

Gaelic Employment Audit

Final Report

to



in conjunction with

Scotiinform

August 2012

EXECUTIVE SUMMARY

Introduction

BnG wished to understand changes that have taken place in the Gaelic labour market since 2008. This was by undertaking an online survey of organisations known to have, or that might possibly have, “Gaelic essential” and/or “Gaelic desirable” posts. A total of 156 responses were received from a sample of 399 organisations.

Paid Permanent Posts

The survey identified a total of 978 Gaelic essential and Gaelic desirable paid permanent posts. These comprised:

- Gaelic essential–full–time: 621.
- Gaelic essential–part–time: 184.
- Gaelic desirable–full–time: 131.
- Gaelic desirable–part–time: 42.

The survey responses show the following profile for *full time Gaelic essential* posts:

- Main sectors are Local Authority (44% of posts), Media (25%) and Further & Higher Education (13%).
- Main geographical locations are in Highland (36%) and Western Isles (28%).
- 85% of organisations require that some or all postholders should have the ability to speak, read and write Gaelic.
- 72% of current employees are in the highest qualification grade used in the survey.
- Most (62%) are women.
- The greatest number are in the 25–34 years age group.
- Over half (59%) fall in the £25,000–£44,999 wage band.

The survey responses show the following profile for *part time Gaelic essential* posts:

- Main sectors are Local Authority (64% of posts), Further & Higher Education (14%) and Development (8%).
- Main geographical locations are in Highland (39%) and Western Isles (24%).
- 75% of organisations require that some or all postholders should have the ability to speak, read and write Gaelic.
- More than half (57%) of current employees are in the highest qualification grade used in the survey.
- Over three quarters (77%) are women.
- The greatest number are in the 35–44 years age group.
- Almost half earn less than £12,500 per year.

The survey responses show the following profile for *full time Gaelic desirable* posts:

- Main sectors are Government (34% of posts), Further & Higher Education (17%) and Community (14%).
- Main geographical locations are in Highland (54%) and Western Isles (27%).
- 56% of organisations require that some or all postholders are able to *speak Gaelic only*.
- 57% of current employees are in the highest qualification grade used in the survey.
- Most (67%) are women.
- The greatest number are in the 35–44 years age group.
- Very similar amounts fall in the £25,000–£44,999 wage band (42%) and in the £12,500–£24,999 band (41%).

The survey responses show the following profile for *part time Gaelic desirable* posts:

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- Main sectors are Community (33% of posts) and Local Authority (31%).
 - Main geographical locations are in Greater Glasgow (36%) and Western Isles (31%).
 - The most common requirement is for some or all postholders to be able to speak, read and write Gaelic (67% of organisations).
 - Some 29% of current postholders have no formal qualifications.
 - The vast majority (86%) are women.
 - The greatest number are in the 35–44 years age group.
 - Most (67%) earn under £12,500 per year.

Permanent Volunteer Posts

The survey identified a total of 78 permanent volunteer posts. These comprise 42 Gaelic essential posts and 36 Gaelic desirable posts. The vast majority are part-time.

The survey responses show the following profile for *Gaelic essential* volunteer posts:

- Main sectors are Culture & Heritage (40% of posts), Community (33%) and Arts & Music (12%).
- Main geographical locations are Western Isles South (46%) and Greater Glasgow (21%).

The survey responses show the following profile for *Gaelic desirable* volunteer posts:

- Main sectors are Culture & Heritage (64% of posts), Publishing (19%) and Community (8%).
- Main geographical locations are Western Isles South (56%) and Highland (17%).

Contract Staff and Procurement of Gaelic Language Services

The survey responses show that:

- 60 organisations had employed a total of 349 contract staff within the last 12 months.
- The main sectors for these posts were Local Authority (24% of posts), Arts & Music (23%) and Community (22%).
- More than half of the posts were paid temporary Gaelic essential ones outwith supply teaching.
- 60 organisations had procured Gaelic language services within the last 12 months.

Training and Recruitment

The survey responses show that in terms of *staff training*:

- Around one quarter of respondents have a formal method of identifying training needs of staff in Gaelic essential and Gaelic desirable posts.
- One third have funded or arranged Gaelic language skills training for staff in the last 12 months.
- 15% of organisations reported previous difficulties in sourcing appropriate Gaelic language training.

In terms of *recruitment*:

- More than half of recruits within the last 12 months have been from external Gaelic essential or external Gaelic desirable posts.
- 44% of the organisations assess applicants' Gaelic language skills. The most common means is asking at interview if the applicant can speak, read or write Gaelic.

In terms of *current recruitment plans*:

- 42 organisations (27% of respondents) stated that they are likely to recruit staff to new Gaelic essential or Gaelic desirable posts

in the next 12 months.

- A total of 112 likely new posts were reported.
- The largest numbers of posts are in the sectors of Local Authority (24 posts), Private Company (18) and Government (16).

Comparison to 2008 Results

For a number of reasons there are limits to the ability to compare the findings of the 2012 and 2008 surveys. Therefore, the comparison was used to highlight key differences in the two sets of results rather than to provide definitive statements on trends.

Table E.1 compares the total number of paid permanent posts recorded in the two surveys.

TABLE E.1: TOTAL NUMBER OF PAID PERMANENT POSTS		
Designation	2008	2012
Gaelic essential–full–time	595	621
Gaelic essential–part–time	100	184
Gaelic desirable–full–time	407	131
Gaelic desirable–part–time	32	42
Total	1,134	978

Note: The 2008 research added in a further 40 Gaelic essential posts estimated from secondary sources to give an overall total of 1,174 posts

The total number of posts is lower in 2012. This is due to the much lower number of full–time Gaelic desirable posts.

It is expected that this difference is due, at least in part, to the more explicit definition of *Gaelic desirable* used in the 2012 survey, plus data for numbers of posts not being supplied by some significant employers.

The 2012 survey shows:

- A slightly higher number of Gaelic essential and Gaelic desirable volunteer posts (78 compared to 64 in 2008).
- A much higher number of contract staff-349 posts compared to 162 in 2008.
- 60 organisations procuring Gaelic language services in the last 12 months (35 in 2008).

In 2008 the total number of new Gaelic essential and Gaelic desirable posts forecast was 137 (in 36 organisations). This is higher than the 112 stated by respondents (in 40 organisations) in 2012.

Future Audits

For future exercises BnG may wish to consider recruiting a panel of organisations known to have significant numbers of Gaelic essential and/or Gaelic desirable posts. These could be surveyed periodically to provide the data of greatest use to BnG.

This would allow Gaelic labour market trends to be discerned through use of a consistent base of respondents along with consistent questions and definitions. As required, this could be supplemented by more occasional surveys to gather information from a wider range of organisations.

