

<p>Lèirmheas neo-eisimeileach libhrigeadh sgilean: gairm airson fianais</p> <p>Freagairt bho Bhòrd na Gàidhlig</p> <p>23 Dùbhlachd 2022</p>	<p>Skills delivery independent review: call for evidence</p> <p>Response from Bòrd na Gàidhlig</p> <p>23 December 2022</p>
<p>Part 1 - Scotland's Skills Delivery Landscape</p> <p>1 If there was one thing you would like to see change in how our skills landscape is structured and delivering, what would it be?</p> <p>Please give us your views:</p> <p>Mholamaid gum biodh cruth-tìre nan sgilean a' gabhail a-steach raon de chùisean co-cheangailte ri coimhearsnachdan Gàidhlig air feadh na dùthcha gu h-ìomchaidh. Ann an Alba tha foghlam air a sholarachadh tro mheadhan na Gàidhlig no na Beurla agus tha e cudromach gun dèan an ro-innleachdan sgilean againn agus na buidhnean a tha a' stiùireadh leasachaidh cinnteach gun tèid beachdachadh air an dà chuid foghlam tro mheadhan na Gàidhlig (FtG) agus tro mheadhan na Beurla (FtB) sa phlanadh uile. Tha na h-àireamhan as ùire airson foghlam bun-sgoile a' sealltainn gu bheil mu 45% de chloinn ann am foghlam bun-sgoile anns na h-Eileanan an Iar, 6% ann an Roinn na Gàidhealtachd, 4% ann an Earra-Ghàidheal is Bòd agus 2% ann an Glaschu a' faighinn foghlam tro mheadhan na Gàidhlig. Tha fianais ann cuideachd gu bheil fàs leantainneach ann. Bu chòir na sgilean a bharrachd a bheir na daoine òga dà-chànanach seo dhan mhargaidh obrach a leasachadh gu mòr agus na feumalachdan aca a choileanadh. Bu chòir ro-innleachd sgilean nàiseanta a bhith air a stèidheachadh air a' phrionnsapal gu bheil foghlam air a sholarachadh an dàrna cuid sa Ghàidhlig no sa Bheurla, leis a' mhòr-chuid de dh'Ùghdarrasan Ionadail Albannach a-nis a' toirt seachad, no ag obair a dh'ionnsaigh, Foghlam Bun-sgoile tro mheadhan na Gàidhlig.</p> <p>2 Thinking about the vision in the Terms of Reference for a system that is simple, people-focused and built on collaboration, how well are we doing against that vision just now?</p> <p>Please give us your views:</p>	<p>Part 1 - Scotland's Skills Delivery Landscape</p> <p>1 If there was one thing you would like to see change in how our skills landscape is structured and delivering, what would it be?</p> <p>Please give us your views:</p> <p>We would recommend that the skills landscape appropriately includes the range of issues relating to Gaelic-speaking communities across the country. In Scotland education is provided through either Gaelic or English and it will be important that our skills strategies and the organisations leading development ensure that both the Gaelic Medium Education (GME) and English Medium (EME) sectors are included in all planning. The most recent statistics relating to primary education show that approximately 45% of children in primary education in the Western Isles, 6% in Highland, 4% in Argyll and Bute and 2% in Glasgow are educated through the medium of Gaelic. There is also evidence of continuing growth. The additional skills these bilingual young people bring to the labour market should be fully developed and their needs met. A national skills strategy should be underpinned by the principle that education is provided in either in Gaelic or English, with a majority of Scottish Local Authorities now providing, or in the process of developing, Primary Education through the medium of Gaelic</p> <p>2 Thinking about the vision in the Terms of Reference for a system that is simple, people-focused and built on collaboration, how well are we doing against that vision just now?</p> <p>Please give us your views:</p>

Mholamaid barrachd fòcas a chur air a bhith a' dealbhadh siostam nas simplidhe far a bheil dleasan nam buidhnean a tha an sàs sa chùis air am mìneachadh gu soilleir. Bu chòir fianais shoilleir fhaighinn air buaidh ghnìomhan a rinn buidhnean a tha an sàs sa chùis agus aithris a dhèanamh air seo gu cunbhalach.

