

CYMRAEG



Llywodraeth Cymru
Welsh Government

Cymraeg 2050: A million Welsh speakers

Action plan 2019-20



Cymraeg 2050: A million Welsh speakers, Action plan 2019–20

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 2019–20, 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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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)

Contents

Introduction	2
Theme 1: Increasing the number of Welsh speakers	3
Theme 2: Increasing the use of Welsh	12
Theme 3: Creating favourable conditions – infrastructure and context	17

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 outlines in the Cymraeg 2050 Strategy during each financial year. This is the action plan for 2019–20.

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 2019–20 reporting year are noted against objectives as they are laid out in *Cymraeg 2050: A million Welsh speakers* and *Cymraeg 2050: A million Welsh spekaers, 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	2019–20 reporting year
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.	A policy regarding the transmission of the Welsh language within families will be published during 2019-20, underpinned by pilot schemes to trial various interventions with the aim of increasing the number of people who speak Welsh with their children.
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>The Cymraeg for Kids programme began in April 2016. It builds on the progress made under its predecessor, 'Twt'.</p> <p>The recommendations made by an independent evaluation of the programme, published in February 2019, will be incorporated into the implementation of Cymraeg for Kids from April 2019 onwards.</p>
1.3 Continue to work with NHS Wales to ensure that midwives, health visitors and 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.	The Cymraeg for Kids programme will continue to work with partners in health and other fields to share information about language transmission with parents and prospective parents. This work will take into account the recommendations of an evaluation of the Cymraeg for Kids programme published in February 2019 – see 1.2.

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	2019–20 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>Building on the progress made during 2018-19, a programme managed by Mudiad Meithrin will continue to establish new nursery groups during 2019-20. Current evidence will be used to ensure that these are set up in areas where there is presently a lack of provision and where establishing them is likely to result in an increase in the number of children in Welsh-medium education.</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>The Childcare Offer will continue to be extended to new areas during 2019-20. We will use the information collected about the use families make of Welsh-medium and bilingual services to develop other programmes. Cymraeg for Kids' messages about childcare and Welsh-medium education will be incorporated into the Childcare Offer communication campaign to encourage as many families as possible to take up Welsh-medium childcare through the Offer. We will work with local authorities to implement projects worth £33m to renovate childcare settings and develop new childcare settings.</p>
<p>2.2 Continue to support existing Welsh-medium childcare provision, helping providers expand 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>A range of support will continue to be offered to the Welsh-medium childcare sector, building on the progress made in 2018-19 which resulted in the setting up of 10 new nursery groups.</p> <p>This includes the support Mudiad Meithrin offers to its members, to strengthen and expand the services they offer.</p> <p>Cwlwm, a consortium of five umbrella organisations from the childcare and play sector, will also offer specific support to the sector as a whole to expand its Welsh-medium services.</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 Welsh in Education Strategic Plans (WESPS) Advisory Board was established in May 2018, under the chairmanship of Aled Roberts, to advise on changes to the Welsh-medium education planning infrastructure, in line with the ambition set out in <i>Cymraeg 2050</i>.</p> <p>Work is underway to draft revised regulations, with the intention of consulting on draft WESP regulations and guidance in May 2019. A commitment has been made in the legislative timetable to lay the WESP Regulations before the end of 2019.</p>

