



Llywodraeth Cymru  
Welsh Government

## **Response to the Coleg Cymraeg Cenedlaethol task and finish group report**

## **Audience**

The Coleg Cymraeg Cenedlaethol; universities, further education colleges and work-based learning providers in Wales; learners and organisations that represent their interests; organisations that represent educational organisations in Wales; Welsh Government departments; organisations representing employers; private sector companies in Wales; organisations working to promote the use of Welsh and other stakeholders; partners involved in the field.

## **Overview**

In August 2016 the Cabinet Secretary for Education announced the establishment of a task and finish group to review the activities of the Coleg Cymraeg Cenedlaethol and make recommendations on the way forward. The review would inform future policy and budget decisions regarding the Coleg.

## **Further information**

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## **Additional copies**

This document can be accessed from the Welsh Government's website at [gov.wales](http://gov.wales)

## **Related documents**

*Welsh-medium Education Strategy (2010)*; *Cymraeg 2050 – A million Welsh speakers (2017)* Welsh language strategy

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.

This document is also available in Welsh.



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## **Executive summary**

In August 2016 the Cabinet Secretary for Education announced the establishment of a task and finish group to review the activities of the Coleg Cymraeg Cenedlaethol and to make recommendations on the way forward. The review would inform future policy and budget decisions regarding the Coleg.

As part of its terms of reference, the group explored the potential expansion of the remit of the Coleg Cymraeg Cenedlaethol to include further education, in response to a commitment in Taking Wales Forward, the Welsh Government's programme for Government.

On 25 July 2017 year, the final report, *Review of the activities of the Coleg Cymraeg Cenedlaethol* was published which included a total of 25 recommendations for consideration by the Welsh Government and the Coleg.

The Welsh Government sets out below its response to the Report's individual recommendations.

## Response to recommendations

	<b>Recommendation</b>	<b>Response</b>	<b>Responsibility</b>	<b>Action</b>
1	The Welsh Government should extend the role of the Coleg to be a recognised national strategic body for developing the Welsh language across the higher education, further education and work-based learning sectors.	Accept	Welsh Government	<p>This recommendation is accepted.</p> <p>The Welsh Government accepts that the responsibilities of the Coleg should extend to the post-16 sector, while acknowledging that further work and planning needs to be undertaken before the activities of the Coleg within the further education and work based learning sectors are on a par with its activity within the higher education sector.</p>
2	<p>As the responsibilities of the Coleg extend to the post-16 sector, the College should change the composition of the Board of Directors, ensuring that:</p> <ul style="list-style-type: none"> <li>• any change in the composition of the Board of Directors reflects its new responsibilities;</li> <li>• the Board membership has a high level of expertise and considerable recent experience in the higher education, further education and work-based learning sectors;</li> <li>• the Board membership is balanced</li> </ul>	Accept	Welsh Government, Coleg Cymraeg Cenedlaethol	<p>Both Welsh Government and the Coleg accept this recommendation.</p> <p>An internal review of governance had already been initiated by the Coleg which was delayed until the final report of the task and finish group was published. The Coleg will now progress with changing the composition of the Board of Directors in line with the recommendations.</p>

	<p>across the sectors;</p> <ul style="list-style-type: none"> <li>• some Board members have knowledge and experience of the needs of the world of work;</li> <li>• the membership of the Board should not be greater than it is at present, and;</li> <li>• the means by which members are appointed to the Board avoids conflict of interest, or perception of conflict of interest.</li> </ul>			
<b>3</b>	The Coleg should consider streamlining its general governance to make it as transparent as possible. It should consider the number, structure and membership of all committees and groups which contribute to the governance of the Coleg, based on their effectiveness and transparency.	Accept	Coleg Cymraeg Cenedlaethol	The Coleg accepts this recommendation and the recommendation will be considered as part of the activities outlined in section 2.
<b>4</b>	The Coleg should consider whether there is scope to reduce bureaucracy and internal processes, including in terms of monitoring, without impairing the effectiveness of the activities.	Accept in principle	Coleg Cymraeg Cenedlaethol	As part of its activities the Coleg will fully consider its responsibilities when dealing with public funds and will ensure that processes and activities are appropriate and proportional.
<b>5</b>	To the extent that it will be necessary to divert the Coleg's resources in the coming period, the Coleg should focus on protecting and developing the activities that are most critical	Accept	Welsh Government, Coleg Cymraeg Cenedlaethol	Both Welsh Government and the Coleg accept this recommendation.  As part of its funding agreement with the