Please provide specific examples of success in the work of public agencies or the private/third sector.:

Please provide specific examples of elements that don't work, are confusing or need to be improved:

Mar a chaidh a chomharrachadh ann am freagairt ceist 1 tha e ro-chudromach gun tèid dèiligeadh ri feumalachdan coimhearsnachd na Gàidhlig agus gun aithnichear na sgilean a th' aig clann agus daoine òga dà-chànanach ann am FtG. Bidh barrachd leasachadh thairis air a' chruth-tìre ro-innleachdail an dà chuid a' toirt piseach air builean do dhaoine òga a' tighinn bhon t-siostam FtG agus a' neartachadh comas feachd-obrach na h-Alba san fharsaingeachd.

3 Thinking about the different national agencies and partners involved in skills delivery, are there areas where more clarity is required about roles and responsibilities or where you think the balance of responsibilities should be changed?

Please give us your views:

Uile gu lèir, bu chòir fòcas leantainneach a bhith ann air a bhith a' cruthachadh cruth-tìre nas simplidhe agus bu chòir na dleasan agus uallaichean aig diofar bhuidhnean a bhith air am mìneachadh gu soilleir gus am bi tuigse nas fheàrr ann. Bu chòir dha a bhith comasach do gach buidheann sealltainn gu soilleir mar a tha an obair aca a' toirt buaidh air gach cuid FtG agus FtB tro bhith ag aithris gu poblach gu cunbhalach air adhartas.

4 Thinking about how our economy and society is changing and the Scottish Government's ambitions for a skilled workforce as set out in the National Strategy for Economic Transformation, do you have any evidence on where the current skills and education landscape needs to adapt or change and how it could be improved?

Please give us your views. Please provide evidence to support your answer.:

We would recommend that further focus is placed on designing a simplified system where the responsibilities of contributing agencies are clearly defined. The impact of actions undertaken by contributing agencies should be evidenced clearly and reported upon publicly at regular intervals.

Please provide specific examples of success in the work of public agencies or the private/third sector.:

Please provide specific examples of elements that don't work, are confusing or need to be improved:

As noted in the response to question 1 it is crucial that the needs of the Gaelic-speaking community are addressed and that the skills possessed by bilingual children and young people in GME are recognised. Further improvement across the strategic landscape will both improve outcomes for young people coming from the GME system but enrich the potential of the Scottish workforce overall.

3 Thinking about the different national agencies and partners involved in skills delivery, are there areas where more clarity is required about roles and responsibilities or where you think the balance of responsibilities should be changed?

Please give us your views:

Overall, a continuing focus on simplifying the landscape and outlining clear roles and responsibilities for different agencies would improve understanding. Each agency should be able to demonstrate clearly how their work impacts on both GME and EME through regular public reporting on progress.

4 Thinking about how our economy and society is changing and the Scottish Government's ambitions for a skilled workforce as set out in the National Strategy for Economic Transformation, do you have any evidence on where the current skills and education landscape needs to adapt or change and how it could be improved?

Please give us your views. Please provide evidence to support your answer.:



Tha sinn a' cur fàilte air a' cheangal ri Putting Learners at the Centre agus na beachdan taiceil mun Ghàidhlig agus mu FtG a rinneadh ann an Aithisg an Àrd-ollaimh Muir. Mholamaid gun tèid aire a thoirt orra seo nuair a thathar a' dèanamh barrachd obrach a thaobh sgilean. Cuiridh sinn a-steach freagairt gu Lèirmheas Hayward far am bi sinn cuideachd a' moladh gum bi leasachadh stèidhichte air a' phrionnsapal gu bheil foghlam ann an Alba air a sholarachadh an dàrna cuid tron Ghàidhlig no tron Bheurla agus gum feum na ro-innleachdan nàiseanta againn aire a thoirt air seo daonna nuair a thathar a' dealbhadh gnìomhachd ùr.

Tha sinn a' toirt fa-near gu bheil raon de chothroman ann co-cheangailte ris an NSET, a' gabhail a-steach na leanas:

Pròiseact 1 - tha sinn a' moladh gum bi buidhnean gun riochdachadh gu leòr a' gabhail a-steach coimhearsnachdan Gàidhlig air feadh na dùthcha.

Pròiseact 2 - san aon dòigh bu chòir cothrom air prògraman taic do bhuidhnean gun riochdachadh gu leòr a bhith a' gabhail a-steach FtG agus coimhearsnachdan Gàidhlig.

Pròiseact 11 - bu chòir don Acadamaidh Dhìseatach agus iomairtean Ionnsachadh Inbheach iomradh a thoirt air feumalachdan siostam FtG agus coimhearsnachdan Gàidhlig.