3. Statutory education

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

2017–21 objective	2019–20 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>The preparatory work for a new round of WESPs from 2021 will continue.</p> <p>The Minister for Education will make a written statement in March 2019, with a further update regarding the work the Advisory Board has completed and any recommendations made to strengthen planning for Welsh in Education through the WESPs.</p> <p>The consultation on Regulations regarding WESPs will take place after Easter, with the intention of laying the Regulations by the end of 2019.</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 2019-20, 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 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>The new curriculum, which will include one continuum of learning for the Welsh language, will be introduced from September 2022.</p> <p>A White Paper on the curriculum, 'Our National Mission: a Transformational Curriculum' has been published and will be the starting point for further developments in the legislation to form the basis of the new curriculum.</p> <p>A draft of the new curriculum's areas of learning and experience, which is based on a learning continuum, will be published in April and a final version will be produced by January 2020.</p>
<p>3.3 Establish an independent board to advise on changes to Welsh education planning processes.</p>	<p>The WESP Advisory Board was established in May 2018, under the chairmanship of Aled Roberts, to advise on changes to the legislation which supports Welsh-medium education planning, in line with the ambition set out in <i>Cymraeg 2050</i>. The members of the Advisory Board are Aled Roberts, Meirion Prys Jones, Dylan Foster Evans (Chair), Bethan Morris-Jones and Sarah Mutch.</p>

2017–21 objective	2019–20 reporting year
<p>3.4 Review the legislation underpinning Welsh education planning.</p>	<p>The main function of the WESP Advisory Board is to implement the 18 recommendations made as part of the rapid review of WESPs. One of the Board's priorities was to revise the <i>Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013</i>, so that <i>Cymraeg 2050</i>'s aim of creating an education system which increases the number of confident Welsh speakers is supported by clear statutory guidance and requirements.</p> <p>Work is underway on drafting revised regulations, with the intention of consulting on draft WESP regulations and guidance in May 2019. A commitment has been made in the legislative timetable to lay the WESP Regulations before the end of 2019.</p>
<p>3.5 Create the demand for Welsh-medium education through ambitious planning with achievable yet realistic targets while maximising existing resources. This may include capital investment through the 21st Century Schools and Education Capital Programme.</p>	<p>We will be working with local authorities to monitor progress and developments in the wake of the capital funding awarded during 2018-2019.</p>
<p>3.6 Review the definitions and categories of schools in Wales according to the language which is used as the medium of instruction.</p>	<p>As well as revising the Regulations, the WESP Advisory Board has been considering the Rapid Review's recommendation regarding school definitions and the existing categories for schools which provide varying degrees of education through the medium of Welsh. Research is being conducted into reviewing the definitions and categories of schools according to the language used for teaching, and the review's recommendations will be reflected in the curriculum area of work as required.</p>
<p>3.7 Review the process for increasing the proportion of Welsh-medium teaching and learning in schools.</p>	<p>We will continue to take positive steps towards the goal of increasing the number of learners who learn Welsh. This will include extending our financial incentives to attract teachers who go on to teach through the medium of Welsh, research into revising the definitions and categories of schools in Wales, and developing e-learning opportunities for learners in rural schools.</p>
<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>	<p>Local authorities are required to identify in their WESP how they will increase late immersion opportunities. We will continue to work in partnership and to increase the provision available to latecomers.</p>

2017–21 objective	2019–20 reporting year
3.9 Develop creative marketing campaigns aimed at increasing the demand for Welsh-medium education.	During 2018-19, Welsh language marketing officials, the curriculum planning team, and Welsh in Education officials will work together to develop appropriate campaigns which coincide with the timetable for introducing the new curriculum.
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.	We will continue to work with each of our partners and to strengthen our ties with them to improve the progression rate within each phase of education. Recommendations 1 and 3 of Aled Roberts' Rapid Review of WESPs, which discuss this, are under consideration by the WESP Advisory Board in order to agree on the most suitable and appropriate outcomes for the next round of WESPs.

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	2019–20 reporting year
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.	The <i>Further Education and Apprenticeship Welsh-medium Action Plan</i> was published in December 2018. Following this, the Coleg Cymraeg Cenedlaethol will develop a programme to prioritise activities which support the development of Welsh-medium vocational provision in 2019-20. It will do this in partnership with relevant organisations.
4.2 Continue to develop further education Welsh-medium and bilingual course provision in terms of course availability and learner uptake.	See 4.1. Alongside developing the action plan, we will work with the Post-16 Education Planning and Funding Branch to set the direction for increasing provision, and will report on bespoke performance measures.
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, enabling increased use of the language within their learning, at all levels of fluency.	The Coleg Cymraeg Cenedlaethol's Action Plan will incorporate developments to promote Welsh-medium and bilingual apprenticeships in its activities during 2019-10.
4.4 Develop marketing campaigns in collaboration with employers to increase young people's awareness of the value of bilingual skills within the workplace.	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.