	to supporting the Welsh Government's Welsh Language Strategy.			Coleg, the Welsh Government will prioritise activities which will have the greatest impact in achieving the objectives of the <i>Cymraeg 2050</i> strategy.
6	<p>The Coleg should focus its marketing messages on promoting the Welsh language as a skill in the workplace, rather than marketing the Coleg as a separate body. In so doing, the Coleg should:</p> <ul style="list-style-type: none"> <li>• focus on supporting schools by developing marketing materials for use by teachers, pupils and parents;</li> <li>• support Welsh-medium, bilingual and English-medium schools;</li> <li>• redirect its promotional work to reach younger pupils in year 9 and 10, before they begin to make decisions about their post-16 education, and;</li> <li>• coordinate its marketing work closely with the marketing departments of individual further and higher education institutions to ensure clear and consistent messages to school pupils regarding the value of the Welsh language.</li> </ul>	Accept	Welsh Government, Coleg Cymraeg Cenedlaethol	<p>To achieve the <i>Cymraeg 2050</i> aims and the development of post-16 Welsh-medium learning, learners need an understanding of the benefits of Welsh language skills and the advantages of Welsh-medium learning to maintain these skills.</p> <p>The Coleg will collaborate with the Welsh Government in the development and delivery of marketing activities to promote the Welsh language and Welsh language skills for the workplace. We will also collaborate to research and develop clear messages for young people regarding the Welsh language.</p> <p>Within schools, the Coleg will support the national strategy to promote the Welsh language and the benefits of Welsh language skills to young people.</p>

7	<p>The Welsh Government should, in partnership with the Coleg, put more pressure on schools and local authorities to contribute to the Language Strategy by communicating clear and consistent messages on the value of the language as a skill in the workplace and the importance of progression to higher education and post-16 education.</p>	Accept in principle	Welsh Government	<p>The Welsh Government, with support from the Coleg will consider how local authorities, in their relationship with schools can further contribute to the linguistic continuity of learners' education and the continued language skill development for the future workplace. Consideration will need to be given to the role of the Coleg in meeting the aims of the local authorities as set out within their Welsh in Education Strategic Plans.</p>
8	<p>The Coleg should amend the scholarship scheme by:</p> <ul style="list-style-type: none"> <li>• considering abolishing the Main Scholarship based on value for money as it is probable that there is no need for a financial incentive to students who decide to study at least 80 credits per year through the medium of Welsh;</li> <li>• focusing on the development of the Incentive/Flexible Scholarships Scheme in order to more effectively target those students who would not choose to study through the medium of Welsh without financial incentive, and;</li> <li>• ensure that there are scholarships for subjects which meet the needs of</li> </ul>	Accept	Welsh Government, Coleg Cymraeg Cenedlaethol	<p>The Coleg will review the scholarship scheme with the aim of implementing changes for the 2019-20 academic year.</p> <p>Consideration will be given as to whether the budget, currently allocated to the scholarship scheme, can achieve better outcomes and encourage more students to study through the medium of Welsh, if reallocated or if the scheme criteria is amended.</p> <p>The scholarships will continue to be offered in subjects where there is a demand for Welsh language skills by employers.</p>