Bu chòir do Phròiseact 12 - àrdachadh sgilean agus ath-thrèanadh a bhith a' gabhail a-steach fòcas air na feumalachdan a tha a' sìor fhàs do luchd-labhairt na Gàidhlig sa mhargaidh obrach m.e. taobh a-staigh Foghlam agus Tràth-ionnsachadh is Cùram-chloinne, obair Ghàidhlig sa choimhearsnachd agus na Meadhanan is Cultar.

Pròiseact 15 - bu chòir dhan Ionad Eòlais aghaidh a chur air feumalachdan choimhearsnachdan Gàidhlig mar a tha air a mhìneachadh ann an grunn artaigilean anns an UNCRC.

Pròiseact 16 - bu chòir do Bhòrd Libhrigidh NSET beachdachadh air fianais co-cheangailte ri Gàidhlig agus FtG.

Pròiseact 18 - mholamaid gum bi Plana Nàiseanta na Gàidhlig air a ghabhail a-steach ann am frèam na ro-innleachd.

Bu chòir na molaidhean seo co-cheangailte ri mar a dh'fhaodar rùintean agus geallaidhean NSET a thuigsinn, buaidh a thoirt air cruthachadh ro-innleachd sgilean nàiseanta èifeachdach a bheir taic do gach cuid na roinnean FtG agus FtB.

We welcome the links to Putting Learners at the Centre and the positive and supportive comments around Gaelic and GME made within Professor Muir's Report. We would recommend that these are taken into account when developing further work-around skills. We will submit a response to the Hayward Review where we will also recommend that development is underpinned by the principle that education in Scotland is provided either through Gaelic or English and that our national strategies must always take this into consideration when devising new activity.

We note a range of opportunities relating to the NSET, including the following:

Project 1 - we recommend that under-represented groups include Gaelic-speaking communities across the country.

Project 2 – similarly, access to support programmes for under-represented groups should include the GME and Gaelic-speaking communities.

Project 11 - the Digital Academy and Adult Learning initiatives should reference the needs of the GME system and Gaelic-speaking communities.

Project 12 - upskilling and retraining should include a focus on the developing needs for Gaelic-speakers in the labour market e.g within Education and Early Learning and Childcare, Gaelic language Community-based work and Media and Culture.

Project 15 - the Centre of Expertise should address the needs of Gaelic-speaking communities as outlined in a number of articles in the UNCRC.

Project 16 - the NSET Delivery Board should consider evidence relating to Gaelic and GME.

Project 18 - we recommend that the National Plan for Gaelic is included within the strategy framework.

These recommendations relating to how the NSET ambitions and commitments may be understood, should impact on the development of an effective national skills strategy that supports both the GME and EME sectors.



Part 2 - Apprenticeships

6 Do you have any evidence relating to the outcomes of the current funding and delivery of apprenticeship programmes (Modern Apprenticeships, Foundation Apprenticeships and Graduate Apprenticeships) in terms of either outcomes for learners and/or the needs of employers?

Please give us your views:

Mar a thug sinn fa-near san fhreagairt againn do cheist 7, mholamaid gun tèid na trì eileamaidean sa phrògram preantasachd ath-sgrùdadh gus measadh a dhèanamh air an sioncronachadh leis na roinnean FtG agus FtB agus a bharrachd air sin bu chòir mion-sgrùdadh a dhèanamh air mar a bheir am prògram buaidh air feumalachdan sònraichte co-cheangailte ris a' Ghàidhlig Tha seo a' gabhail a-steach, mar eisimpleir am feum a tha a' sior fhàs air luchd-cleachdaidh Tràth-ionnsachadh agus Cùram-chloinne aig a bheil Gàidhlig agus an fharsaingeachd de chothroman a tha a' tighinn am bàrr ann an roinn nam meadhanan agus a' chultair.

7 Do you have any views or evidence on how changes to the operation of apprenticeship programmes could support the ambition for apprenticeship programmes to be an embedded part of the wider education system?

Please give us your views:

Mholamaid gun tèid prògram na preantasachd ùrachadh gus dèanamh cinnteach gum bi e a rèir feumalachdan an dà chuid roinnean FtG agus FtB. A bharrachd air sin bu chòir cnuasachadh a bharrachd a dhèanamh a thaobh buaidh a' phrògram preantasachd air feumalachdan a' mhargaidh obrach san fharsaingeachd far a bheil Gàidhlig air aithneachadh mar sgil ion-mhiannaichte no riatanach airson dreuchdan.