2017–21 objective	2019–20 reporting year
<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 2019–20. Further courses tailored to the needs of specific sectors will be available during the year.</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	2019–20 reporting year
Milestones: <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. 	
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.	Mudiad Meithrin will continue to develop the support and training available to staff and volunteers during 2019-20. A selection of courses, developed by the National Centre for Learning Welsh to foster the play and childcare sector workforce's ability to work through the medium of Welsh, is being offered to the members of Cwlwm, a consortium of five umbrella organisations in this field.
5.2 Develop a clear understanding of the education workforce's Welsh language skills and ability to teach through the medium of Welsh to inform workforce planning.	Questions about practitioners' language skills and ability to teach in Welsh will be included as part of the School Workforce Annual Census from November 2019 onwards, in accordance with the Education (Supply of Information about the School Workforce) (Wales) Regulations 2017.
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.	Provision by new Initial Teacher Education partnerships will commence from September 2019, which includes an expectation that each trainee's linguistic skills and ability to teach in Welsh will be developed, in accordance with the accreditation criteria. We will continue to work with the new partnerships to implement the recommendations of an evaluation of the current provision in initial teacher education. The Iaith Athrawon Yfory incentive has been available to trainees since September 2018. During 2019, the Welsh Government will be reviewing all incentives for trainees.

2017–21 objective	2019–20 reporting year
<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 will include expansion of the Sabbatical Scheme for Welsh Language Training and support through the regional consortia.</p>	<p>We have increased the investment in the education workforce to £5m in 2019-20, following allocations of £4.2m in 2017-18 and £4.8m in 2018-19.</p> <p>This has enabled us to invest more in the Welsh Language Sabbatical Scheme, which provides periods of intensive Welsh language training to practitioners. In addition, the regional consortia receive funding to develop and provide a regional programme of professional learning to support the learning and teaching of Welsh as a subject, as well as learning and teaching through the medium of Welsh.</p> <p>We have commissioned an evaluation of the sabbatical scheme and its contribution to the provision of professional development in Welsh or through the medium of Welsh. The results of the evaluation will be the basis for the Sabbatical Scheme's strategic development and for practitioner training in future.</p> <p>Following the symposium on effective second language teaching, the Welsh Government, in partnership with practitioners and stakeholders, including regional consortia, researchers and training providers, will continue to develop specific guidance, training and support for practitioners to improve the teaching of Welsh in our English-medium schools.</p>
<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>During 2019-20, we will continue to support Sgiliaith to provide practical support to tutors in further education colleges, and to work-based learning providers, regarding using Welsh and bilingual learning to increase capacity and provision to support students who complete their education in Welsh and bilingually.</p> <p>The National Centre for Learning Welsh will run a Work Welsh scheme in further education colleges to develop tutors' language skills, so that it is possible for more bilingual learning to take place with students.</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 be setting up an All-Wales Strategy Group, which will include the main stakeholders in education, to develop the proposed resource supply model further. The group will identify needs across Wales, ensuring value for money is obtained and that suitable and relevant resources are supplied in good time to support learners aged 3-19.</p>

2017–21 objective	2019–20 reporting year
5.7 Develop more tools and resources in Welsh for learners with additional learning needs.	We will be commissioning resources after agreeing on the priorities for this area.
5.8 Work with Qualifications Wales to increase the number of vocational qualifications available in Welsh.	Qualifications are a key part of the work the Coleg Cymraeg Cenedlaethol will be carrying out under its Action Plan. It will also continue to collaborate with Qualifications Wales to ensure that a range of appropriate qualifications and assessments are available in Welsh.