	employers in order to strengthen the relationship between the Welsh language and the economy, in line with the Welsh Governments language policy.			
<b>9</b>	The Coleg should continue to offer Research Scholarships due to the value of the scheme to Welsh-medium research, to scholarship and learning, and in terms of supporting future lecturers.	Accept	Coleg Cymraeg Cenedlaethol	The Coleg will continue to offer research scholarships.
<b>10</b>	The Coleg should consider how it can develop the Welsh Language Skills Certificate by introducing different levels of attainment, allowing it to be more accessible to additional students and apprentices.	Accept in principle	Coleg Cymraeg Cenedlaethol, Welsh Government	The Coleg, in partnership with the Welsh Government will consider how the recommendation can best be achieved.
<b>11</b>	The possibility of offering the Welsh Language Skills Certificate to students who study outside of Wales should be explored, enabling them to maintain contact with the language in order to highlight opportunities for employability/further study in Wales (e.g. work experience, Masters degrees).	Accept	Coleg Cymraeg Cenedlaethol	The Coleg will consider possible options to offer the Welsh Language Skills certificate to students who study outside Wales.
<b>12</b>	The Welsh Government should continue to set targets for the Coleg on the basis of 5 and 40 credits through the medium of Welsh,	Accept	Coleg Cymraeg Cenedlaethol, Welsh	Future targets will be set based on the current basis of 5 and 40 credits through the medium of Welsh.

	which should reflect the needs of the Government's Welsh Language Strategy. The Coleg should continue to record the number of students completing 80 credits per year.		Government	The Coleg will continue to record the number of students completing 80 credits per year.
13	The Coleg should discuss with individual institutions how they can enrich the experiences offered under the 5 credit indicator to ensure that students who are recorded under this indicator use the language to some extent.	Accept	Coleg Cymraeg Cenedlaethol	As part of its on-going discussions with individual institutions, the Coleg will regularly discuss how the experience of students that study 5 credits through the medium of Welsh, can be enriched.
14	The Welsh Government and the Coleg should develop an additional indicator based on the percentage of school pupils who can speak Welsh who go on to study through the medium of Welsh in higher or further education.	Accept	Welsh Government, Coleg Cymraeg Cenedlaethol	The Welsh Government and the Coleg will develop an additional indicator with a view of piloting during 2018-19.
15	The Coleg should work more proactively when setting priorities and making strategic decisions regarding the support given to different subjects.	Accept	Coleg Cymraeg Cenedlaethol	The new subject grant is based on the new academic plan: <i>Towards 2020 and beyond</i> , where the Coleg sets out its intention to deliver support with strategic considerations regarding subjects and funding levels.
16	In developing the subject grants scheme, the Coleg should; <ul style="list-style-type: none"> <li>• work in an open and transparent</li> </ul>	Accept	Coleg Cymraeg Cenedlaethol	The Coleg will undertake a review of the grant scheme after three years.

	<p>manner, to secure the sector's support and to foster confidence in the subject grants process;</p> <ul style="list-style-type: none"> <li>• ensure that its plans are clear and include a clear timetable for changes which affect the institutions;</li> <li>• monitor the impact of the new subject grant scheme carefully and make a full assessment of the impact and success of the scheme after three years;</li> <li>• when offering subject grants, the Coleg should consider the number of locations that provide courses in the same subject, and reduce the number, if appropriate, to ensure the sustainability of the provision, and;</li> <li>• ensure that there are subject grants for subjects/areas where there is a demand amongst employers for bilingual skills.</li> </ul>			See response 15
17	Individual institutions should make every effort to ensure best value for money by investing their own funding and resources to contribute to the Welsh-medium provision in order to add to what is supported by the Coleg.	Accept	Welsh universities, further education collages, Coleg Cymraeg Cenedlaethol.	The new subjects grant is based on the new academic plan; <i>Towards 2020 and beyond</i> , where the support for individual subjects will be based on priority areas. Where subjects are deemed to be mature, where there is existing provision within universities and sufficient number of students to make the provision sustainable,