8 Apprenticeships are often described as being 'demand-led'. Do you have any evidence about how process for developing and approving apprenticeship frameworks responds to skills priorities? Please include suggestions of how the development process could be enhanced.

Please give us your views. Please include suggestions of how the development process could be enhanced.:

Part 2 - Apprenticeships

6 Do you have any evidence relating to the outcomes of the current funding and delivery of apprenticeship programmes (Modern Apprenticeships, Foundation Apprenticeships and Graduate Apprenticeships) in terms of either outcomes for learners and/or the needs of employers?

Please give us your views:

As we have noted in the response to question 7 we would recommend that the three elements in the apprenticeship programme are reviewed to evaluate their synchronisation with both the GME and EME sectors and furthermore an analysis of how the programme impacts on particular needs relating to Gaelic should be provided. This includes, for example, the growing need for Gaelic-speaking Early Learning and Childcare practitioners and the range of opportunities developing in the media and culture sector.

7 Do you have any views or evidence on how changes to the operation of apprenticeship programmes could support the ambition for apprenticeship programmes to be an embedded part of the wider education system?

Please give us your views:

We recommend that the apprenticeship programme is reviewed to ensure it meets the needs of both the GME and EME sectors. In addition further reflection should be undertaken regarding the impact of the apprenticeship programme on the needs of the wider labour market where Gaelic is recognised as either a desirable or essential skill for posts.

8 Apprenticeships are often described as being 'demand-led'. Do you have any evidence about how process for developing and approving apprenticeship frameworks responds to skills priorities? Please include suggestions of how the development process could be enhanced.

Please give us your views. Please include suggestions of how the development process could be enhanced.:



Mar a chaidh a thoirt fa-near gu h-àrd, mholamaid measadh buaidh air an iarrtas a tha a' sìor fhàs airson fastadh gu dreuchdan far a bheil Gàidhlig na sgil riatanach no ion-mhiannaichte.

9 Do you have evidence on the benefits or risks of employer leadership in apprenticeship development or the impact it has on outcomes for apprentices and/or employers?

Please give us your views. Please include suggestions for how the governance of apprenticeship design and delivery could be strengthened.:

Ann am prionnsabal tha mòran bhuannachdan ann an co-thaobhadh luchd-fastaidh leis a' phrògram - gu h-àraid le bhith a' dèanamh cinnteach gu bheil trèanadh sgilean co-òrdanaichte le cothroman cosnadh. Ach, mholamaid gun tèid aire shònraichte a thoirt a-nis air a bhith a' dèanamh cinnteach gun cuir prògraman ri ìrean fastadh far a bheil Gàidhlig nas sgil riatanach.

Part 3 - National Occupational Standards

10 Do you have any evidence on how the current arrangements for National Occupational Standards are delivering against the intended ambitions of the National Occupational Standards Strategy?

Please give us your views:

Gu h-iomlan bidh solar inbhean obrach nàiseanta cumanta thar diofar dhùthchannan na bunait leudaichte airson prògraman. Tha sinn mothachail gu bheil a' Chuimris air a toirt a-steach dhan fhrèam co-chomhairleachaidh anns a' cho-chomhairle làithreach bho Riaghaltas na Cuimrigh agus mholamaid gum biodh iomradh air a' Ghàidhlig anns a h-uile co-chomhairle agus iomairt ro-innleachdail ann an Alba mar an ceudna.

Part 4 - Upskilling and Reskilling

12 Do you have any evidence to demonstrate how the existing delivery arrangements for upskilling and reskilling, including the specific funding programmes, are impacting on outcomes for learners and/or industry and sectors?

As noted, we would recommend evaluation of the impact on the growing demand for recruitment to posts where Gaelic is an essential or desirable skill.

9 Do you have evidence on the benefits or risks of employer leadership in apprenticeship development or the impact it has on outcomes for apprentices and/or employers?

Please give us your views. Please include suggestions for how the governance of apprenticeship design and delivery could be strengthened.:

In principle the close alignment of employers to the programme has many benefits - not least ensuring that skills training synchronises with employment opportunities. However, we would recommend that particular attention is now given to ensuring that programmes improve recruitment where Gaelic is required.