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	2019–20 reporting year
6.1 Ensure that the Welsh Government leads by example by promoting and facilitating increased use of Welsh by our own workforce.	We will introduce recommendations to senior Welsh Government officials with the aim of agreeing upon an internal use policy to promote and facilitate the use of Welsh within the workforce. We will prepare an action plan for the policy and will begin to implement it in 2019-2020.
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.	Following the decision not to go ahead with the introduction of the Welsh Language Bill, we will consider a programme to bring more bodies within the scope of the Standards.
6.3 Develop and deliver a national 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>The Welsh for Business project will continue and will include two new officials in Ceredigion and Caerphilly. The work in 2019-20 will focus on three specific areas: tourism, food and drink, and retail.</p> <p>The network of officials aims to offer practical help to businesses in order to increase their visible and audible use of Welsh. This includes providing a translation service for short requests such as signs, marketing merchandise and social media messages.</p> <p>A Helpline will be launched in 2019-20. There will also be a marketing campaign to encourage businesses to use this service and the support provided by Welsh for Business. We will work alongside the Welsh Language Commissioner on this.</p>

2017–21 objective	2019–20 reporting year
<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>A 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>A critical language awareness programme will be trialled with public sector leaders. We will assess the success of the pilot scheme before expanding the project. We will work alongside AcademiWales to do this.</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>See 4.5.</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	2019–20 reporting year
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>On 1 February 2019, the Minister for International Relations and the Welsh Language announced the Cabinet's decision not to introduce the Welsh Language Bill within the term of this Assembly.</p> <p>In light of this decision, we will consider how best to implement the objectives of the White Paper <i>Striking the right Balance</i> without the need to legislate.</p>
7.2 Continue to extend the Welsh Language Standards to organisations within the scope of the legislation.	<p>Following the decision not to go ahead with the introduction of the Welsh Language Bill, we will consider a programme to bring more bodies within the scope of the Standards.</p>
7.3 Research behavioural change techniques to inform better service delivery methods to support a growing customer base for Welsh language services.	<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 publish guidance to help organisations to provide Welsh-medium technological services on the basis of relevant research into behavioural sciences. We will work alongside the Government Digital Service to do this.</p>
7.4 Review and evaluate the progress made against the implementation of the action points as outlined in the <i>More than just words. . . . 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>An Interim Evaluation will be conducted between April and July 2019 to:</p> <ul style="list-style-type: none"> - establish data-gathering needs - design research tools - decide on research areas for case studies - engage with case studies. <p>The Final Evaluation will be held between August 2019 and May 2020.</p>
7.5 As part of the National Support Framework for Businesses, increase understanding and maximise opportunities to strengthen bilingual customer services.	<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	2019–20 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. The Welsh language Helpline will be launched early this financial year. This will provide a free translation service for small businesses and charities.</p> <p>As part of the Coleg Cymraeg Cenedlaethol's Further Education and Apprenticeship Welsh-Medium and Bilingual Action Plan, work will continue to increase the social use of Welsh among post-16 learners in these sectors.</p> <p>The Welsh for Business network will continue and will work closely with the new Helpline so that the network's officials refer enquiries to the Helpline, and vice versa. The Helpline will be given a new brand and title early in the financial year.</p> <p>Our Welsh Language Technology Action Plan was announced in an Assembly plenary session in October 2018. We will implement the plan during this financial year.</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 - holding a full review of the grant scheme to promote and facilitate the use of Welsh in order to better understand the needs in terms of increasing the use of Welsh within the community - strengthening links between the organisations supporting the informal use of Welsh by young people - acting on the results of work to map community provision at county level, and the county framework action plan to increase the use of Welsh by children and young people. <p>We have commissioned an evaluation of the Welsh Language Charter and related language use programmes. The evaluation will be completed by October 2019 and will inform the future development of the programme.</p> <p>We have commissioned informal language use training for 2018-20. The programme is already underway and will continue until March 2020.</p>

