing it on social media as part of our soft power efforts, for example, around St David’s Day; producing bilingual menus for any international events; including Welsh in speeches; using the language as a talking point in receptions / events, including Welsh language lessons where the occasion allows.</p> <p>In our international engagement work, we ensure that Wales is promoted as a bilingual nation. This is reflected in the new International Strategy.</p> <p>In 2018-19, the First Minister signed a new Memorandum of Understanding with the Basque Autonomous Community. Cooperation in relation to language policy and research forms part of this agreement, and the co-operation will continue this year.</p> <p>We will work with the Quebec Government to take forward the Quebec-Wales Declaration of Intent signed on 25 February 2020, which includes a commitment for co-operation on language policies.</p> <p>See also 10.2.</p>

2017–21 objective	2020–21 reporting year
<p>11.3 Increase visibility of the Welsh language and access to initial Welsh language awareness and learning to visitors by piloting interventions, such as the Pecyn Croeso Project with Anglesey County Council, and if effective extend to other local authority areas.</p>	<p>We will bring together all players in order to review the project and consider new interventions for the future before we consider further expanding the plan.</p>
<p>11.4 Develop better support to enhance integration of in-migrants into Welsh-speaking communities, drawing similarities with the Voluntariat per la Llengua Programme in Catalunya.</p>	<p>Building on the progress made in previous years, the “Siarad” scheme will continue to offer support for learners across Wales to use their Welsh with those who are more confident to speak Welsh.</p>

12. Digital technology

Our aim: ensure that the Welsh language is at the heart of innovation in digital technology to enable the use of Welsh in all digital contexts.

2017–21 objective	2020–21 reporting year
<p>12.1 Invest more in research and innovation in language technologies to facilitate use of Welsh in the digital age.</p>	<p>We will continue to implement our Welsh Language Technology Action Plan, published on 23 October 2018. Announcements will be made throughout the year as appropriate.</p>
<p>12.2 Explore investment opportunities, collaboration, the sharing of resources and techniques to support our technological infrastructure (computer-aided translation, artificial intelligence (AI) technology, voice recognition, etc.) so that the Welsh language can be used on electronic devices.</p>	<p>The Welsh Language Technology Action Plan addresses all these areas.</p>
<p>12.3 Support the development of new digital bilingual resources for use in schools, the workplace, and socially.</p>	<p>Schools: we will identify needs and commission resources to meet requirements in terms of curriculum and qualifications.</p> <p>The workplace: one of the three main themes of the Welsh Language Technology Action Plan is Computer-Assisted Translation (CAT).</p> <p>Socialising: Bangor University has improved a Welsh speech-to-text system as part of the Maccsen project which receives financial assistance from the Government.</p>
<p>12.4 Work on motivating the</p>	<p>We will facilitate dialogue with the main IT companies in order to develop the kind of Welsh language technology infrastructure that is needed by the major companies to be able to offer support to</p>

2017–21 objective	2020–21 reporting year
main technology companies to increase the Welsh-language provision offered.	Welsh speakers. This will be done as part of the implementation of the Welsh Language Technology Action Plan.
<p>12.5 Ensure that our grant recipients and organisations promoting the Welsh language are using technology well, including data systems, internal communication, social media and marketing tools.</p>	We will ensure that technology and marketing are given appropriate attention by our grant partners through our grant scheme to promote the use of the Welsh language.
<p>12.6 Support efforts to increase the number of Welsh-language Wikipedia pages.</p>	We intend to continue to encourage communities of Welsh language Wikipedia volunteers by offering financial support for workshops and the creation of automated Welsh articles.

13. Linguistic infrastructure

Our aim: ensure the continued development of Welsh language infrastructure (dictionaries, terminology, the translation profession) as integral to the delivery of the *Cymraeg 2050* strategy.

2017–21 objective	2020–21 reporting year
<p>13.1 Review the current structures to ensure that we have a sustainable corpora (i.e. a large collection of printed texts or sound recordings) policy for the Welsh language.</p>	<p>We will consult on a policy to encompass the different elements of the Welsh linguistic infrastructure, e.g. corpora, dictionaries, terminology, the translation profession, with the aim of publishing a final policy in due course.</p>
<p>13.2 Support the production of more high-quality lexicographical, corpus and terminology resources to support learners and fluent speakers.</p>	<p>We will consult on a policy to encompass the different elements of the Welsh linguistic infrastructure, e.g. corpora, dictionaries, terminology, the translation profession, with the aim of publishing a policy in due course. This policy will consider the best way of co-ordinating the different elements of linguistic infrastructure for the user's benefit, i.e. teachers, school pupils, students, learners, individuals at their everyday workplace, or experts (e.g. professional translators).</p>
<p>13.3 Continue to support Welsh translators and interpreters so that the sector has the capacity to meet the increasing demand for quality accredited translation services, and are equipped with the latest systems used in machine translation to improve accuracy,</p>	<p>The future of the translation profession is one of the themes we are considering as we develop a linguistic infrastructure policy. The way in which this policy is aligned with the Welsh Language Technology Action Plan will bring additional benefits to the translation profession.</p> <p>We will continue to support Cymdeithas Cyfieithwyr Cymru, who accredit and support translators in Wales.</p>

2017–21 objective	2020–21 reporting year
speed and consistency of translation.	