Part 3 - National Occupational Standards

10 Do you have any evidence on how the current arrangements for National Occupational Standards are delivering against the intended ambitions of the National Occupational Standards Strategy?

Please give us your views:

Overall, the provision of common national occupational standards across different countries will provide an extended foundation for programmes. We note in the current consultation from the Welsh Government the inclusion of the Welsh language within the consultation framework and would recommend that all consultations and strategic initiatives in Scotland likewise include reference to Gaelic.

Part 4 - Upskilling and Reskilling

12 Do you have any evidence to demonstrate how the existing delivery arrangements for upskilling and reskilling, including the specific funding programmes, are impacting on outcomes for learners and/or industry and sectors?



Please give us your views:

Mholamaid gun tèid iomairtean àrdachadh sgilean agus ath-sgileadh a mheasadh gu faiceallach gus dèanamh cinnteach gu bheil deagh bhuaidh ann air feumalachdan margaidh obrach na Gàidhlig agus gu bheil a' dearbhadh gu bheil dearbhadh ann gu bheil fèill air bho thagraichean le Gàidhlig. Dh'fhaodadh gum biodh e feumail ath-sgrùdadh a dhèanamh air èifeachd chom-pàirteachasan le OGE Innse Gall agus Sabhal Mòr Ostaig agus gus barrachd chothroman a chruthachadh tron Ghàidhlig (no far an urrainn do bhogadh sa Ghàidhlig cur ri àrdachadh sgilean gus am bi na sgilean riatanach aig daoine às dèidh bogadh agus togail sgilean Gàidhlig ùra airson cur a-steach airson dreuchdan no cothroman trèanaidh a bharrachd).

14 Thinking about the government's ambition to optimise the existing system for upskilling and reskilling throughout life, do you have any evidence to support how changes to the delivery landscape could help to achieve this ambition?

Please give us your views:

Mar a thug sinn fa-near na bu thràithe bidh e cudromach cuideachd measadh a dhèanamh air àrdachadh-sgilean agus ath-sgileachadh fad beatha a thaobh roinn FtG, agus am feum air luchd-obrach sgileil le Gàidhlig a choinnicheas ris na cothroman leudachaidh a tha san fheachd-obrach airson luchd-labhairt fileanta na Gàidhlig.

Part 5 - Sector and Regional Skills Planning

15 Thinking about the overall ambition to ensure that the skills and education system is aligned to local, regional and national skills priorities, what aspects of the current delivery landscape are working well to support this ambition?

Please give us your views:

Uile gu lèir tha sinn ag aontachadh ris a' bheachd gu bheil an siostam sgilean agus foghlaim a rèir feumalachdan roinneil. Tha sinn mothachail gu bheil RSIPan an gnìomh air a' Ghàidhealtachd is na h-Eileanan, ann an Glaschu agus ann an Dùn Èideann – agus gu bheil FtG soirbheachail aca uile. Mholamaid gun rachadh ath-sgrùdadh a dhèanamh air na RSIPan anns na sgìrean sin gus a' bhuaidh aca air roinn FtG agus feumalachdan margaidh obrach na Gàidhlig a mheasadh.

Please give us your views:

We recommend that upskilling and reskilling initiatives are evaluated carefully to ensure that there is impact on the needs of the Gaelic language labour market and that uptake from Gaelic-speaking applicants is evidenced. It may be useful to review the effectiveness of partnerships with UHI Innse Gall and Sabhal Mòr Ostaig and develop further opportunities through Gaelic (or where Gaelic immersion can contribute to upskilling so that following immersion and the acquisition of new Gaelic language skills people will possess the necessary skills to apply for posts or additional training opportunities).

14 Thinking about the government's ambition to optimise the existing system for upskilling and reskilling throughout life, do you have any evidence to support how changes to the delivery landscape could help to achieve this ambition?

Please give us your views:

As we have noted in other sections it will also be important to evaluate upskilling and reskilling throughout life with reference to the GME sector, and the need for skilled Gaelic-speaking workers who can meet the expanding opportunities there are in the labour force for competent Gaelic-speakers.

Part 5 - Sector and Regional Skills Planning

15 Thinking about the overall ambition to ensure that the skills and education system is aligned to local, regional and national skills priorities, what aspects of the current delivery landscape are working well to support this ambition?