2017–21 objective	2019–20 reporting year
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 needs.	<p>We will review the grant scheme for promoting and facilitating the use of Welsh in order to better understand the needs in terms of increasing the use of Welsh.</p> <p>The current grant scheme has been extended to 2019-20, and we will continue to manage grants receiving funding to promote the use of the Welsh language.</p>
8.4 Through our funding scheme, support families to encourage their children to establish the use of Welsh outside of school.	<p>We will continue to fund opportunities for families to use Welsh with their children through our grant scheme to promote the use of the Welsh language.</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>
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>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>
8.6 Develop a national programme for supporting new Welsh speakers in partnership with the National Centre for Learning Welsh and community partners.	<p>Building on the progress made in 2018-19, 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	2019–20 reporting year
9.1 Publish the revised <i>Technical Advice Note 20: Planning and the Welsh Language</i> .	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.
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>The Arfor strategic plan will be published before Summer 2019. This strategic plan will inform the implementation of several innovative projects in Ceredigion, Gwynedd, Carmarthenshire and Anglesey. Emphasis will be given to developing the economic infrastructure, which in turn will benefit the Welsh language.</p> <p>We have now established Regional Units to support the work of Chief Regional Officers in bringing a stronger and more effective regional dimension to our policies and delivery.</p> <p>The Chief Regional Officers and Regional Units are working with stakeholders on the ground to identify regional priorities and build a unity of purpose around shared priorities.</p> <p>Each region will develop a Regional Economic Development Plan which will look to maximise strengths and opportunities in each region.</p>
9.3 Implement and review the Welsh language framework and guidance toolkit developed in conjunction with the Wylfa Newydd developers.	Despite the suspension of activity in relation to Wylfa Newydd, we will continue to work with the Planning Department to identify opportunities to help Planning Authorities understand what is possible and required under existing laws, regulations and policies. We will do this to ensure authorities consider Welsh language requirements in preparing and reforming Local / Strategic Development Plans.

2017–21 objective	2019–20 reporting year
<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>See 9.3.</p> <p>We will continue to work with the Planning Department to identify opportunities to help Planning Authorities ensure they comply with Welsh language considerations in adopting and reforming Local Development Plans.</p> <p>We will also continue to work with the Planning Department on Welsh language-related matters as they prepare the National Development Framework for Wales and Local Development Plans.</p>
<p>9.5 Invest in entrepreneurial programmes which support Welsh speakers in rural areas.</p>	<p>Work to support entrepreneurship programmes will continue in 2019–20.</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 this Strategy 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 will continue. We will work with the Agriculture Department and the Rural Affairs Department to continue to support the rural infrastructure.</p>
<p>9.8 Ensure full coverage of Local Development Plans across Wales, and support the preparation of Strategic Development Plans where they are needed, with every plan giving consideration to the Welsh language.</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.</p>
<p>9.9 Launch a new National Development Framework which will have the Welsh language as an important consideration.</p>	<p>A public consultation will be held on a full draft version of the National Development Framework between July and October 2019. The draft and statutory impact assessments will consider the impacts of the Framework on the Welsh language, in line with the 2015 Planning (Wales) Act.</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	2019–20 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>Culture officials will support this aim in a number of ways:</p> <ul style="list-style-type: none"> - by contributing to the work to develop a National Broadcast Archive, being led by the National Library of Wales. When complete (2024), this project will make digitised copies of the entire BBC Cymru Wales radio and TV archive available to the public - some of it online, and some at the National Library and at four digital heritage hubs. A large element of this collection is in Welsh, and this project will enhance the use of Welsh in schools and in community settings. - support for Welsh language music, via the Pyst project.
<p>10.2 Use the Welsh language as a part of 'Brand Wales' to promote Wales to attract tourism and investment.</p>	<p>The Welsh language is an essential part of the Cymru Wales brand. Indeed, the language is the inspiration for core elements of the brand, e.g. the font (which has won a gold award in the European Design Awards), and it is also a national logo.</p> <p>We will also continue to encourage businesses to reflect the brand's values in their work. In the tourism sector, this includes encouraging businesses to ensure a strong sense of place in their provision, and using Welsh is essential to this.</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>Welsh language and culture policy officials will continue to co-operate to ensure the Welsh language is given greater prominence in cultural activities of all kinds. This will include an examination of the relationship between language and culture in order to develop events, products and activities that celebrate and raise awareness of our unique Welsh culture.</p> <p>This will also include consideration of ways to promote the richness of Welsh language culture within the cultural element of the new Welsh Government strategy for International Engagement.</p>