				<p>the universities would be expected to maintain this provision without additional support.</p> <p>The new subjects grant will provide an incentive for universities to maintain current provision and develop new provision in partnership with the Coleg.</p>
<b>18</b>	The Coleg should develop and harmonise the core activities of its branches whilst safeguarding the flexibility to respond to the specific conditions of individual institutions.	Accept	Coleg Cymraeg Cenedlaethol	A recent review of the Coleg branches has been undertaken; the actions from the review that relate to this recommendation, will be implemented immediately.
<b>19</b>	The Coleg should work closely with the higher education institutions to ensure that the branches have sufficient input and influence at a strategic level within the institutions.	Accept	Coleg Cymraeg Cenedlaethol	<p>As part of the agreement between the Coleg and individual institutions to fund the local branches, there will be a requirement for the branch to have an influence at a strategic level within the institutions.</p> <p>See section 18</p>
<b>20</b>	The remit of the Coleg Cymraeg Cenedlaethol should be extended to include the post-16 sector.	Accept	Welsh Government, Coleg Cymraeg Cenedlaethol	<p>This recommendation is accepted.</p> <p>See section 21</p>
<b>21</b>	To develop activity within the post-16 sector the Coleg should;	Accept	Welsh Government, Coleg Cymraeg	The Welsh Government accepts that the activities of the Coleg should be extended to include the post-16 sector.

	<ul style="list-style-type: none"> <li>• establish a specialist planning board under the auspices of the Coleg, that will include representation from further education colleges, the work-based learning sector and Welsh Government, to develop an action plan to increase Welsh-medium provision within the post-16 sector;</li> <li>• the planning board should prioritize three specific areas: supporting the current staff of colleges and training providers to develop their skills in order to teach bilingually, developing Welsh-medium teaching resources, and promoting the opportunities and benefits for learners in the Welsh Government's priority areas, and;</li> <li>• create a post-16 planning unit to support the work of the Planning Board and to respond to the new responsibilities.</li> </ul>		Cenedlaethol	<p>Further planning needs to be undertaken before the Coleg implements significant activities within the further education and work based learning sectors but activities where the Coleg has current influence, expertise and capacity will be immediately developed.</p> <p>The Coleg will be tasked with establishing an advisory board with appropriate stakeholder representation to advise on priorities and interventions to ensure that future actions are aligned to the needs of learning providers, learners and employers.</p> <p>An action plan will be developed jointly by the Welsh Government and the Coleg which will detail the immediate and long-term actions and interventions required to develop post-16 Welsh-medium provision.</p> <p>The Coleg will consider how its internal processes and structure can support the advisory board, the development of an action plan and its future role within post-16 learning.</p>
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<b>22</b>	In partnership between the Welsh Government, the Coleg and other stakeholders, consideration should be given to how the capacity of the vocational sector to assess through the medium of Welsh could be developed, both internally within institutions and externally by the awarding bodies.	Accept	Welsh Government, Coleg Cymraeg Cenedlaethol,	This recommendation will be considered as part of a wider commitment to develop an action plan for the development of Welsh-medium learning within the post-16 sectors.
<b>23</b>	The Coleg should consider every opportunity to review costs, particularly central costs, to ensure value for money.	Accept	Welsh Government, Coleg Cymraeg Cenedlaethol	As part of its annual funding agreement, the Coleg will be required to consider and demonstrate how activities can be delivered and outcomes achieved in a way that provided the best value for money.
<b>24</b>	The Coleg should continue to be funded directly by the Welsh Government. The funding options should be reviewed within four years as the role and responsibilities of the new post-compulsory body become clearer.	Accept	Welsh Government	The Welsh Government will continue to fund the Coleg directly.  As the new PCET Commission is established, the Welsh Government will consider how the role of the Coleg is aligned with the responsibilities and activities of the new commission.
<b>25</b>	The Coleg should discuss with the Welsh Government the need for any additional funding in response to their new responsibilities. This should be based on an action plan, but in the short term an increase	Accept	Welsh Government, Coleg Cymraeg Cenedlaethol	Further discussions regarding funding will commence in response to activities in section 22.

	in the central costs is not considered necessary.			
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