Please give us your views:

Overall, we agree with the view that the skills and education system are aligned to regional needs. We note that RSIPs are in place in the Highlands and Islands, Glasgow and in Edinburgh - all of which have thriving GME provision. We would recommend that the RSIPs in these regions are reviewed to assess their impact on the GME sector and the needs of the Gaelic labour market.



16 The Auditor General recommended that the Scottish Government take urgent action to deliver improved governance on skills alignment. Do you have any evidence to support whether the current arrangements are likely to deliver progress?

Please give us your views:

Mholamaid gum biodh rèiteachaidhean riaghlaidh nas fheàrr a' gabhail a-steach iomradh sònraichte air FtG agus feumalachdan margaidh obrach na Gàidhlig.

17 Do you have any evidence to indicate how changes to the delivery landscape could better deliver the vision for a system which is agile and responsive to future needs and where labour market insights can inform strategic provision planning?

Please give us your views:

Tha am prionnsapal gum bi an siostam sùbailte agus freagairteach gu sònraichte cudromach ann an àrainneachd far an urrainn feumalachdan sgilean atharrachadh gu luath agus far a bheil iomadachd san fheachd-obrach deatamach. Mholamaid mar phàirt de libhrigeadh ro-innleachd gus sùbailteachd agus freagairteachd a thoirt gu buil, gun tèid làn aithne a thoirt do sgilean dà-chànanach na h-òigridh a tha taobh a-staigh agus a' tighinn a-mach à FtG aig an àm seo agus gum biodh ath-sgrùdadh air buaidh a' gabhail a-steach feumalachdan margaidh obrach na Gàidhlig.

Part 6 - Careers and Young People

20 Do you have any evidence to inform how the new Careers by Design Collaborative could be embedded within the wider education and skills system and delivery landscape to enable the recommendations of the Careers Review to be taken forward to ensure people can access the advice, information and guidance that they need?

Please give us your views:

Tha sinn a' moladh barrachd co-leanailteachd nàiseanta ann a bhith a' toirt seachad seirbheisean coileanta CIAG anns a h-uile àrd-sgoil a tha a' libhrigeadh FtG a tha a' libhrigeadh chùrsaichean co-cheangailte ris a' Ghàidhlig no cùrsaichean a bheir buaidh air feumalachdan margaidh obrach na Gàidhlig.

16 The Auditor General recommended that the Scottish Government take urgent action to deliver improved governance on skills alignment. Do you have any evidence to support whether the current arrangements are likely to deliver progress?

Please give us your views:

We would recommend that improved governance arrangements include specific reference to GME and the needs of the Gaelic labour market.

17 Do you have any evidence to indicate how changes to the delivery landscape could better deliver the vision for a system which is agile and responsive to future needs and where labour market insights can inform strategic provision planning?

Please give us your views:

The principle that the system is agile and responsive is particularly important within an environment where skills needs can rapidly change and where diversity in the workforce is crucial. We would recommend that as part of the delivery of a strategy to produce agility and responsiveness, full recognition of the bilingual skills of young people currently within and coming out of GME is realised and that review of impact includes the needs of the Gaelic labour market.

Part 6 - Careers and Young People

20 Do you have any evidence to inform how the new Careers by Design Collaborative could be embedded within the wider education and skills system and delivery landscape to enable the recommendations of the Careers Review to be taken forward to ensure people can access the advice, information and guidance that they need?

Please give us your views:

We recommend greater national coherence in providing comprehensive CIAG services in every GME delivering Secondary and all colleges and universities with courses relating to Gaelic or courses which impact on the requirements of the Gaelic labour market.



A bharrachd air sin tha sinn a' moladh gun tèid ro-innleachd shoilleir a chruthachadh gus piseach a thoirt air libhrigeadh fhad 's a tha FtG agus margaidh obrach na Gàidhlig a' fàs gus am bi na seirbheisean uile a' toirt buaidh air na feumalachdan caochlaideach a th' againn mar dhùthaich airson raon nas fharsaing de luchd-labhairt Gàidhlig sgileil. Tha comas a bharrachd aig Alba gus sgilean ar n-òigridh dà-chànanach a tha a' tighinn bho sholar FtG a chleachdadh agus bu chòir planadh ro-innleachdail a dhèanamh gus an tèid làn fheum a dhèanamh den chomas seo.

21 Alongside Careers information, advice and guidance, do you have any evidence to demonstrate what additional support young people, including those from marginalised groups, might need to develop their skills and experience to prepare them for the world of work?