2017–21 objective	2019–20 reporting year
<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 (Golwg 360).</p> <p>During 2019–20, 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).</p> <p>The 2019-23 magazines tender will begin on 1 April and will include support for the current provision as well as for two new magazines: <i>Lysh</i>, a digital magazine for girls in their early teens and <i>Cara</i>, a new magazine for girls.</p> <p>The Welsh Books Council will lead the work on behalf of the Welsh Government’s Health Department (and through the Reading Agency) to ensure that Reading Well: ‘Books on Prescription’ are available in Welsh as well as in English. The remainder of the ‘Dementia provision’ and the ‘Mental Health List’ will be published during 2019–20.</p> <p>The tender to support the posts of creative editors within press bodies will be held in 2019-20, and will be an opportunity to look again at the support for publishers.</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	2019–20 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>We will play a prominent part in the UNESCO 2019 International Year of Indigenous Languages in order to:</p> <ul style="list-style-type: none"> • raise the profile of Wales internationally as a bilingual country • celebrate the history and culture of the Welsh language internationally • reinforce Wales as one of the leading countries in terms of linguistic revival - and to learn from others • raise awareness and foster pride in Wales of the Welsh language's position among the world's family of languages. <p>In 2018-19, the First Minister signed a new Memorandum of Understanding with the Basque Autonomous Community. Co-operation in relation to language policy and research forms part of this agreement, and the co-operation will continue this year.</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>Around 20 events are being supported in 2019-20 including Diffusion: Cardiff International Festival of Photography, the Llangollen International Music Eisteddfod, and the Cricket World Cup.</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>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 2019-20: 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>

2017–21 objective	2019–20 reporting year
	<p>In our international engagement work, we ensure that Wales is promoted as a bilingual nation. This is reflected in the new International Strategy under development.</p> <p>The Government awards an annual grant of £90,000 to the London Welsh School. This school promotes the Welsh language in London and provides Welsh primary education for children, many of whom return in due course to the Welsh-medium education system in Wales.</p> <p>One particular project allows for the secondment of teachers to key communities, the development of native teachers, the establishment of structured courses and the promotion of Welsh language activities in Patagonia. It is managed for the Welsh Government by the British Council in collaboration with the Wales-Argentina Society; the School of Welsh, Cardiff University; the Urdd; and the National Centre for Learning Welsh.</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>The Welsh language is an important, visible part of all our campaigns to market Wales generally. The Welsh language is used creatively and given prominence in our new print and film adverts to market Wales internationally, and there is a wealth of material regarding the Welsh language on the Wales.com website. The language will also continue to play a large part in Visit Wales' marketing campaigns. We have been encouraging businesses to use Welsh as part of Year of Discovery 2019.</p>
<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>Work on the Welcome to Wales, Welcome to Welsh scheme will be reviewed in 2019-20.</p>

2017–21 objective	2019–20 reporting year
<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>See 8.6.</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	2019–20 reporting year
12.1 Invest more in research and innovation in language technologies to facilitate use of Welsh in the digital age.	The Welsh Language Technology Action Plan was published on 23 October 2018. This year, the scheme's many action points will begin to be implemented. Announcements will be made throughout the year, as appropriate.
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.	The Welsh Language Technology Action Plan addresses all these areas.
12.3 Support the development of new digital bilingual resources for use in schools, the workplace, and socially.	<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.</p> <p>Socialising - Bangor University has improved a Welsh speech-to-text system as part of the Macsen project which receives financial assistance from the Government.</p> <p>We will support efforts to ensure a number of volunteers record their voices as part of Mozilla's Welsh Common Voice project (a mass project for data to improve the accuracy of voice recognition technology).</p>
12.4 Work on motivating the main technology companies to increase the Welsh-language provision offered.	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 Welsh speakers. This will be done as part of the implementation of the Welsh Language Technology Action Plan.