14. Language planning

Our aim: embed language planning and language promotion nationally, regionally and locally, with a better understanding of and support for bilingualism and the needs of Welsh speakers.

2017–21 objective	2020–21 reporting year
<p>14.1 Establish a programme board to embed the principles of language planning and the vision of reaching a million Welsh speakers by 2050 across the work of Government.</p>	<p>The Cymraeg 2050 Programme Board will meet at least once a term to review progress against the strategy. The Board will also work to mainstream the principles of <i>Cymraeg 2050</i> into all Government areas of work, as required.</p>
<p>14.2 Launch a national training programme – Understanding Bilingualism.</p>	<p>See 6.4.</p> <p>Leading in a Bilingual Nation: this critical language awareness programme will focus in the first instance on developing new senior leaders within the public sector in Wales. It uses the structures of AcademiWales.</p> <p>We also consider many other aspects of our work to be a part of this programme, e.g. aspects of the Cymraeg for Kids programme, Language Use Training (a programme of interventions to foster positive attitudes towards the language and increase informal use in schools), the Welsh Language Charter and the Transmission Policy referred to in 1.1 above.</p>
<p>14.3 Work together with local authorities to support their efforts to build capacity around Welsh language planning, supporting their implementation and co-ordination of the county strategies to promote the Welsh language, the Welsh in</p>	<p>We will continue to support local authorities as they prepare and consult on their new draft Welsh in Education Strategic Plans during 2020/21. The new plans will begin in 2021.</p> <p>The new arrangements for local authorities include introducing longer-term strategic plans (10 years) as well as plans prepared on the basis of clear and ambitious targets introduced by Welsh Government. The targets are set to correspond with the <i>Cymraeg 2050</i> education milestones to increase the percentage of learners in Welsh-medium education to 30% by 2031. (See 3 and 3.4).</p> <p>We will put together a plan that will outline new and creative approaches, making the best possible use of technology and digital platforms to strengthen our links with our partners. There will be an opportunity to put this into practice through the Welsh in Education Planning Forum and the WESP.</p>

2017–21 objective	2020–21 reporting year
Education Strategic Plans and meeting their duties under the Well-being of Future Generations (Wales) Act 2015.	See also 3.3, 3.5 and 3.7.

15. Evaluation and research

Our aim: continue to build on our evidence about the Welsh language and its speakers, as a basis for assessing the effectiveness of our interventions and developing Welsh language policy.

2017–21 objective	2020–21 reporting year
<p>15.1 Continue to develop our evidence base, identifying wherever possible opportunities to collaborate with research partners in Wales and beyond.</p>	<p>Welsh Government Knowledge and Analytical Services will co-operate with officials across Welsh Government to implement the Welsh Language Evidence Plan for 2020-21. We intend to conduct research to develop our understanding of the elements of effective immersion education, and will publish an evaluation of the Sabbatical Scheme for practitioners during the reporting year. We will also complete the evaluation of the Welsh Language Charter. We plan to consider the main findings of <i>The Welsh Language and the Economy: a review of evidence and methods report</i> in terms of what research could be considered and developed further in the future. We will continue to develop an Evaluation Framework for <i>Cymraeg 2050</i>, to support evidence-planning beyond 2020-21.</p> <p>Mainstreaming the Welsh language across the Government's research activity will continue. The emphasis in 2020-21 will be offering guidance and support, with the aim of making mainstreaming sustainable across areas of research.</p> <p>We will maintain research partnerships and forge new ones, in Wales and further afield, through presentations in conferences where possible, and by contributing to cooperation in relation to the Memorandum of Understanding with the Basque Autonomous Community. We will foster research capacity for the future by providing support for doctoral scholarships in language-learning.</p>
<p>15.2 Explore ways of adding to our understanding of speakers' linguistic experiences over their lifetime. We will also explore ways of collecting information about speakers' Welsh language use through Welsh Language Use Surveys.</p>	<p>A new Welsh Language Use Survey was commissioned in 2019. The field work began in July 2019. Welsh Government Knowledge and Analytical Services will analyse and publish interim results of the survey's first nine months during autumn 2020.</p> <p>We will also continue to analyse the Office for National Statistics' Longitudinal Study data, which includes Census data from 1971 to 2011, in order to establish how the Welsh language skills of individuals change over the course of their lives.</p> <p>We will continue to analyse administrative data from education to better understand progression within Welsh-medium education as pupils move from one phase of education to the next.</p>

2017–21 objective	2020–21 reporting year
	In developing the Evaluation Framework for <i>Cymraeg 2050</i> , we will create a research programme that will contribute to our understanding of the linguistic journey of individuals over the course of their lives.