Please give us your views: Please include details about who you think should be responsible for providing this support.:

Nar freagairt do Cheist 21 tha sinn air cuid de phrìomh ghniomhan a mhìneachadh a chruthaicheas builean nas fheàrr do dhaoine òga ann am FtG a tha uaireannan air an dearmad agus nach eil a' faighinn seirbheis iomchaidh bho bhuidhnean nàiseanta is ionadail (thug an t-Ollamh Muir fa-near anns an earrann cho-chomhairleachaidh ann am Putting Learners at the Centre gun d' fhuair e beachdan ag ràdh gun robh daoine a' faireachdainn nach b' e ach add-on a bh' ann am FtG uaireigin).

Gu bunaiteach, bu chòir do na buidhnean nàiseanta againn a tha a' solarachadh leasachadh ro-innleachdail airson sgilean agus taic a bhith a' stèidheachadh tuigse sa chleachdadh aca gu bheil Alba a' toirt seachad foghlam ann an dà chànan, an dàrna cuid tron Ghàidhlig no tron Bheurla. Bu chòir dhan tuigse seo a bhith fìchte a-staigh do phoileasaidh agus a bhith na pàirt bhunaiteach de phlanadh ro-innleachdail uile.

Part 7 - Employer engagement and support

22 Do you have any evidence about how the current arrangements for employer engagement in skills and education are supporting delivery of Scottish Government's ambitions and outcomes?

Please give us your views:

Tha sinn a' moladh gun tèid ath-sgrùdadh a dhèanamh air Lìonra DYW agus an air an Ro-innleachd Cosnadh Òigridh gus faighinn a-mach gu soilleir mar a tha iad a' buntainn ri roinn FtG

Furthermore, we recommend that a clear strategy is developed to improve delivery as GME and the Gaelic labour market grow so that the all services impact on the developing needs we have as a country for a wider range of skilled Gaelic speakers. Scotland has additional potential in utilising the skills of our bilingual young people coming from GME provision and strategic planning should be developed so that this potential is fully exploited.

21 Alongside Careers information, advice and guidance, do you have any evidence to demonstrate what additional support young people, including those from marginalised groups, might need to develop their skills and experience to prepare them for the world of work?

Please give us your views. Please include details about who you think should be responsible for providing this support.:

In our response to Q 21 we have outlined some key actions which will lead to better outcomes for young people in GME who are sometimes overlooked and not appropriately served by national and local agencies (Professor Muir noted in Putting Learners at the Centre in the Consultation Responses Section that feedback included the feeling that GME was sometimes an add-on).

Fundamentally our national agencies providing strategic development for skills and support should have embedded in their practice an understanding that Scotland provides education in two languages, either through Gaelic or through English. This understanding should permeate policy and be an integral part of all strategic planning.

Part 7 - Employer engagement and support

22 Do you have any evidence about how the current arrangements for employer engagement in skills and education are supporting delivery of Scottish Government's ambitions and outcomes?

Please give us your views:

We recommend that the DYW Network and the Youth Employment Strategy are reviewed to establish clearly how they relate to the GME sector and how



agus mar a tha iad a' cur ris na cothroman aig ar n-òigridh dà-chànanach a tha a' tighinn a-mach à FtG ann an àireamhan a tha sìor-fhàs. Tha sinn mothachail gu bheil an lìonra ag amas air leasachadh maireannach a thoirt air a' chàirdeas eadar daoine òga ann am foghlam agus fastaichean thar nam 20 bòrd roinneil. Bidh e cudromach faighinn a-mach tro lèirmheas, mar a tha an structar seo a' buntainn ri agus a' coinneachadh ri feumalachdan dhaoine òga ann an solar FtG.

A bharrachd air sin bidh e feumail a bhith a' comharrachadh mar a tha maoinachaidh a' toirt buaidh an dà chuid air na roinnean FtB agus FtG agus a bhith a' beachdachadh a bheil feum air barrachd obrach a dhèanamh le daoine òga ann am FtG.

they are developing the potential of our bilingual young people emerging from GME in greater numbers. We note that the network is focused on bringing about a permanent improvement in the relationship between young people in education and employers across 20 regional boards. It will be important to establish in a review how this structure relates to and meets the needs of young people in GME provision.

In addition, it will be useful to identify how funding impacts on both the EME and GME sectors and whether there is a need to develop further work with young people in GME.