2017–21 objective	2019–20 reporting year
<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>	<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>
<p>12.6 Support efforts to increase the number of Welsh-language Wikipedia pages.</p>	<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.</p>

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	2019–20 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 continue to develop 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 vision for the future in 2019-20.</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 continue to develop 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 vision for the future in 2019-20. These developments will be user-focused, in line with the written statement published on 5 December 2018: https://beta.gov.wales/written-statement-future-welsh-language-linguistic-infrastructure-development-and-coordination</p> <p>We are funding more developments in relation to language and text technology. This will include a corpora of data to foster new developments in terms of translation, speech-to-text and artificial intelligence.</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, speed and consistency of translation.</p>	<p>The future of the translation profession is one of the themes we are considering as we develop a linguistic infrastructure policy.</p> <p>We will continue to implement the Welsh Language Technology Action Plan, published on 23 October 2018, which addresses the technology available to help translators in their work. This year, the scheme's many action points will begin to be implemented, and announcements will be made throughout the year, as appropriate.</p> <p>We will also continue to support Cymdeithas Cyfieithwyr Cymru, who accredit and support translators in Wales.</p>

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	2019–20 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>We will hold Programme Board meetings once a term to review progress against <i>Cymraeg 2050</i>. The Board will also be used to mainstream the principles of <i>Cymraeg 2050</i> into all Government areas of work.</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 place on developing new leaders within the public sector in Wales. It uses the structures of AcademiWales and will begin on an experimental basis in the first quarter of 2019, in the hope of expanding following feedback on this first experiment.</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 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 Education Strategic Plans and meeting their duties under the Well-being of Future Generations (Wales) Act 2015.</p>	<p>We will continue to mainstream the Welsh language in the work of other Welsh Government departments involved in this target.</p>

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	2019–20 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 the Welsh Language Division and other policy officials to implement the Welsh Language Evidence Plan for 2019-20. The Plan includes an evaluation of the Welsh Language Charter, a research study into the Welsh language and the economy, and a review of the grant scheme to promote and facilitate the use of Welsh. We will also work with policy officials to evaluate the Sabbatical Scheme for education practitioners, and will contribute to the evidence base for reviewing the definitions and categories of schools according to their linguistic provision.</p> <p>We will develop an Evaluation Framework for the Strategy, to support evidence-planning beyond 2019-20.</p> <p>Mainstreaming the Welsh language across the Government's research activity will continue, with the emphasis in 2019-20 on bringing together what we have learnt from mainstreaming work in recent years, as a basis for further development.</p> <p>We will continue to foster and maintain research partnerships in Wales and further afield, through presentations in conferences where possible, and by contributing to co-operation in relation to the new Memorandum of Understanding with the Basque Autonomous Community. We will continue to seek to 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>Welsh Government Knowledge and Analytical Services will analyse the Office for National Statistics' Longitudinal Study by looking at Census of Population and Housing data from 1971 to 2011. The work seeks to establish how the Welsh language skills of individuals change over time, along with the characteristics of those individuals, in order to better understand at which points in their lives this change is most likely to happen.</p> <p>We will also use administrative data from education to better understand whether or not children who are assessed in Welsh (first language) at seven years old then continue with their Welsh-medium education, up until the end of their statutory education and beyond.</p>

2017–21 objective	2019–20 reporting year
	<p>Knowledge and Analytical Services will work with the Welsh Language Division and others who use data about the Welsh language to understand their priorities in relation to conducting a language use survey in future. The aim will be to conduct a language use survey from July 2019 to the end of March 2021.</p>